

Search for the Dean of Libraries University of Dayton Dayton, Ohio

THE SEARCH

The University of Dayton (UD) seeks an innovative, collaborative, and community-centered leader to serve as the Dean of Libraries. Joining a dynamic and highly motivated leadership team, the dean will build on the University's many strengths, including its distinctive Catholic, Marianist tradition, a genuinely caring community, mission-driven students, faculty, and staff, and significant connections with the city of Dayton, Miami Valley and more broadly throughout the state of Ohio. UD seeks a Dean of Libraries who will embody university citizenship, actively engage in campus life, and represent the Libraries across the University to further collaborations and respond to diverse and changing community needs.

UD is recognized as a top tier Catholic research university and the number one Catholic university for engineering research and development. The university also had the first undergraduate program in human rights studies in the nation. Established in 1850, UD has successfully grown to be one of the nation's largest Catholic universities and the second largest private university in Ohio. UD currently serves approximately 11,370 students, including more than 8,100 full-time undergraduates and 3,180 graduate and law students.

Consisting of the Roesch Library, the internationally recognized Marian Library, and University Archives and Special Collections, the collective UD Libraries are home to nearly 1.7 million print and digital materials. The University of Dayton is a proud charter member institution of OhioLINK, a widely acknowledged innovative leader among library consortia that collaboratively shares resources and services in over 150 medical, music, art, and academic library institutions throughout the state of Ohio. The Libraries at UD serve as a central hub of campus intellectual and cultural life and recently underwent a successful renovation directly informed by campus and community needs. Supporting over 435,700 visits annually, the dedicated Libraries faculty and staff are deeply engaged in and committed to furthering the mission of empowering learning, scholarship, and creative expression.

Reporting to the Provost and Executive Vice President of Academic Affairs, the dean will provide strategic and administrative leadership for the University Libraries. The dean will embrace UD's Catholic, Marianist mission and lead efforts to further integrate the Libraries as the intellectual fulcrum of the University. The dean will model consultative leadership centered on inclusive excellence through the lens of UD's mission.

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The dean will inspire innovation, responding to the evolving national landscape of access to information and ensuring the continued use of emerging technological advances to enhance library services and resources. A pivotal campus partner and recognized University leader, the dean will actively seek out opportunities to further collaborations and develop influence within the campus community and the broader city of Dayton. The dean will enthusiastically support the University's comprehensive campaign for the future of UD, serving as a champion for creative fundraising opportunities to develop a dynamic network of support for the Libraries and campus at large.

A representative Search Committee has been convened to conduct the search and to recommend finalists to the provost. The University of Dayton has retained Isaacson, Miller, a national executive search firm, to assist in this search. All applications, inquiries, and nominations should be directed to them as indicated at the end of this document.

ABOUT THE UNIVERSITY OF DAYTON

In 1850, The University of Dayton was founded when members of the Society of Mary (Marianists) purchased a hilltop farm a short distance outside the growing town of Dayton, Ohio, and established a small school for boys, known first as St. Mary's Institute and later as St. Mary's College. The school continued to grow and became the University of Dayton in 1920. In 1935, women were admitted as full-time students, 40 years ahead of many other Catholic universities. The school's mission evolved as it grew into being a fully accredited, comprehensive university.

The institution's hallmark is learning that spans the boundaries of the liberal arts, sciences, and professions and integrates theory and practice. The aim is to create reciprocal, mutually beneficial relationships in the greater community that provide meaningful learning experiences for students, strengthen civic life, and spark community-engaged scholarship and venture creation. As a Catholic, Marianist university, UD strives to educate for formation in faith; provide an integral, quality education; educate in family spirit; educate for service, justice, peace, and integrity of creation; and educate for adaptation and change. These core educational values have guided the University as it has grown, redefined itself, and achieved remarkable success over more than a century and a half. It is deeply committed to pursuing diversity, equity, and inclusion within a shared mission, building consensus, and fulfilling its founding vision of educating the whole person through integrating learning and scholarship with leadership and service. UD's culture is characterized by a strong commitment to collegiality and inclusivity; excellence in service to students, stakeholders, and professional societies; and impactful research and artistic creation.

The University of Dayton comprises six academic units: the College of Arts and Sciences and the Schools of Business Administration, Education and Health Sciences, Engineering, Law, and University Libraries. UD's Carnegie classification is "doctoral intensive university." More than 35 centers and institutes, including the nationally recognized University of Dayton Research Institute (UDRI), provide faculty, students, and staff with tremendous opportunities for research, experiential learning, and community engagement. In 2015, the University received the Carnegie Community Engagement Classification,

recognizing the institution's long-standing commitment to community engagement through teaching, service, research, and partnerships within the Dayton community.

More than 80 academic programs are available at the undergraduate level, with 50 master's degree programs, 12 doctoral programs, and numerous licensure and certificate programs offered at the graduate level in a range of liberal arts and sciences disciplines. Additionally, graduate degree programs are offered within the Schools of Business Administration, Education and Health Sciences, Engineering, and Law. Across all programs, faculty, and staff are committed to providing students with excellent classroom and off-campus experiences and value the inclusive, consultative leadership style that is the tradition at the University. UD has 692 full-time faculty members, 371 part-time faculty, and 1,418 full-time staff members.

UD boasts student graduation rates well above national averages, and 98% of UD graduates are employed or pursuing graduate studies or military service within six months of graduation. In 2017, the University became a member of the American Talent Initiative (ATI), the alliance of high-graduation rate institutions striving to graduate 50,000 additional low-income students collectively by 2025, and has increased Pell enrollment at UD from under 12 percent a decade ago to 15 percent this year, with strategies to grow this percentage in years to come. University of Dayton President Eric F. Spina serves on the steering committee of ATI and has been active nationally in making the case for the value and importance of enrolling qualified students from socio-economic backgrounds.

For more information about the University of Dayton, please visit <u>https://udayton.edu/</u>

University Finances

The University's overall operating budget is in excess of \$600 million, with an endowment of over \$770 million and a total long-term investment pool of \$1.06 billion. Sponsored research revenue at UD was \$169.5 million in fiscal year 2020. The University launched a comprehensive public campaign called 'We Soar' in Spring of 2023, focused on engagement, participation, and philanthropy. As of early Fall 2023, the campaign is over 85% towards the \$400 million giving goal.

Leadership and Strategic Vision

Eric F. Spina, Ph.D., the 19th president of the University of Dayton, took office in July 2016. He earned doctoral and master's degrees in mechanical and aerospace engineering from Princeton University. When he joined UD, President Spina led a far-reaching, campus-wide visioning process that inspires and guides the University's planning and strategic investments. Under his leadership, the University has established new benchmarks, attracting the most diverse and academically gifted undergraduate classes in UD's history, and recording new highs in philanthropic commitments and sponsored research.

In 2017, UD launched its strategic vision, "For the Common Good." This vision resulted from nearly a year of consultation across the University and its broader community to help define UD's distinctive aspirations

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for the next two decades. The vision emphasizes the importance of deeper and more enduring community partnerships, as well as the importance of creating a transdisciplinary faculty and extending UD's research strengths. Now over six years in, the University has made bold and exciting headway in meeting its numerous ambitious goals and is in the process of creating a new vision focused on our undergraduate education.

Darlene Weaver, Ph.D., began serving as Provost and Executive Vice President of Academic Affairs in Fall 2023. Before joining UD, Dr. Weaver was the Associate Provost for Academic Affairs at Duquesne University in Pittsburgh, a position she held since 2019. Dr. Weaver, who specializes in ethics, is a graduate of Carnegie Mellon University, Yale University, and the University of Chicago and brings 25 years of experience in Catholic higher education after holding faculty appointments at Georgetown University, Villanova University, and Duquesne. Dr. Weaver is leading collaboration through shared governance to enhance UD's academic operations and outcomes, grow student retention and success, support UD's teacher-scholar model, and cultivate partnerships to advance UD's strategic priorities.

Diversity, Equity, and Inclusion and Anti-Racism

Grounded in the foundational Marianist, Catholic principles of respecting the human dignity of every person and solidarity for the common good, the University of Dayton is committed to inclusive excellence. Following a five-year comprehensive study of the social climate and diversity-related efforts, the University of Dayton launched the <u>Flyers Plan for Community Excellence</u>. The strategic plan is informed by a critical and honest examination of the University's past, a comprehensive assessment of the present environment, and a commitment to adapt to a changing world where students, faculty, and staff will lead and serve in pursuit of the common good.

The University achieved a critical milestone in 2021 when the Academic Senate approved changes in the University's promotion and tenure criteria to reflect UD's commitment to gains in diversity, equity, and inclusion. Changes include recognition of activities outside of traditional disciplinary efforts that further the mission of the University and setting expectations for contributions to inclusive excellence as a criterion for tenure and promotion.

In collaboration with the University's strategic plan, the Libraries developed and implemented <u>The</u> <u>University Libraries Plan for Inclusive Excellence</u>. The University Libraries embrace inclusive excellence in workforce, collections, environment, and engagement. A recent addition to the archival collection that exemplifies the Libraries comprehensive commitment to inclusive excellence is the <u>Willis Bing Davis</u> <u>Archive</u>, an enduring tribute and celebration of his art, activism, and ongoing impact within the Dayton community.

Location and Campus

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The Dayton metropolitan area is a vibrant, diverse community boasting a renewed downtown, historic neighborhoods, and a highly favorable cost of living. Dayton is noted for its long history of innovation and invention and is a center of technological development. It is also home to nationally recognized arts and bountiful and well-maintained parks and rivers. More information on the Dayton region can be found <u>here.</u>

The university is on a beautiful 388-acre campus comprising over 40 academic, recreational, athletic, and administrative facilities. UD has invested considerably in its physical plant in the last decade, including the construction and major renovations to several campus buildings, including the modernization of Roesch Library, making it an exemplar for digital and collaborative learning. The newly renovated home for the Department of Computer Science was recently renamed in honor of Jesse S. Hathcock '30, the first African-American woman to graduate from UD. The construction of the new Roger Glass Center for the Arts is close to completion.

As a proud anchor institution, UD has long been deeply engaged in the city of Dayton through mutually beneficial, innovative partnerships. UD continues to invest in community partnerships, collaborating with Premier Health to develop <u>onMain</u>, a 38-acre district adjacent to campus that aims to foster imagination and innovation. The university completed the construction of a new academic and office facility to house The Dayton Foundation, the Dayton Development Coalition, and the university's <u>Fitz Center for Leadership</u> in <u>Community</u>. UD collaborates with its neighbors to create learning opportunities beyond the classroom for its students, to serve its community, and to connect theory with practice.

UNIVERSITY OF DAYTON LIBRARIES

The University of Dayton Libraries include the Roesch Library, the internationally recognized Marian Library, and the University Archives and Special Collections. The Libraries are housed in a prominent 8-story building in the center of campus, located at the heart of academic and cultural life within the University. The ground floor houses the Ryan Harris Learning Teaching Center, which includes support for faculty development, the Center for Online Learning, the Office of Experiential Learning, the Office of Learning Resources, and a student-run coffee shop. The resources on the ground floor work cohesively with the Libraries and serve as collaborative partners. The Libraries facilitate a nexus of relationships between the University, the city of Dayton, and the Miami Valley region. Grounded in characteristics of Marianist education and leadership, the Libraries promote innovative and sustainable collections, discovery, and service with the intent to empower learning, scholarship, and creative expression. Librarians at the University of Dayton hold faculty status, including the dean, and participate in formal shared governance at the university recognition of the expertise and contributions of Library faculty.

Dean Kathleen Webb has led the Libraries since 2006. Under her leadership, the University Libraries have flourished into a vibrant campus resource that expands well beyond the walls of the physical Library spaces. With robust progress in the Libraries <u>2017-2022 strategic plan</u>, renovated and new facilities for

research, technology, and academic pursuits, as well as expanded community gathering spaces for experiential learning, the Libraries are well-positioned for a new leader to continue to build and grow.

To better meet the needs of the community, the Libraries recently underwent a strategic \$11 million renovation to enhance their facilities after gathering input from stakeholders across the University. In response to the feedback received, the Libraries now offer a video recording studio, dedicated space for faculty, and much more. By intentionally cultivating spaces that invite multi-purpose use and flexibility, the Libraries embrace the University's goal of experiential learning for students. The Gathering Place lives on the second floor of the library. It serves as a community space for library-specific events and gatherings hosted by the broader community on campus. The Stuart and Mimi Rose Gallery is another tangible space for community members to connect and collaborate while attending various events and exhibits at the gallery.

The dean collaborates with two advisory councils that provide guidance and perspective for the ongoing development of the Libraries. The Libraries Advisory Council consists of varied constituents, from alumni to library advocates, and assists the dean and the Libraries faculty and staff in program development and improvement. The University Libraries Council advises the Dean of Libraries on standards and policy recommendations for continual improvement and development of the Libraries. It consists of student, faculty, and staff representatives from across campus who are appointed to the council or apply to be a part of the council.

OhioLINK

The University of Dayton is a founding member of OhioLINK, the statewide academic library consortium. It provides access to more than 38 million print books, 241,000 e-books, 37 million electronic journal articles, nearly 85,000 images, videos, and sounds, and more than 100,000 theses and dissertations from students at 36 Ohio institutions. Its status as a founding and continuous member ensures access to research and teaching materials at a fraction of the cost UD would pay on its own and a vote on the governance body.

Roesch Library

In addition to the numerous resources accessible to the UD community through OhioLINK, Roesch Library provides the UD community with access to over 1.7 million print and electronic books, subscriptions to 400 databases, 60,000 streaming videos, and 100,000 print and electronic journals. As a Federal Depository Library since 1969, Roesch Library grants access to physical and electronic government records.

Roesch Library also houses the U.S. Catholic Special Collection that supports the University's doctoral program in theology and the undergraduate religious studies curriculum through texts, archival materials, and artifacts used by American Catholics in their religious practice.

SPECIAL COLLECTIONS

Marian Collections

The University Libraries are known for the Marian Library, which documents the history, spirituality, and ecclesial foundations of Marian studies. Established by the Marianists in 1943, the Marian Library is recognized as one of the world's largest and most comprehensive collections of materials on Mary. Researchers, students, and visitors come from all over the world to consult the Marian Library's extensive holdings, from illuminated manuscripts to modern Marian research; from Marian postcards and stamps to paintings and sculptures; from souvenirs from Marian shrines to rare 18th-century holy cards. The collection includes over 112,200 books related to Mary, 10,000 holy cards, and 3,600 nativity sets. As devotions to Mary are present in cultural traditions worldwide, the collection is international in scope and includes materials in 100 languages. The University Libraries invites the campus community to experience this collection through programming and curricular partnerships. Recent exhibits have highlighted specific collections with local to global relevance, such as the <u>Ukrainian Marian Collection</u> and the <u>Mary Gardens Collections</u>. The Marian Library is an essential embodiment of the University's Catholic and Marianist identity.

Archival Collection

Located in Albert Emanuel Hall, connected by a tunnel to Roesch Library, the University Archives and Special Collections preserves the historical record of the University and houses special collections related to alumni, faculty, and the local community. Special collections of note include the Congressional papers of Charles W. Whalen Jr., a six-term U.S. Representative, 1942 University of Dayton alumnus, and a fouryear faculty member in the Department of Economics; the Erma Bombeck papers; the papers of Willis "Bing" Davis, an internationally known artist, educator, and community organizer from Dayton; a collection of recordings, photographs, and coverage of the 1913 Dayton Flood; and an extensive collection of mint-condition baseball cards, signed baseballs, autographs, and other baseball memorabilia from the collections of National Baseball Hall of Fame sportswriter Si Burick and local collector and philanthropist Miriam Jacobs. The University also maintains an online institutional repository called <u>eCommons</u>, which serves as a permanent multimedia archive of UD's continuous pursuit of transformative education and world-changing research.

THE ROLE

Reporting directly to the Provost and Executive Vice President of Academic Affairs, the Dean of Libraries leads a team of over 40 faculty and staff and more than 50 student employees, with seven direct reports and a budget of \$6 million. The next dean will have the opportunity to lead, unite, and inspire a passionate

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and committed academic community in the spirit of a Marianist education. As a valued member of the senior academic leadership team, the dean will engage with and advance the core Catholic and Marianist educational values of the University of Dayton and advance diversity, equity, and inclusive excellence. As a strategic leader who understands the best practices in the field, the dean will ensure the Libraries policies, systems, processes, and resources are adapted to the campus' evolving needs.

The dean will be a vital collaborator on campus who will embody the mission of the University and serve as a champion for the Libraries. The dean will bring a strong commitment to relationship building and will develop a knowledge of the greater campus community to be effective in their work. The dean will contribute to standing and ad hoc University committees and attend Board of Trustees meetings.

OPPORTUNITIES AND CHALLENGES

The overarching charge for the next dean is to continue the legacy of excellence within the Libraries while enhancing existing strengths and envisioning new strategic priorities. The next dean will both harness and unleash the expertise and creativity of the faculty and staff to solve current challenges facing academic libraries in an evolving higher education landscape. As the University Libraries transition to the next leader, the dean must balance the nuance of preserving what already makes the Libraries successful and unique while creating a forward-looking vision. The dean will support the implementation of the University-wide strategic plan, contributing their expertise and experience to align the University Libraries priorities with University goals. The dean will bring robust experience with collection development and management, including special collections, to diversify and expand UD's collections. The next Dean of Libraries will be energized and inspired by the following opportunities and challenges:

Serve as an academic leader within the University community

The dean will serve as a key academic and University leader and administrator, representing the Libraries campus-wide and seeking opportunities for engagement and interdisciplinary collaboration. The dean serves on the President's Council, Provost's Council, and Dean's Council and will have the opportunity to advocate for the Libraries through additional service across the University, forging connections and building bridges between other units and library faculty and staff. The dean will join a collaborative and dynamic cohort of deans, many of whom are within the first few years of their deanship, as well as a new provost. The new Dean of Libraries will play a pivotal role in this dynamic and creative team of leaders and University administrators.

The dean will oversee and develop the Libraries leadership team, which consists of 7 direct reports, including an associate dean, the University archivist, and four directors. The dean will leverage Libraries personnel and resources to enrich the academic life of the University, partnering with faculty and administrators to support innovative curricula, instructional design, pedagogy, research, and scholarship. The dean will build on existing strengths in support of student learning and wellness, and programming that contributes to a vibrant campus and community culture.

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The next dean will lead the University Libraries through the transition to a new integrated library system. Through a robust vetting process conducted statewide by OhioLINK, the University Libraries, along with other OhioLINK member institutions, will be moving to the Ex Libris Alma unified library service platform. In alignment with the Libraries innovative spirit, it will be shifting to a cloud-based system. The next dean will embrace the Libraries ingenuity and continue to capitalize on opportunities for growth centered on the University curriculum and mission.

Embody the spirit of university citizenship to further expand the Libraries presence within the campus community

There is significant opportunity for the next dean to be a visible leader and library advocate throughout the campus community and the broader city of Dayton. In addition to formal leadership structures, the Dean of Libraries has historically been a significant participant in the Dayton community. The dean will have an enduring drive for community impact, striving to leverage the Libraries facilities and resources, including personnel, in ways that further integrate the Libraries into academia and campus life. Ensuring a network of collaborators across academic disciplines, the dean will seek opportunities to integrate collections in cultural and programmatic engagement opportunities that provide experiential learning embedded in the University curriculum. The next dean will advance the University mission with a steadfast dedication to transparency and employee empowerment. By encouraging ongoing professional development, soliciting feedback from the community and key stakeholders, and intentional delegation, the dean will establish a clear vision for the future of the Libraries that invites their colleagues to lead alongside them. In creating a culture of collaboration, the next dean will facilitate building connections and encourage their team to embark on new partnerships across the campus community. The dean will actively listen and lift up ideas for change, recognizing that to remain accessible and relevant, the Library services, resources, and technology will need to evolve.

Advance diversity, equity, and inclusion and UD's commitment to being an anti-racist institution

UD is deeply committed to diversity, inclusive excellence, and being an anti-racist institution, as this ethos is at the heart of its Catholic, Marianist philosophy. The new dean will demonstrate a personal and professional commitment to advancing diversity, equity, and inclusion efforts and will have a track record of fostering an inclusive climate. The dean will work closely with library leadership, faculty, staff, and students to further the strategic goals outlined in the University Libraries Plan for Inclusive Excellence. In conjunction with the University-wide call for each unit and division to develop a diversity, equity, and inclusive excellence strategic plan, the Libraries established a University Libraries Diversity and Inclusion Team (ULDIT) to advance the mission of the Libraries. The ULDIT also serves as a strategic resource and partner to many campus initiatives, supporting program creation and other community development opportunities. The dean will join a University and library team deeply committed to diversity, equity, and inclusive excellence work that transcends a mission statement or values list into tangible action.

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Strengthen and build financial and philanthropic resources

In support of the University's 'We Soar' capital campaign, the next Dean of Libraries will work alongside the University deans to cultivate donor relationships and garner additional philanthropic support for the University. As the public face of the University Libraries, the dean will be an effective communicator and tireless advocate for the Libraries in partnership with University Advancement. Without a direct alumni base to serve as a foundation, the next Dean of Libraries will pilot creative efforts to identify potential fundraising opportunities and areas for collaboration with other members of campus leadership. The dean will leverage existing strengths, including the internationally recognized Marian Library, to seek opportunities with current and prospective donors to help them understand how their existing or potential gifts directly support students, programs, and infrastructure. Through philanthropic outreach, the Libraries have received generous donations from community members whose gifts provided opportunities to enhance existing library spaces, such as the Stuart and Mimi Rose Gallery, as well as gifts of personal archives, such as the donation of prominent artist and educator Willis 'Bing' Davis's academic papers, and the papers of renowned humorist and UD alumna, Erma Bombeck. Building upon the strong framework, the next dean will engage the Dayton community and implement innovative strategies to increase donations on behalf of the Library, expanding beyond traditional financial support to include collections and archives to further expand and diversify University collections.

QUALIFICATIONS AND CHARACTERISTICS

UD seeks as its next Dean of Libraries an engaged, creative, and communicative leader who will effectively manage the University Libraries as an animating center for the University's intellectual and cultural life. The new dean will inspire and lead the faculty and staff, be a proactive campus collaborator, and partner with other senior leaders spanning academic disciplines and campus life. The dean will have the experience and enthusiasm to set a vision for the future that continues a legacy of excellence where the Libraries serve as an integral part of the campus experience for students, faculty, and staff within the UD community and beyond the University.

The successful candidate will possess the following required qualifications:

- An ALA-accredited Master in Library Science degree or its equivalent, in addition to librarianship, scholarship, service, and diversity, equity, and inclusion work that would earn tenure and warrant an appointment at the rank of professor at the University of Dayton.
- Successful record as an administrative leader with experience in collection development and management, including special collections; budget and planning; personnel management, including faculty, staff, and students; library services and information technologies; operations; and physical facilities.
- An expressed commitment to diversity, equity, inclusive excellence, and anti-racism, with a track record of individual action and leadership to advance diversity, equity, and inclusion.
- An expressed commitment to engaging with and advancing the core Catholic and Marianist values of the University of Dayton.

- Ability to work with the tenure and promotion process as a leader within University Libraries and serve as a mentor to tenured and tenure-track faculty.
- A successful record of faculty engagement and evidence of innovation in support of curricular development, instructional design, pedagogy, and scholarship across diverse disciplines.
- Evidence of developing effective collaborations and relationships across campus constituencies, as well as with community partners and key stakeholders that expand beyond the campus community.
- Ability to develop and cultivate external fundraising sources for resource enrichment in a University setting.
- A demonstrated commitment to consultative leadership.

Additionally, while no candidate will embody every quality, the successful candidate will possess many of the following **preferred qualifications:**

- An adept and collaborative manager, who is able to prioritize, delegate and motivate as well as support faculty and staff in ongoing professional development opportunities.
- Excellent communication, interpersonal, and leadership skills and the ability to act as a strong advocate for the Libraries at the university, state, and national levels.
- Extensive knowledge of emerging library technology, systems, and software, including integrated library system migrations, and an understanding of the current challenges in scholarly publishing, preservation, and dissemination of knowledge.
- Experience elevating and developing distinctive special collections within a library.
- A leader experienced in change management and successfully guiding teams through periods of transition and periods of stability.
- Expert knowledge of the challenges and trends impacting academic libraries and universities, experience developing innovative and creative solutions to respond, and a nuanced understanding of how current trends have impacted the academic publishing ecosystem.
- A clear vision of the academic library as a vibrant center of research, scholarship, and experiential learning and demonstrated commitment to developing a dynamic and technologically innovative student-centered library.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent in confidence via the Isaacson, Miller website for the search linked below. Electronic submission of materials is strongly encouraged.

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Dean of Libraries

The University of Dayton is a top-tier Catholic research university with offerings from the undergraduate to the doctoral levels. Founded in 1850 by the Society of Mary, the University is a diverse community committed to advancing the common good through intellectual curiosity, academic rigor, community engagement, and local, national, and global partnerships. Guided by the Marianist educational philosophy, we educate the whole person and link learning and scholarship with leadership and service. Informed by its Catholic and Marianist mission, the University is committed to the principles of diversity, equity, and inclusion.

Informed by this commitment, we seek to increase diversity, achieve equitable outcomes, and model inclusion across our campus community. As an Affirmative Action and Equal Opportunity Employer, we will not discriminate against minorities, women, protected veterans, individuals with disabilities, or on the basis of race, color, national origin, religion, sex, sexual orientation or gender identity.

The University is also pleased to provide support for spouses of prospective and newly hired faculty through its dual career program. While we cannot guarantee placement, we serve as an effective resource and support system for your spouse. Information can be found at http://www.udayton.edu/hr/employee resources/dual career resources.php