



An Invitation to Apply for the Position of

**Provost and Senior Vice President for Academic Affairs
The University of Scranton
Scranton, Pennsylvania**

THE SEARCH

The University of Scranton (Scranton), a private, Catholic and Jesuit institution, seeks an innovative and collaborative leader for its next Provost and Senior Vice President for Academic Affairs (the Provost). The University of Scranton is a close-knit community, deeply committed to its Catholic and Jesuit mission, and the *Magis* - the restless pursuit of excellence grounded in gratitude. At Scranton, the Jesuit ideals are not only understood, they are lived. University faculty and staff work tirelessly to provide a deep, purposeful undergraduate, graduate, and doctoral education to students to ensure that they have a transformative experience during their years at Scranton. From the classroom to the far reaches of the globe, students learn what it means to care for others. As people devoted to the Jesuit maxim of *Cura Personalis* – individual attention care and respect for the dignity and uniqueness of each member of the University community – they go on to effect change in the world. The University of Scranton community takes pride in the well-rounded individuals students become and has faith that they will “go forth and set the world on fire,” as St. Ignatius of Loyola once said.

The next Provost will join the University and the Provost’s academic leadership team to bring creative leadership to advancing the University through excellence, innovation, building an inclusive community and campus culture, and growing partnerships in service of the University’s mission. With the recent installation of its 29th president, Joseph G. Marina, S.J., the University of Scranton’s three Colleges are energized and poised to take on the challenges facing higher education. A highly committed and collaborative faculty and staff await the new Provost, with opportunities to develop advancements to the curriculum including a focus on the humanities as a foundation for transformation and engaging over 4600 students in exploring their faith, discerning their purpose, and pursuing their passion. This is an

outstanding opportunity for a strategic thinker who lives the values rooted in the mission of the University. The ideal candidate will bring extensive academic administrative leadership; the ability to engage others in developing and implementing academic vision; an authentic commitment to robust shared governance; and a passionate commitment to, and demonstrated success with, equity, diversity and inclusion efforts. The University seeks a leader who will partner with the President, the Deans, and the faculty to develop and launch innovative programs of outstanding quality and academic rigor. The Provost will have proven financial management skills and demonstrated capacity to inspire and engage faculty, students, staff, alumni, and other key stakeholders.

Reporting directly to the President, the Provost is a key member of the President's Cabinet. The Provost serves as the chief academic officer for The University of Scranton and has overall responsibility for the University's education and research programs. The Provost provides leadership and oversight for the academic division's budget, undergraduate and graduate programs, teaching, research, the library, and the faculty and works with deans and faculty to develop advancements to the curriculum and oversee the academic programming of the three colleges.

Isaacson, Miller, a national executive search firm, has been retained to assist in the recruitment of the next Provost. Applications, nominations and inquiries should be directed in confidence to the firm as indicated at the end of this document.

ABOUT THE UNIVERSITY OF SCRANTON

Mission: The University of Scranton is a Catholic and Jesuit university animated by the spiritual vision and the tradition of excellence characteristic of the Society of Jesus and those who share in its way of proceeding. The University is a community dedicated to the freedom of inquiry and personal development fundamental to the growth in wisdom and integrity of all who share in its life.

Vision: The University will provide a superior, transformational learning experience, preparing students who, in the words of Jesuit founder St. Ignatius Loyola, will "set the world on fire."

In 1888, The University of Scranton was founded as Saint Thomas College by the Most Reverend William G. O'Hara, D.D., the first Bishop of Scranton. The College was staffed by diocesan priests and seminarians until 1896 and then, for one year, by the Xaverian Brothers. From 1897 until 1942 the institution was administered for the Diocese by the Christian Brothers and was renamed The University of Scranton in 1938. In 1942, the Jesuits were invited to administer the University. The University has flourished under the Jesuits, growing from what was primarily a commuter college with fewer than 1,000 students to a broadly regional, comprehensive university with a total enrollment of 4,692 students.

Spirituality and faith are at the core of Scranton's mission as a Catholic, Jesuit institution of higher learning, delivering a meaningful education that challenges its students morally, spiritually and intellectually. The chief characteristics embedded in the Ignatian vision include: the concept of the *Magis*, or a restless

pursuit of excellence grounded in gratitude; *Cura Personalis*, individual attention to students and respect for the uniqueness of each member of the University community; seeking God in all things; liberal education; service of faith and the promotion of justice; and contemplation in action.

Scranton students engage in the classroom and with the world thanks to the deep-rooted Jesuit tradition, the strength of its academics, and focus on service and extraordinary mentorship. Motivated by the *Magis*, much is expected of Scranton students. The University challenges them both intellectually and spiritually and helps pave their path to success in college, their careers and their lives.

Nestled in Pennsylvania's Pocono Northeast region, the University of Scranton is known for outstanding academic quality, a beautiful and technology-rich campus, the nurturing approach of its dedicated faculty and staff, and its exceptional, welcoming community.

The University encompasses three colleges: the College of Arts and Sciences (CAS), the Kania School of Management (KSOM) and the J. A. Panuska College of Professional Studies (PCPS) that collectively offer 69 bachelor's degree programs, 35 master's degree programs, 50 minors and 39 undergraduate concentrations and tracks enrolling a total of 4,692 students. Additionally, it offers a Doctor of Physical Therapy, Doctor of Nursing Practice, Doctor of Business Administration and the newly established Ph.D. in Accounting. The University has accreditation from 16 different accrediting agencies, including Middle States Commission on Higher Education.

Teaching and service are interwoven at Scranton. With an undergraduate student-to-faculty ratio of 12:1 and undergraduate average class size of 20, Scranton retains 281 full-time faculty, of whom 84% are tenure track and 81% hold doctoral or other terminal degrees in their fields. Four members of the faculty are Jesuits. In 2022, eleven faculty members were honored with the Provost Faculty Enhancement Awards for excellence in teaching, scholarship or service, nominated by academic leaders across the campus.

Among the accolades given to the University, *U.S. News & World Report's Best Colleges* has ranked the University of Scranton among the 10 top master's universities in the North for 29 consecutive years; in the 2021-22 and 2022-23 editions, Scranton placed fifth. In the most recent edition, the University was also recognized for "Best Undergraduate Teaching" (No. 14). In national rankings, *U.S. News* included Scranton among America's "Best Undergraduate Business Programs," "Best Undergraduate Engineering Programs," (where a doctorate is not offered); and among the nation's "Best Undergraduate Nursing Programs." Scranton students have found recognition in their own right. Since 1972, 160 graduates have earned a Fulbright or other international fellowship awards to support a year of study outside of the United States. In the last 15 years, Scranton students earned five Truman Scholarships, 12 Goldwater Scholarships, and a Mitchell Scholarship. The Loyola Science Center was among "The 50 Most Impressive Environmentally Friendly University Buildings" in the world recognized by Best Masters Degrees, an education and career website for prospective graduate students.

Scranton's deep commitment to social justice is evident both inside and outside the classroom. The University's Center for Service and Social Justice has a roster of 2,850 students who perform over 170,000

service hours annually and is one of just 24 colleges in Pennsylvania to be listed under the Carnegie Classification for Community Engagement in 2015.

In fall 2021, the University of Scranton enrolled approximately 4,692 students, with 3,487 undergraduates primarily from Pennsylvania, New York and New Jersey. Additionally, over 120 international students hail from 23 countries.

A tuition-dependent institution, the University's annual operating budget is \$252 million with a current endowment of over \$275 million. While University finances are strong, in light of the expected traditional student demographic downturn, University leaders are working to ensure the long-term financial sustainability of the institution. The University has engaged in a strategic enrollment planning exercise as part of its broader strategic planning which generated considerable programmatic creativity. After two years of decreases due to the pandemic, fall 2022 enrollment has successfully rebounded with the most diverse class in University history.

University of Scranton Academic Colleges

The College of Arts and Sciences

The College of Arts and Sciences (CAS) is the largest and oldest academic division. Not only is the College the foundation for Scranton's liberal arts programs, it also includes their renowned science and technology programs that are taught in the cutting-edge Loyola Science Center, which the Princeton Review recently ranked #7 for Best Science Lab Facilities. CAS is responsible for nearly all courses included in the general education program, taken by all University students. This curriculum provides a foundation for learning in the Jesuit tradition that serves students throughout their life. The CAS has more than 30 undergraduate majors, five graduate programs, 43 minors and 38 concentrations and tracks with 1624 student enrollment and 158 full-time and 76 part-time faculty members.

The Kania School of Management

The nationally recognized Kania School of Management (KSOM) excels at supplying the tools students need to succeed in the increasingly global and technological world of business. There are ten programs of study within the school, three of which are ranked in the top 25 in the nation by *U.S. News & World Report*. Each is firmly grounded in the world of business and organizational leadership and prepares the student for a career in business or graduate study. KSOM has 4 departments with 1247 student enrollment and 44 full-time and 17 part-time faculty members.

J.A. Panuska College of Professional Studies

The J. A. Panuska College of Professional Studies (PCPS) prepares students in a wide range of professions. The College has been designed with the conviction that all disciplines should be taught and understood

through a balance of theory and practice. PCPS students receive exemplary preparation for the profession of their choice and a solid education in the liberal arts and sciences. PCPS has 9 departments with 1758 student enrollment and 79 full-time and 87 part-time faculty members.

More on the University and its academic program can be found at www.scranton.edu.

The University of Scranton Strategic Plan 2020-2025: *Our Core, Our Community, Our Commitments*

Deeply committed to its mission as a Catholic and Jesuit institution, the University of Scranton, in the spirit of Saint Ignatius of Loyola, launched a new strategic plan, *Our Core, Our Community, Our Commitments*, to build on its strengths as they embrace innovative new ways of proceeding. The plan looks towards the future with confidence inspired by past success and by a shared sense of ownership displayed by the entire campus community. The plan draws upon the successful Jesuit Mission Priority Examen, Middle States Self-Study, strategic enrollment planning, and is informed by the Universal Apostolic Preferences from the Society of Jesus. Through the plan, the community will work together wholly and collaboratively to bring greater understanding and recognition of the value of a Scranton education. More details about the strategic plan can be found [here](#).

The Goals of the Plan are as follows:

- *The Humanities as a Foundation for Transformation*
Ensure that the Scranton student experience is transformational, integrated and grounded in the humanities as a pathway to understanding the human experience in its many dimensions.
- *Faith, Passion, and Purpose – The Student’s Journey*
Engage students as individuals through personal attention that helps them explore their faith, discern their purpose, and pursue their passion, as they work to create a more just and sustainable world.
- *Advancing the University Through Innovation*
Advance the University into the future by challenging ourselves to educate and support an ever-changing, diverse landscape of students in ways that are affordable, relevant, and innovative.
- *Diversity, Equity, and Inclusion – A Welcoming and Supportive Community*
Reflect and understand the diversity of the world by demanding that diversity be a priority as we build an inclusive community and campus culture, develop, and deliver our education and shape our student experience.
- *Growing Partnerships in Our Mission*
Invite and inspire our alumni, parents, friends, and community to be partners in the mission of the University.

Leadership

On June 14, 2021, Joseph G. Marina, S.J., became the 29th president of The University of Scranton.

Before becoming Scranton's 29th president, Father Marina served as provost and vice president for academic affairs and professor of education at Le Moyne College from 2016 through the spring of 2021. His responsibilities included overseeing the Jesuit college's three academic schools, honors program, library, campus life, student housing, conduct and Title IX compliance, diversity and inclusion programming, global education, student success and support services, disability services, and several other areas.

Prior to his tenure as provost and vice president for academic affairs, Father Marina held positions at Le Moyne as associate provost, interim chair of the education department and special assistant to the president. He served as both provost and acting president during the winter of 2019.

Father Marina holds a Doctor of Philosophy in administration and supervision from Fordham University, a Master of Divinity and a Master of Theology from Boston College and a Master of Science in Secondary Education from St. John's University. He earned a Bachelor of Science in Physical Sciences, with a theology minor, from St. John's University.

Father Marina entered the Society of Jesus in 2004 and was ordained to the priesthood in 2012.

Shared Governance

The Board of Trustees, comprised of 29 members serving three-year renewable terms, is deeply committed to serving an institution founded in the Catholic, Jesuit tradition and committed to scholarship, community and service. The primary duties of the Board include the oversight of the institution's budget, the establishment of fundamental institutional policies and the selection and appointment of the University's President. The Board also sets overall directions and institutional objectives for the University. The current Chair of the Board is Vincent Reilly, Esq., class of 1980.

The campus works together under a strongly valued and closely adhered to a shared governance system that includes four distinct bodies: the University Governance Council, the Faculty Senate, the Staff Senate, and the Student Senate. The Faculty Affairs Council (FAC) is the faculty union at the University of Scranton. FAC represents all full-time faculty members and serves as a local chapter of the American Association of University Professors (AAUP). In addition, the Faculty Affairs Council also sits at the table on matters related to wages and working conditions, including changes to the Faculty Handbook.

Student Life

Scranton has a rich tradition of fostering an experience in which students, both residential and commuter, are actively involved. Student life is vibrant and varied, from ministries-based programs and leadership initiatives to student-run activities, and clubs and organizations. The range of student organizations and activities reflect the diversity of experiences and interests of the Scranton student body including groups such as the United Cultures Organization (UCO), S.A.F.E. (Scranton Alliance for Equity – LGBTQIA+ club on campus), Peer Health Educators, the University of Scranton Business Club, Urban Beats Crew, Student Occupational Therapy Association (SOTA), THR1VE (supporting first-generation students), Random Acts of Kindness, the Knitting Club, club sports teams and many more.

The Division of Student Life supports the academic mission of the University by providing services and programs that enhance classroom experiences. Within the Division, several departments, including the Center for Student Engagement, the Gerard R. Roche Center for Career Development, and the Office of Residence Life provide meaningful opportunities to develop crucial skills to be highly successful in their endeavors both as students and alumni. The Provost will work closely with colleagues in Student Life to ensure the integration of activity in and outside of the classroom.

Scranton students have experienced great success in cultivating their professional lives while students and after graduation. The Classes of 2020 and 2021 completed both in-person and remote internships at 804 organizations in 28 different states, plus the District of Columbia, China, the Dominican Republic, England, Germany, Ireland, Palau, Panama, Peru and Vietnam.

The overall success rate for the Class of 2021 was 99%, with students reporting employment, continuing education, volunteer services, etc. The remaining successful individuals were employed part-time or pursued other intentional paths such as starting a business, joining the military, or engaging in long-term service.

Location and Campus

The University is located in the City of Scranton, the sixth largest city in Pennsylvania and a vibrant college town, home to five colleges and universities. Situated off Interstates 81 and 84 in Pennsylvania's Pocono Northeast region, The University of Scranton is easily reached by car and air. The Wilkes-Barre Scranton International Airport, Montage Mountain Ski Resort, and many public and private golf courses are within a ten-minute drive from campus. Driving time to New York City, Philadelphia, and Syracuse is just two hours, with Boston and Washington, D.C., less than five hours away. Known as the Electric City — the first U.S. city to have an electric-powered streetcar — Scranton today finds its energy from many other sources, namely popular coffeehouses, eateries, festivals, minor-league sports teams, and a well-known *Office*, Dunder Mifflin. The University and the city enjoy a strong, mutually beneficial relationship with a shared appreciation for the beauty, authenticity, and vibrancy of the area. There are often common opportunities to gather such as the annual "La Festa Italiana" held during Labor Day weekend at the end of the first week of classes.

In the last decade, the University has invested more than \$260 million in campus improvements. Renovations and new buildings include Pilarz and Montrone Halls, which house nearly 400 upper-class students and a fitness center; the new Loyola Science Center; and Edward R. Leahy Jr. Hall, which houses the departments of physical therapy, occupational therapy and exercise science; and the Rev. Kevin P. Quinn, S.J., Athletics Campus, the \$14 million, 11-acre home for the University's soccer, lacrosse, field hockey, baseball and softball Division III NCAA teams.

THE ROLE OF THE PROVOST

Reporting directly to the President, and as a key member of the President's Cabinet, the Provost will be instrumental in leading Scranton in its academic mission to further its reputation as a top-tier Jesuit university. In all endeavors, the Provost will need to balance *Cura Personalis*, care for the individual, with *Cura Apostolica*, care for the community. In addition to the deans of the three colleges and the Dean of Library, the provost will work alongside a highly skilled and experienced team including the Associate Provost, Assistant Provost & Registrar, and support staff.

OPPORTUNITIES AND CHALLENGES

The next Provost will have the unique opportunity to lead, motivate and inspire a passionately committed academic community in the spirit of shared governance. Specifically, the Provost will be expected to address the following opportunities and challenges.

Develop and implement a shared vision for the academic future of the University that reaffirms its foundation and promotes innovative approaches.

To be successful, the new Provost must possess a background as both a distinguished scholar and an accomplished administrator and be able to work collaboratively with the faculty and administration to set academic priorities, ensure excellence and academic rigor, and refine the foundational academic vision and plan that underlie Scranton's position as a top masters-level and doctoral-level Catholic and Jesuit institution.

With new Presidential and college leadership and a passionate, committed faculty, there is tremendous potential for the Provost to chart a bold new path forward for a University that thrives on challenging itself and exceeding expectations. The Provost will help lead efforts to reaffirm and reinvest in the liberal arts core with a reinvigorated general education curriculum, new signature academic programming, and expanded interdisciplinary offerings. The Provost will work collaboratively with faculty and other key stakeholders to finalize and implement a new Core curriculum, develop new academically rigorous undergraduate and graduate programs, including Ph.D. programs, evaluate existing programs and make difficult decisions where necessary, increase research, and successfully maintain current and establish new public-private partnerships. This work will also include a focus on streamlining processes to facilitate initiative and innovation. All of these efforts will center on the goal of Scranton continuing as a top

masters-level and doctoral-level Catholic and Jesuit Institution. The Provost will ensure good standing with the Middle States Commission of Higher Education and the numerous other agencies that accredit University programs.

Cultivate a culture of trust, mutual respect and transparency amongst administration, faculty, staff, and students.

The University is a tight-knit community that embraces the value of a robust shared governance system that includes administration, faculty, staff, and students. The existence of a unionized faculty, under the Faculty Affairs Council (FAC), and faculty representation in the governance system by a Faculty Senate makes it essential for clear communication and partnership between these entities and the Provost.

The Provost will lead by example, refine and implement sound principles and practices to guide negotiation and administration of the collective bargaining agreement and to spearhead and implement sound, effective principles of shared governance. The Provost will ensure that the university's priorities and goals are clearly communicated so that the administration, the faculty and all university stakeholders can work together to achieve the University's academic mission at a time of growing competition in the higher education marketplace.

Part of this culture of collaborative communication and transparency will come from the Provost further defining the roles and responsibilities of the deans, and academic administration and working effectively with the faculty to clarify, communicate and uphold expectations and standards. The Provost will work with the Deans to empower them to lead their Colleges while encouraging cross University interdisciplinary work. The Provost will model and encourage respectful, cooperative, and productive working relationships that acknowledge the valuable contributions of all members of the University community.

Enhance the transformative experience of all students as part of the Catholic and Jesuit mission and see that this is marketed as a point of distinction.

The Provost must work closely with the Division of Student Life and the Division of Mission and Ministry to ensure that the undergraduate and graduate student experience remains truly transformational, integrative, and focused on "setting the world on fire." Towards this end, the Provost will work with campus partners to continue to grow and expand holistic student-centered programming such as living-learning communities that support the Jesuit mission and first-year experience programming. In addition, the Provost will explore opportunities to better meet the needs of all students – undergraduate, graduate, transfer, and nontraditional students. These efforts will be particularly focused on maximizing student retention and increasing overall student success.

While the Provost is working to enhance the student experience, they must also relay this successful transformative educational programming to external affairs and development, so the Scranton story can

be shared widely and marketed as a point of distinction. Successful marketing of the academic and student experience is essential to the successful recruitment of the next generation of Scranton students and the cultivation of future alumni and donors.

Recruit, retain, and develop an increasingly distinguished faculty aligned with the academic strategy and rigor.

The University of Scranton has an excellent faculty dedicated to teaching, scholarship, service, and the Jesuit mission of the University. The next Provost will ensure the success of the academic strategy through careful planning and investment in selective hiring of key faculty who understand and complement its Catholic identity, Jesuit mission and emerging academic programs. Equally important is the retention and development of faculty. The Provost will work closely with the Deans to ensure that the University is supporting, mentoring, and developing all faculty, while nurturing a culture open to collaboration and innovation in teaching, research, service and assessment. The Provost will also support and champion efforts by Deans, program directors, and department chairs to galvanize existing strengths and future potential to enhance further the academic and research profile of the University.

Promote and advance equity, diversity, inclusion, and social justice efforts in the University of Scranton community.

As a Catholic, Jesuit institution of higher learning, Scranton and its mission is committed to providing an equitable, diverse, inclusive, educational, residential, and working environment; and continuously building and sustaining a campus community that embraces such values. The Provost will bring a track record of furthering these values and will embody equity, diversity, and inclusion and ensure that it is central to all facets of the academic experience including but not limited to: being keenly attentive to the changing demographics of the student body (the class of 2026 is the most diverse class in Scranton's history); utilizing strategic recruitment, hiring, and retention practices that increase representation and improve retention of a diverse faculty; and expanding global and international activities. The Provost will also play a key role in implementing the current University institutional plan for equity, diversity, and inclusion.

Provide leadership in fundraising, revenue generation, and astute fiscal stewardship to support Scranton's aspirations and priorities.

While the University is financially stable, it will be critically important for the Provost to be able to provide a disciplined approach to resource management and stewardship that relies on collaborative and data-informed decision-making. In addition to the management of current resources, the Provost will actively seek out opportunities for alternative sources of revenue generation. The Provost will also be an active partner with University Advancement to champion philanthropic efforts and capital campaign fundraising in support of academic and campus priorities.

Likewise, the Provost must also clearly define and assert their role in academic planning and budgeting. As the senior academic representative on the University's Financial Management Committee, the Provost must work with the deans and faculty leadership to provide transparency and metrics for budgeting and academic priorities.

Professional Qualifications & Personal Attributes of the Provost

While no one person may embody all of them, the successful candidate will bring many of the following personal qualities and professional qualifications:

Minimum Education Requirements:

- An earned doctorate or equivalent terminal degree and a record of distinguished scholarship and teaching requisite for an appointment as a tenured full professor;

Additional Responsibilities, Skills and Attributes:

- Experience working collaboratively with the faculty and administration to set academic priorities, oversee the development and implementation of academic strategic planning; coordinate academic periodic program review; and coordinate interdisciplinary program development with the deans;
- Experience leading an experienced staff. Dedication to professional development and team building;
- A proven ability to serve as an executive and provide visionary strategic leadership, an innovative and entrepreneurial spirit willing to take calculated risks, and a commitment to multidisciplinary education;
- A demonstrated record of success in promoting, initiating, and sustaining projects and initiatives that support diversity, equity, and inclusion;
- A clear understanding of and commitment to the values and goals of Catholic and Jesuit higher education. Must be able to respect, support and contribute to the University's Catholic and Jesuit mission's education and research programs;
- A track record of recruiting, retaining, and developing an increasingly distinguished faculty;
- Experience and knowledge of accreditation and assessment to ensure good standing with the numerous agencies that accredit University programs;

- Experience working with University leadership in the areas of finances, planning and development, and implementation of the University's strategic plan;
- The ability to provide advisory recommendations to the President on all academic appointments, tenure and promotion matters and ensure that such processes comply with the terms of the faculty bargaining agreements;
- A firm and demonstrated commitment to shared governance and experience serving on various University committees and groups such as UPC, FPC, Faculty Senate, Faculty Handbook groups such as President's Cabinet, President's Council; Faculty Senate liaison;
- Superior communication skills; the ability to articulate a compelling message to all audiences; clarity, crispness, and effectiveness in written and oral presentation; and strong listening skills;
- Excellent collaboration and consensus-building abilities to bring together a diverse group of constituents;
- Demonstrated decisive management skills exemplified by a record of excellence in delegation, responsibility, and accountability;
- Honesty, integrity, enthusiasm, sense of humor, resilience, and a strong work ethic.

To Apply

Confidential inquiries, nominations, referrals, and resumes with cover letters should be submitted in confidence through the Isaacson, Miller website to the attention of:

Jacqueline Mildner, Partner
Robin Dougherty, Senior Associate
Liz Braun, Senior Associate
Isaacson, Miller
www.imsearch.com/8675

Electronic applications are strongly encouraged.

The University of Scranton is committed to developing a diverse faculty, staff and student body. It embraces an inclusive campus community that values the expression of differences in ways that promote excellence in teaching, learning, personal development and institutional success. The University encourages women, veterans, individuals with disabilities, and people from diverse racial, ethnic, and cultural backgrounds to apply. The University of Scranton is an EEO Employer/Educator.

The University of Scranton is committed to providing an educational, residential, and working environment that is free from harassment and discrimination. Members of the University community, applicants for employment or admissions, guests, and visitors have the right to be free from harassment or discrimination based on race, color, religion, ancestry, national origin, sex, gender, pregnancy, gender identity or expression, sexual orientation, age, disability, genetic information, veteran status or other status protected by law. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in its educational, extracurricular, athletic, or other programs or in the context of employment.