An invitation to apply for the position of

President, Saint Peter’s University  
Jersey City, New Jersey

Saint Peter’s University, inspired by its Jesuit, Catholic identity, commitment to individual attention, and grounding in the liberal arts, educates a diverse community of learners in undergraduate, graduate, and professional programs to excel intellectually, lead ethically, serve compassionately and promote justice in our ever-changing urban and global environment.  
– Mission Statement

THE SEARCH

Saint Peter’s University (SPU, Saint Peter’s, or the University) seeks an innovative, bold, and community-centered leader to serve as its next president. One of 27 Jesuit institutions of higher education in the United States, SPU was founded in 1872 and is recognized as a long-standing Hispanic-Serving Institution (HSI) and a Carnegie Community-Engaged Institution, as well as a First-Gen Forward Institution. The University serves the most diverse student body of all Jesuit higher education institutions in the nation and is compellingly located within the heart of Jersey City, the most diverse city in the country. With that context in mind, its founding mission around social mobility – to prepare students of all backgrounds to be leaders in their individual lives and broader communities – is more relevant than ever and offers a compelling platform for the next president.

Today, the SPU community encompasses the diverse backgrounds and perspectives of approximately 3,600 undergraduate and graduate students, 345 full-time and part-time faculty, 265 full-time and part-time staff, and more than 30,000 alumni. More than 50 percent of undergraduates are first-generation college students, nearly 70 percent are students of color, and 54 percent are Pell Grant recipients. Following an unprecedented run to the Elite Eight in the 2022 NCAA Division I Men’s Regional Basketball Tournament, gifts and pledges to the University surged by 278 percent, and applications increased by 59 percent.
The next president will position the University for the future, further defining SPU’s place in the higher education landscape while maintaining its fundamental commitment to the liberal arts. SPU seeks a leader who will be inspiring and strategic; present with faculty, students, staff, alumni, and the local Jersey City and New York City community; dedicated to inclusivity and belonging; and deeply committed to Jesuit, Catholic higher education. The successful candidate will bring a collegial and transparent leadership style and the strategic, financial, and management skills to lead a complex institution facing real challenges yet an equally high potential for success. In particular, the next president will:

- Set and pursue a compelling and competitive vision for the future of Saint Peter’s.
- Embrace and advance the Jesuit tradition that is integral to the core identity of the institution.
- Uphold the University’s commitment and action on issues of equity, diversity, and inclusion.
- Continue to support and strengthen the University’s academic offerings.
- Recruit and retain excellent faculty, staff, and administrators.
- Ensure the University’s future financial strength and stability.
- Connect even more deeply with the community in Jersey City, New York City, and the region.
- Engage with all stakeholders and build upon an open, close-knit, and transparent culture.

The Board of Trustees has formed a search committee and retained Isaacson, Miller, a national executive search firm. All expressions of interest from qualified candidates—Jesuit, lay, or other religious leaders—are encouraged. Inquiries, nominations, and applications can be directed in confidence to the firm, as indicated at the end of this document.

SAINT PETER’S UNIVERSITY: THEN AND NOW

Chartered in 1872 by the New Jersey legislature, Saint Peter’s was originally founded as Saint Peter’s College, an independent liberal arts college of men in downtown Jersey City. Following a dramatic decline in enrollment as a result of World War I, the institution was forced to close in 1918. Saint Peter’s reopened in 1930, adopted the peacock as its official mascot reflecting the spirit of resurrection and eternal life, and moved to its current location in 1936. Women entered the evening division, now known as the School of Professional Studies, in the 1930s. In 1966, women were first admitted to the day session, and now women constitute over 59 percent of the overall student population. Saint Peter’s offered its first graduate program in education in 1980. On August 17, 2012, Saint Peter’s College officially became known as Saint Peter’s University.

One of 27 Jesuit institutions of higher education in the United States, SPU is today recognized as a Hispanic-Serving Institution (HSI) and a Carnegie Community-Engaged Institution, as well as a First-Gen Forward Institution, and boasts a long legacy of educating immigrants and first-generation students. Reflecting its strong commitment to access and affordability, Saint Peter’s was ranked Best Value in New Jersey and 3rd overall Best Value in the Regional Universities North category in the 2023 U.S. News & World Report Best Colleges Rankings. Nearly 98 percent of students rely on scholarship support to afford their education, and half of Pell recipients have a $0 estimated family contribution. Notably, SPU has seen a
significant increase in the six-year graduation rates for Hispanic students – from 43 percent for the Fall 2010 cohort to 64 percent for the Fall 2016 cohort – and the overall graduation rate also increased from 54 percent to 60 percent during this period.

The University now offers undergraduate, master’s, and doctoral degrees, and has shifted from a largely commuter school to one with a sizeable residential component; approximately 25 percent of undergraduates live on campus. At the same time, the University also now offers programs online, while still maintaining a strong sense of community. Faculty, staff, and students alike feel very deeply tied to SPU’s commitment to Jersey City, Hudson County, and New Jersey as a whole. The undergraduate population largely derives from surrounding communities, with approximately 80 percent of full-time undergraduates and 88 percent of part-time undergraduates identifying as New Jersey residents, while the rapidly growing graduate population predominantly hails from abroad, with 67 percent identifying as international. The University is committed to uniting its domestic and international student populations, with foundational commitments to community engagement and service as primary facets of every student’s experience.

Academics

Saint Peter’s University offers academic programs at the doctoral, master’s, bachelor’s, and associate degree levels through five schools: the College of Arts and Sciences, the Frank J. Guarini School of Business, the Caulfield School of Education, the School of Nursing, and the School of Professional Studies. At the undergraduate level, 50 majors are available, with the largest enrollments in Biology, Computer Science, Criminal Justice, Business Administration, Nursing, and Psychology. At the master’s level, 18 degree programs are offered, with the most popular programs in Business Administration, Data Science, Business Analytics, Educational Administration, and Teaching. Two doctoral programs are available: Doctor of Education (Ed.D.) with K-12 and Higher Education tracks, and the recently approved PhD in Data Science. SPU offers programs on campus and online. Service-learning is a strong component of academic life at the University. In the 2022 National Survey of Student Engagement results, SPU seniors reported that 73 percent of their courses at Saint Peter’s included a “community-based/service-learning project,” compared to 60 percent at peer institutions.

Approximately ten percent of the undergraduate student body studies in the Honors Program, which is designed to provide an environment of academic excellence for students who demonstrate high potential, to educate and develop them for a life devoted to learning, and to provide a framework for curricular innovation and meaningful scholarly activity. Many of SPU’s core curriculum courses are offered under the aegis of the Honors Program, primarily as seminars. The program also hosts special trips, as well as academic and social events throughout the year. A special feature is the Senior Honors Thesis project, conducted under the direction of an academic mentor from the student’s major field, and culminating in a formal paper and oral defense.
Typically, 25 to 30 percent of full-time SPU undergraduates major in STEM fields. Established through the Department of Education Title III grant in 2016, the STEM Engagement Center provides a state-of-the-art facility for tutoring services in STEM subjects, loaner laptops, textbooks, and calculators, as well as opportunities for career advising and research in STEM fields. Through a renewal grant in 2021, the Center is now known as the STEM Engagement and Empowerment Center, with wraparound services to holistically support student success. In 2021-2022, 97 percent of STEM students used the Center or participated in grant-sponsored activities. The University also has two active National Science Foundation grants: 1) the Noyce grant provides scholarship and academic support for students pursuing STEM teaching careers, and 2) the S-STEM grant offers four-year scholarships to support STEM success.

In response to growing student expectations for online learning and to ensure coherent and consistent learning across all modalities, SPU applied to the Title V program to support the development of online education. Awarded in Fall 2021, the $2.9 million grant over five years supports personnel, training, hardware and software, and facility upgrades to advance the delivery of online courses and services. This grant will support Saint Peter’s Online, a new initiative for designing a robust learning environment to meet the diverse needs of online learners. Saint Peter’s Online will be dedicated to developing high-quality, relevant, and accessible online courses and programs with the support of experienced instructional designers using industry best practices to meet the needs of online students.

**Students, Faculty, and Staff**

In the Fall of 2023, the University enrolled approximately 3,600 full-time and part-time students in programs leading to bachelor's, master's, and doctoral degrees, as well as other forms of professional certification. The undergraduate population totaled approximately 2,020. Eighty-one percent of full-time undergraduates and 88 percent of part-time undergraduates are New Jersey residents. Sixty percent of undergraduate students identify as women, 68 percent as students of color, and four percent are international students.

The number of graduate students has increased significantly and now represents 45 percent of total students. The University’s graduate population totals approximately 1,580 in Fall of 2023, with 44 percent identifying as women and 19 percent as students of color. Sixty-seven percent are international students. Saint Peter’s is alma mater to more than 30,000 living alumni, more than 7,000 of whom are alumni of the graduate programs.

The faculty of Saint Peter’s University is comprised of 345 members, including 104 full-time and 241 part-time members. The student-faculty ratio for Fall 2023 is approximately 10 to one for full-time undergraduate students and 17 to one for all full-time students. SPU employs 253 full-time and part-time staff members.
Commitment to Diversity, Equity, and Inclusion

Saint Peter’s recently celebrated its Sesquicentennial under the theme *Opportunity for Generations* in recognition of the institution’s legacy of educating immigrants and first-generation students from diverse backgrounds for 150 years. As expressed in its mission statement, SPU educates a diverse community of learners and is proud of its ethnically, religiously, socioeconomically, geographically, and culturally diverse student body. As the most ethnically diverse university in the Jesuit network, nearly 70 percent of its full-time undergraduate population comes from underrepresented backgrounds: 42 percent Latino, 18 percent Black, 8 percent Asian, and 0.2 percent multi-racial. Approximately 52 percent of undergraduates are first-generation college students, with 21 percent hailing from homes where English is not the first language, and approximately 54 percent are Pell Grant recipients. Based on the intersection of these marginalized identities, four out of five students at SPU are Hispanic, low-income, or both.

Committed to providing access and opportunity, Saint Peter’s believes that the cost of a high-quality education should not be a deterrent to prospective applicants, and its financial aid program is designed to make SPU affordable to its admitted students. Nearly 98 percent of students rely on scholarship support to afford their education. The annual average household income of financial aid recipients is a modest $52,000, and half of Pell recipients have a $0 estimated family contribution. Nonetheless, due to its strong financial aid program, Saint Peter’s ranks third among New Jersey private institutions for least student debt, according to the College Scorecard released in Fall 2022.

For 25 years, Saint Peter’s University has met the federal definition of a Hispanic-Serving Institution (HSI), meaning more than 25 percent of full-time, enrolled undergraduates identify as Hispanic. In fact, today nearly half of full-time SPU undergraduates are Hispanic. The University’s Hispanic population reflects the percentages in area towns, including West New York (77 percent), Union City (76 percent), Elizabeth (65 percent), and Jersey City (29 percent).

This HSI status and commitment to diversity, equity, and inclusion inform how the campus intentionally supports the student experience by increasing opportunities for access, affordability, and degree completion; by offering targeted support services for Hispanic student success; and by celebrating Hispanic heritage through academic, cultural, and social programs and events. Since 2015, SPU has been awarded $15 million to support the success of Hispanic and low-income students through federal HSI grant programs, including Department of Education Title V and Title III programs and the National Science Foundation. These grants have funded activities, professional development, support services, and experiential learning that have led to a significant increase in the six-year graduation rates for Hispanic students — from 52 percent for the Fall 2011 cohort to 66 percent for the Fall 2017 cohort. The overall graduation rate also increased from 53 percent to 63 percent during this period. In 2019, SPU was named a national finalist for the *Seal of Excelencia* by Excelencia in Education, a national advocacy organization for Latino student achievement. SPU has adopted the *Excelencia* framework to intentionally serve Hispanic and low-income students by focusing on data, evidence-based practices, and leadership.
Since 2008, Saint Peter’s has held the distinction of being a Carnegie Community-Engaged Institution for demonstrating both “Curricular Engagement” and “Outreach and Partnerships” with its hundreds of community partners. “Curricular Engagement” describes teaching, learning, and scholarship that engage faculty, students, and community in mutually beneficial and respectful collaboration. These interactions address community-identified needs, deepen students’ civic and academic learning, enhance community well-being, and enrich the scholarship of the institution. “Outreach and Partnerships” describes the application and provision of institutional resources for community use, with benefits to both campus and community. This classification also focuses on collaborative interactions with community, such as related scholarship for the mutually beneficial exchange, exploration, and application of knowledge, information, and resources.

In April 2021, SPU was designated as a First-Gen Forward Institution in recognition of the University’s demonstrated commitment to improving experiences and advancing outcomes of first-generation college students. Saint Peter’s demonstrates this commitment through evidence-based programs providing specialized support, including summer readiness experiences, transitional programs, coaching, career and graduate school preparedness, and financial literacy education.

In a special initiative by the Board of Trustees, SPU’s 150-year commitment to diversity was reaffirmed in the adoption of the Diversity, Equity, and Inclusion (DEI) commitment statement in January 2021. The reaffirmation was partly in response to national racial unrest and partly to demonstrate the institutional commitment to DEI values. The pledge components include forming a community of mutual respect; encouraging a culture of tolerance and open-mindedness; and incorporating DEI in teaching, research, critical learning opportunities, scholarship, and co-curricular activities. They also include recruiting and retaining students, faculty, staff, and board leaders who reflect diverse experiences and backgrounds; promoting DEI through campus-wide conversations and activities; providing for antiracism training and professional development; assessing practices and policies for impact; and opposing all forms of bias, prejudice, and intolerance.

Student Life

Campus life is vibrant at Saint Peter’s. Students engage in a range of co-curricular activities, clubs and organizations, internships, and service work to round out their rich educational experiences. More than 50 student-run clubs and organizations across a diverse set of interests are available to Saint Peter’s students.

Rooted in the Jesuit tradition of “educating men and women for and with others,” the Office for Community Service is affiliated with Campus Ministry and directly implements the University’s mission “to prepare students for a lifetime of learning, leadership, and service to others in a diverse and global society.” Through participation in meaningful volunteer and service-learning experiences with more than 30 Hudson County nonprofit agencies and religious organizations, SPU students and faculty directly contribute to social justice activities and the empowerment of local constituencies.
Annually, more than 700 students volunteer on 50 or more projects at these sites. Typically, SPU students contribute more than 16,000 hours of service per year.

While Saint Peter’s places primary emphasis on formal learning through instruction and study, it recognizes that, in the complete education of the whole person, students have many other needs. Athletics supports the personal growth of student-athletes at SPU and is an essential element in the forging of a strong and lasting sense of community among students and alumni. The University offers 16 NCAA Division I sports, with approximately 250 student-athletes. Saint Peter’s is a founding member of the Metro Atlantic Athletic Conference and also a member of the Eastern College Athletic Conference.

In March 2022, the SPU Peacocks became a national phenomenon during the NCAA Division I Men’s Regional Basketball Tournament. In a historic televised performance watched by 12.5 million people, the team became the first number 15 seed team ever to advance to the Elite Eight, described by many media outlets as the “Peacocks’ Cinderella Run.” In the weeks following the games, over the same time period as the previous year, SPU saw a 59 percent increase in applications, nearly 850,000 social media mentions, and a surge in donors, with a 278 percent increase in gifts and pledges. Since then, the University has been working strategically to leverage the experience to expand brand awareness, build enrollment, increase fundraising, and enhance student engagement.

MISSION AND JESUIT, CATHOLIC IDENTITY

Saint Peter’s educational mission is inspired by the nearly 500-year-old tradition of Jesuit education first established by Saint Ignatius of Loyola, the founder of the Society of Jesus religious order. The tradition is manifested in a strong core curriculum, personal care for its students and each other, the nurturing of intellectual and spiritual freedom, and the development of men and women with and for others. The student-centric community of Saint Peter’s University remains fiercely dedicated to cura personalis, care and personal attention to the development of the whole person. At SPU, the liberal arts curriculum remains a primary means to cultivate in students a well-rounded education informed by ethical reflection and practice.

Ten Jesuits reside in the Jersey City Jesuit Community as of Fall 2023. Six Jesuits work in various functions at the University, supporting instruction, ministry, and/or Ignatian formation. The Jesuits are building a new residence close to campus.

During the 2017-2018 Academic Year, Saint Peter’s participated in a Mission Examen Self-Study as mandated by the Superior General of the Jesuits, Very Rev. Arturo Sosa, SJ, and at the request of the Holy See’s Congregation of Catholic Education. This year-long process of examining the seven characteristics of Jesuit higher education by the University community culminated in a site visit by a team of Jesuits and lay colleagues of the USA Northeast and Maryland Provinces. The Examen offered the SJU community an opportunity to engage in institutional reflection on its mission and to commit to a set of priorities for faithfully and creatively promoting its Catholic, Jesuit identity and values in the years to come. SPU is
currently engaged in a follow-up Examen.

The Jesuit tradition informs the activities sponsored by Campus Ministry, which encourages students’ commitment to spiritual development, service, and progressive activism. Through Campus Ministry’s community service programs, students have a wide array of volunteer opportunities available to them locally, nationally, and internationally. Although Saint Peter’s is a Catholic, Jesuit institution, Campus Ministry welcomes students of all religious faiths and backgrounds, including those with no religious affiliation, and offers a variety of services for students, such as retreat programs and spiritual advising. While 25 percent of Fall 2021 first-year students reported having no religion or being agnostic or atheist, 33 percent identified as Catholic, 27 percent as other Christian denominations, 4 percent as Muslim, 4 percent as Hindu, and 0.6 percent as other.

LEADERSHIP AND GOVERNANCE

Dr. Eugene J. Cornacchia has served as the 22nd president of Saint Peter’s University since his inauguration in 2007 and will be retiring on June 30, 2024, following 43 years of service to the University and 17 years as president. Dr. Cornacchia is the University’s first lay president and the longest-serving president in SPU’s history.

During his presidency, Dr. Cornacchia has overseen the building of the Mac Mahon Student Center, the initiation of the institution’s first doctoral programs, and the establishment of three of the four schools at the University, including the Frank J. Guarini School of Business, the School of Nursing, and the Caulfield School of Education. During his tenure, more than 13,000 students earned degrees, and more than $140 million was raised via private philanthropy. Dr. Cornacchia was also instrumental to Saint Peter’s achieving university status and assuming responsibility for St. Aedan’s Church, transitioning the parish church into a university church that provides worship and programmatic space to the Saint Peter’s family and its surrounding community.

Saint Peter’s is governed by a 28-member Board of Trustees. The Trustees oversee the leadership, planning, and resources of the University, ensuring its overall vitality and mission. Kenneth Moore ’91 is currently serving as the chair of the board. Mr. Moore is chief operating officer of Jennison Associates in Manhattan.

INSTITUTIONAL CAPACITY AND FINANCES

Saint Peter’s reports total assets of $180 million, an annual operating budget of $85 million for FY2022, and an endowment of approximately $35 million. Like many higher education institutions, Saint Peter’s has seen a decline in undergraduate enrollment in recent years, from 2,641 in Fall 2018 to approximately 2,020 in Fall 2023. However, graduate enrollment has ballooned from 811 to 1,580 during this same period due primarily to the development of new graduate programs in business and STEM fields.
In 2014, Saint Peter’s announced the successful conclusion of the most transformational capital campaign in the institution’s history at that time, Students at the Center: The Campaign for Saint Peter’s University. With a goal of $62 million, the campaign exceeded expectations with a final total of $64 million. More recently, across the past five years, SPU has been conducting a campaign to raise $75 million, which will be the largest campaign in the university’s history. Among the signature donations are $10 million for development of the west campus and for scholarships, another $10 million gift to transform the School of Business, and a $5 million lead gift for phased renovation of the Yanitelli Recreational Life Center. Annual unrestricted giving is also positive, with a record $2.2 million raised in fiscal year 2022.

Since 2015, SPU has competed successfully for federal grants totaling nearly $20 million, including grants funded by the Title III-Part F HSI-STEM ($3.9 million and $4.8 million), TRIO Student Support Services ($1.3 million), two Title V HSI ($6 million) programs, and three grants from the National Science Foundation ($3.6M). In the Fall of 2023, the University was awarded a Title V grant for $3 million. The Bienestar (Wellbeing) for All grant will support four transformational activities: (1) the creation of a Center for Inclusive Excellence to offer programs for students, faculty, and staff that foster inclusion, sense of belonging, and wellbeing; (2) curriculum and faculty development to enhance the Ignatian Seminar curriculum and establish a program to support students returning to their studies after pandemic-related interruptions or other reasons; (3) the development of the First Strut program to serve first-generation students, offer a Career Closet that provides access to professional attire, and expand participation in experiential learning through funded co-curricular opportunities; and (4) support college readiness by enabling the University to re-engage with high schools and other organizations through creative mentoring, leadership development, and new outreach programs.

More than 30,000 Saint Peter’s alumni serve as lifelong stakeholders and are the University’s largest constituency group. SPU graduates are connected by a transformational, Jesuit educational experience and remain committed to the University’s health and future. Saint Peter’s Alumni Board promotes alumni participation and involvement in the current life of their alma mater, along with the advancement of the University while supporting opportunities for social, intellectual, and spiritual enrichment for graduates.

**CAMPUS**

Saint Peter’s main campus comprises nearly 25 acres in the heart of Jersey City. Approximately 25 percent of full-time undergraduate students live in four University residence halls. Designed with input from students, the Mac Mahon Student Center features living room areas, a coffee shop, a University store, spacious dining areas, fitness and game rooms, office space, and The Duncan Family Sky Room, an event space that accommodates 430 and offers breathtaking skyline views of New York City. SPU’s Theresa and Edward O’Toole Library includes a modernized Digital Research Commons and the Digital Humanities Center. The Victor R. Yanitelli Recreational Life Center, a 125,000-square-foot facility, houses the athletics programs, and the University’s Joseph J. Jaroschak Field is just minutes from campus.
Funded primarily from donations, Saint Peter’s campus has undergone long-awaited renovations in the last five years. For example, technological and space upgrades to the Guarini School of Business were financed through a $10 million donation from Congressman Frank J. Guarini. The renovation of the new Run Baby Run Arena was funded by a $5 million gift from alumnus Thomas P. Mac Mahon. The creation and then expansion of the STEM Engagement and Empowerment Center – with classroom upgrades and the addition of a hydroponics lab – was funded by two successive Title III HSI STEM grants of $8.7 million. The University has also renovated the Center for Academic Success and Engagement with funds through a $2.9 million Title V HSI grant, including creating an instructional design space, a media center, and a writing studio.

JERSEY CITY

Jersey City was cited as the most diverse city in the nation by Wallet Hub in 2022. With a population of more than 250,000, it is the second largest city in New Jersey and the county seat of Hudson County. Bounded on the east by the Hudson River and Upper New York Bay and on the west by the Hackensack River and Newark Bay, Jersey City boasts more than 30 miles of waterfront and extensive rail infrastructure and connectivity. With downtown Manhattan only five miles and an easy 12-minute train ride away, Saint Peter’s students, faculty, and staff experience the best of both Jersey City and New York City – two of the most sophisticated cities and cultural centers in the world. As one of the largest centers of banking and finance in the United States, the financial center of downtown Jersey City’s waterfront skyline is nicknamed Wall Street West. Jersey City is a melting pot of diverse cultures; a growing arts destination, particularly with the upcoming and highly anticipated opening of the Centre Pompidou’s first North American site; and a new outpost for Hollywood film and television production.

THE ROLE OF THE PRESIDENT

The president of Saint Peter’s University is the chief executive of the University, responsible for overseeing all affairs of the institution. The president is elected by the Board of Trustees and serves as a member of the board.

The President’s leadership team includes the executive vice president and provost; the vice president for mission and ministry; the vice president of finance and business/chief business officer; the vice president for student life and development/Title IX coordinator; the vice president for advancement and external affairs; the vice president for communications and marketing; the vice president for enrollment management; and the special assistant to the president for institutional planning/chief of staff.

KEY OPPORTUNITIES AND CHALLENGES:

The next president of Saint Peter’s University will be empowered to address these key opportunities and challenges:
Set and pursue a compelling and competitive vision for the future of Saint Peter’s.

Saint Peter’s has evolved to reflect the needs of its community and the demands of the time, but its fidelity to its Jesuit mission has been steadfast. The next president will join the University at a moment when institutions of higher education are being tested on multiple fronts. Demographic shifts pose challenges to enrollment, admissions, and financial aid; economic pressures weigh on families and students; and institutions, including St. Peter’s, face very real challenges around financial sustainability. In this difficult moment, the president will be called upon to set a successful pathway for the future while upholding the University’s fundamental commitment to the liberal arts, diversity, and social justice.

In collaboration with the board and the SPU community, the next president will formulate, articulate, and lead the implementation of a clear vision for the University. To succeed in this next era, SPU must better define its value proposition to prospective students, faculty, and staff so that it can continue to distinguish itself and gain further local and regional recognition for its academic programs. Central to this exercise will be drawing the University’s history and aspirations together into a compelling story, thereby inspiring the campus and alumni community around a shared vision. Working with their senior leadership team, the next president will pursue this vision, ensuring that strategic planning aligns with academic and capital planning and resource allocation. And, on a practical level, the president must ensure that this message is reflected in university communications and branding, as well as its enrollment strategy.

Embrace and advance the Jesuit tradition that is integral to the core identity of Saint Peter’s.

The next president must have a thorough understanding of SPU’s Jesuit, Catholic mission and identity, and be eager and able to lead and advance that tradition. This leader must likewise ensure that the University’s choices about the future are rooted in and informed by a commitment to these values and mission, as well as the University’s strong ties to the Jesuit community. It will be important for the next president to articulate both internally and externally the benefits of a Jesuit and Catholic liberal arts education with strong graduate and doctoral programs and for the president to embody Jesuit values.

Uphold the University’s commitment and action on issues of diversity, equity, and inclusion.

From its founding, Saint Peter’s has served a diverse community of students with limited access to higher education, many of whom are themselves the first in their families to attend college. In alignment with the mission and core values of the University, the president will work to uphold the University’s commitment to diversity, equity, and inclusion. This requires a relational leader with high emotional intelligence and a deep respect and appreciation for a diverse community of individuals. The president will prioritize efforts to serve students, faculty, and staff with underrepresented identities; recruit and retain faculty and staff who better reflect the diversity of the student body; and create a sense of belonging on campus. By influence and by example, the president will foster an informed campus culture that pursues and celebrates diversity, equity, and inclusion as foundations for its excellence.
Continue to support and strengthen the University’s academic offerings.

Saint Peter’s is proud to be a university that educates each student intellectually, morally, and spiritually. With all aspects of higher education under closer scrutiny, the next president will bring a powerful voice to the ongoing national dialogue on the importance of a liberal arts education. When setting out a vision for the future of Saint Peter’s, the next president will work closely with the provost, the faculty, and other university leadership to ensure the continued success of its academic programs and grounding in the liberal arts. This will include assessing the current programmatic offerings, supporting the rise of online education, and developing new programs within desired markets. Opportunities to expand the University’s impact and reach exist at both the undergraduate and graduate levels, both residentially and online, and the next president will lead the conversation on balance, interplay, and integration across these educational spheres.

Recruit and retain excellent faculty, staff, and administrators.

Across the University, faculty, staff, and administrators evidence a deep commitment to SPU, its students, and its mission. At the same time, many are stretched thin, and financial and people resources are limited. Alongside the provost, the next president must consider how to support faculty at SPU in delivering the best educational experience possible, considering their teaching, research, and service responsibilities, determining the best mix of tenure/tenure-track and adjunct faculty, and evaluating appropriate and competitive compensation. The large number of adjunct faculty at SPU poses an opportunity and a challenge, as many receive more competitive compensation offers from nearby institutions. The president must provide leadership in identifying ways to support early, mid-career, and senior faculty members, remaining attentive to both their day-to-day needs and their development and professional growth.

Ensure the University’s future financial strength and stability.

The next president, in close collaboration with the Board of Trustees and the senior leadership team, will be responsible for ensuring that the University’s short- and long-term financial condition is sound. Like many private universities, Saint Peter’s is increasingly concerned about the rising costs of education and the way that cost impacts its core commitment to underserved and first-generation students. The president will partner with an effective and efficient leadership team to allow the University to make sound decisions regarding enrollment goals, recruiting targets, and new and existing programs. The president must consider new revenue streams and critically analyze how to balance academic programming with access and affordability. This includes exploring existing and future potential in the health sciences, such as physician assistant and physical therapy programs, as well as the nursing program.

Increased philanthropic support will be crucial to growing SPU’s endowment and will provide more flexibility for the University to prosper. The next president must be a fully engaged and dynamic force in the ongoing development efforts of the University and seek out new, untapped fundraising sources. Of important note, such efforts must also take into account the University’s facilities and $20-$25 million in
deferred maintenance which, while greatly strengthened over the tenure of its outgoing president, still require attention and resources to remain competitive and attractive to potential students, faculty, and staff.

**Connect even more deeply with the community in Jersey City, New York City, and the region.**

The Jesuit tradition encourages attention to personal experience, cultivation of a reflective and discerning approach, and engagement with the broader world. The mission has also long promoted living in solidarity with the poor and disenfranchised, through acts of service in the name of a profound love and respect for all human beings. Engaging with the world is therefore fundamental to SPU and the work ahead for the new president.

The Jersey City community is a diverse and evolving landscape that provides many collaborative opportunities between the city and the University. Many students already participate regularly in volunteer and service activities, and it is essential that the president remain involved and present within the community as well. The president of SPU will occupy a leadership role in the city and must prioritize developing and strengthening key relationships with civic and business leaders in Jersey City, as well as in nearby New York City.

**Engage with all stakeholders and build upon an open, close-knit, and transparent culture.**

This next president will need to be a servant leader, a convener, a bridge-builder, and an open, transparent communicator who values input from the greater community and embraces the Jesuit, Catholic mission of its founding. The president must be visible and accessible to the internal and external community and must engage openly, authentically, and frequently with students, faculty, staff, alumni, and trustees. Bringing a diverse community together, leading varied voices through conversation and reflection, enhancing strong alumni relations, and negotiating and identifying points of commonality will anchor the success of the next president.

**PROFESSIONAL QUALIFICATIONS AND PERSONAL CHARACTERISTICS**

Saint Peter’s University seeks an approachable, inspiring, and collaborative leader to guide the institution’s next period of growth and to uphold the Jesuit, Catholic, liberal arts mission of the University.

In addition, the University seeks a proven leader with a distinctive record of achievement who will have most, if not all, of the following professional qualifications, skills, experiences, and personal qualities listed below:

- A history of visionary and community-oriented leadership, with a record of success that inspires the community and resonates with the core mission of the University;
● A connection to Jesuit education and to both the personal and professional development that accompanies it; a commitment to serve as a public advocate of the principles of Jesuit education – a 500-year-old enterprise dedicated to faith, learning, and service;
● Passion for the principles and practices of diversity, equity, and inclusion; demonstrated success in diversity initiatives; and broad experience working with and advocating for students, faculty, and staff of diverse backgrounds;
● Commitment to academic excellence and the liberal arts; intellectual presence and vitality; successful record of teaching and scholarship; and belief in the transformative power of education;
● Moral leadership and adherence to the highest standards of honesty and integrity; ability to uplift and comfort the community in times of celebration and challenge;
● Knowledge of the issues and challenges facing higher education, including finances, athletics, and shifting market dynamics; understanding of the interplay between academic priorities and resource requirements; and experience setting and overseeing budgets;
● Significant and successful experience managing, allocating, and prioritizing financial, physical, and human resources;
● A collaborative and transparent interpersonal style that fosters an environment of trust, empowerment, and shared governance; proven experience and leadership in times of crisis and uncertainty and the ability to make difficult and unpopular decisions; an ability to connect with others and to create meaningful dialogue;
● An established record in fundraising, including an ability to engage a broader community in support of the University, and an enthusiasm for and successful experience with major donor, foundation, and corporate relationships, or evidence of such capacity;
● An earned terminal degree in a field that complements the liberal arts identity of the institution.

CONFIDENTIAL INQUIRIES, NOMINATIONS, REFERRALS, AND APPLICATIONS

Confidential inquiries, nominations, and applications can be submitted electronically to:

Phillip Petree, Partner
Berkley Burke, Managing Associate
Mia Carpiniello, Senior Associate
Isaacson, Miller
https://www.imsearch.com/open-searches/saint-peters-university/President

Saint Peter’s University is an Equal Opportunity/Affirmative Action Employer and desires to ensure that faculty, students, and staff members from underrepresented and marginalized populations are an integral part of the life and governance of the institution.