



# LOYOLA

## UNIVERSITY MARYLAND

### Search for the Dean

Loyola University Maryland, Loyola College of Arts and Sciences  
Baltimore, Maryland

*Loyola University Maryland is a Jesuit, Catholic university committed to the educational and spiritual traditions of the Society of Jesus and the ideals of liberal education and the development of the whole person. Accordingly, the University will inspire students to learn, lead, and serve in a diverse and changing world. – Mission Statement*

### THE SEARCH

Loyola University Maryland (Loyola/the University) seeks an experienced, innovative, and strategic leader to serve as dean of the Loyola College of Arts and Sciences (LCAS/the College). This is an exceptional opportunity for a mission-driven, collaborative individual to build upon a very strong platform and position LCAS as one of the most distinctive colleges of liberal arts in the region. The dean will harness the disciplinary diversity of the College to establish a vision for its future direction and will advocate for the vital role of liberal arts and sciences in modern higher education.

Founded in 1852, Loyola is one of 27 Jesuit institutions of higher education in the United States and the first to bear the name of St. Ignatius of Loyola. Today, the Loyola community encompasses the diverse backgrounds and perspectives of approximately 5,100 undergraduate and graduate students, over 300 full-time and part-time faculty, 600 staff and administrators, and nearly 70,000 alumni. At Loyola, deep bonds and close, life-long connections are forged through the Jesuit charism and educational experience; intellectual interests and beliefs are explored freely; and community members are united in pursuit of a purpose-driven life as "men and women for and with others."

This is an exciting opportunity for a strategic thinker who lives the values rooted in the mission of Loyola University Maryland. The dean will be visible and engaged in the university community and will possess a dynamic leadership style that inspires faculty, students, staff, and alumni/ae to collaborate in the development of a shared vision for the future. Loyola seeks an accomplished scholar and administrator with a track record of success in academic administration and an understanding of and a commitment to Jesuit higher education.

Loyola has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

## **ABOUT LOYOLA UNIVERSITY**

Loyola University Maryland, located in the northern neighborhoods of the vibrant city of Baltimore, is a leading national liberal arts university in the Jesuit, Catholic tradition and is the first Jesuit college in the U.S. to bear the name of St. Ignatius. Deeply committed to the Ignatian principles upon which it was founded, Loyola prepares students to learn, lead, and serve in a diverse and changing world.

Founded as Loyola College in 1852 to serve a primarily local population, Loyola is the second oldest chartered college in Baltimore. Loyola College became coeducational following a merger with Mount St. Agnes College in 1971 and earned university status in 2009, changing its name to Loyola University Maryland. Today, Loyola is recognized as a prestigious, selective comprehensive university with a strong residential, liberal arts-based undergraduate program and professional graduate programs at the master's and doctoral levels.

Loyola offers programs in more than 40 disciplines, with a liberal arts education central to the University's mission. The core curriculum at Loyola comprises requirements in the humanities, social sciences, mathematical sciences, and natural sciences, and aims to develop sharpness and versatility of mind, a key hallmark of a Jesuit education. The University offers 40 majors and 11 graduate degrees through its three schools: Loyola College of Arts and Sciences, the School of Education, and the Sellinger School of Business & Management. An Honors Program curriculum offers undergraduate students a fully integrated program of study that is multi-disciplinary and interdisciplinary. The Program accomplishes the goals of the regular University core curriculum, but through an alternate path, and is designed to be flexible enough to accommodate the requirements of all majors across the University. Integral to Loyola's mission and curriculum is a study abroad program in which more than 60% of undergraduates participate.

Life at Loyola has been traditionally built upon a residential experience. This focus provides abundant opportunities for students to engage with the university, each other, and the surrounding community. Loyola's campus is an environment in which the student development program is often described as "high touch." Representative of the Loyola ethos is the Messina program, Loyola's unique living-learning program designed to help first-year students acclimate academically and socially to college. The program allows for the Division of Student Development and Academic Affairs to integrate the academic, co-curricular, and social student experience. Messina features two linked, first-year seminar courses—one in the fall and one in the spring—connected by one of four themes and out-of-class experiences, events, performances, and excursions designed to extend classroom learning, build stronger communities around learning, and establish deeper relationships with faculty, administrators, and fellow students.

Athletics constitutes an important part of the undergraduate experience at Loyola University Maryland and is an essential element in the forging of strong and lasting bonds among students and alumni. The University is a member of the prestigious [Patriot League](#) in NCAA Division I, fielding teams in seven men's and ten women's sports. In recent years, the men's and women's lacrosse teams and the men's golf team captured Patriot League championships and earned repeat bids to their respective NCAA tournaments.

In the fall of 2023, the University enrolled approximately 4,400 full-time and 660 part-time students pursuing bachelor's, master's, and doctoral degrees, as well as other forms of professional certification. Over the past five years, Loyola has enrolled increasingly diverse classes, with 40% of the student body identifying as persons of color and 25% of the first-year class as first-generation students. There are over 330 full-time and part-time faculty members and 600 staff and administrators. The student-faculty ratio for fall 2023, based on full-time undergraduate students and faculty, was approximately 12:1, with an average class size of 20 students. Retention rates average 85% annually, and nearly 70% of undergraduates graduate in four years. The University is proud to host a chapter of Phi Beta Kappa, the nation's oldest and most prestigious honor society.

Loyola University Maryland has been ranked No. 2 out of 23 schools for the "Best College Campuses" in Maryland by [Niche](#). The University also received accolades for "Best Academics in America" and "Best Student Life in America." The University has been ranked among the top five universities in the North Region by U.S. News & World Report for the past decade, is among Washington Monthly's top master's universities nationally, was named one of the nation's top institutions for undergraduate higher education and one of the best Northeastern colleges by the [2024 Princeton Review](#). Loyola was also recognized in two of The Princeton Review's "Great Lists" categories for Great Athletic Facilities and Great College Dorms.

## MISSION AND CATHOLIC, JESUIT IDENTITY

Loyola's Catholic, Jesuit intellectual tradition asserts that faith and reason complement each other, and questions of faith are encouraged and examined as intellectual inquiries. This approach nurtures a community committed to an examined life of intellectual, social, and spiritual discernment, as well as the understanding that leadership and service to the world are intimately connected. In 2019, Loyola participated in a Mission Priority Examen at the request of the Superior General of the Society of Jesus and with the support of the Jesuit Provincials in the United States and the Association of Jesuit Colleges and Universities. The Examen offered the Loyola 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. Loyola University Maryland remains committed to the ideals embodied by the members of the Society of Jesus throughout its rich history. Those Jesuit ideals include an emphasis on academic excellence, the importance of the liberal arts, and *cura personalis*—the education of the whole person.

## UNIVERSITY LEADERSHIP AND GOVERNANCE

Terrence M. Sawyer, JD, became Loyola University's 25<sup>th</sup> president in January 2022. A leader at Loyola for 23 years, Sawyer assumed increasingly significant responsibilities during his tenure, advancing strategic priorities and supporting the growth of the institution. When he started at Loyola in 1998, Sawyer served as special assistant to the president for government and community relations. He subsequently served in the roles of vice president for administration, vice president for advancement, and senior vice president before being named president.

Cheryl Moore-Thomas, PhD, NCC, is the provost and vice president for academic affairs. Moore-Thomas served as Loyola's inaugural chief equity and inclusion officer, a role she assumed after serving as associate vice president for graduate academic affairs and diversity. Also a professor of education at Loyola, Moore-Thomas came to Loyola as an assistant professor of education in 2001. Her leadership positions have included serving as associate dean in the School of Education, chair of education specialties, and associate vice president for faculty affairs and diversity.

Loyola University Maryland is governed by a 33-member Board of Trustees. The Trustees oversee the leadership, planning, and resources of the University, ensuring its overall vitality and mission. Gerard Holthaus, '71, Lead Independent Director of WillScot Mobile Mini Corp., a leading provider of modular space solutions in North America, serves as Loyola's board chair.

## LOYOLA COLLEGE OF ARTS AND SCIENCES

### Overview

Since the founding of the first Jesuit university over 450 years ago, the specific courses in the core have changed, but the foundation remains the same: that all Loyola students become ethical, engaged citizens who are critical thinkers, creative problem solvers, and clear communicators, cognizant of the fundamental tensions between faith and reason. Students take courses in philosophy, theology, English, history, fine arts, languages, mathematics, the sciences, and the social sciences. As the home to the university's core curriculum, 100% of all Loyola undergraduate students take classes in LCAS as part of their general education requirements, regardless of their final declared major.

### Programs

LCAS's programs are characterized by purposeful teaching, scholarship with impact, meaningful community engagement, and care for the whole person. Students benefit from Loyola's exceptional liberal arts curriculum, along with personal attention and mentoring from dedicated faculty. The largest academic unit on campus made up of 2,432 undergraduate and 392 graduate students, the College offers traditional liberal arts and professionally focused majors in three disciplinary divisions: [Humanities](#), [Social Sciences](#), and [Natural and Applied Sciences](#). The Humanities Division boasts nine departments, 18

academic majors, 16 interdisciplinary minors, and two graduate programs. The Social Sciences division is home to six departments, the campus Military Science (ROTC) program, 11 academic majors, four minors, the pre-law program, and seven graduate programs, which includes a doctorate in clinical psychology. The Division of Natural and Applied Sciences houses seven academic departments, 22 undergraduate majors, 11 minors, eight interdisciplinary programs in pre-health and data science, and four graduate programs.

## **Faculty and Research**

Service and scholarship are of equal importance at Loyola. In 2022, seven faculty members were honored with the Faculty Excellence Awards for excellence in teaching, scholarship, mentorship, or service. LCAS faculty have recently received grants from the National Science Foundation and the John Templeton Foundation. The Loyola College of Arts and Sciences has 260 faculty, which includes 108 teaching/clinical faculty and 152 tenured/tenure-track faculty.

## **Centers**

### Loyola Clinical Centers (LCC)

The Loyola Clinical Centers' mission is to provide state-of-the-art comprehensive clinical education to graduate students in psychology/behavioral health, speech-language pathology, audiology, and literacy. Students are trained in best practices to deliver evidence-based assessment and intervention services to individuals and families of all ages, cultural backgrounds, and socioeconomic statuses. The Centers' mission is to provide access to care regardless of financial resources and promote an inclusive environment for the citizens of Baltimore City and the surrounding communities.

### Center for the Humanities

The Center is led by a director who is a member of the faculty. The Center's activities are guided by a [steering committee](#), chaired by the dean of LCAS and comprising the Center's director, the chairs of the humanities departments, the assistant to the academic vice president, the director of the Honors Program, and up to two other directors of major projects funded by the Center. The steering committee meets monthly during the academic year to review applications for funding and to conduct other Center business. Although the Center exists to further education in the humanities, many programs are open to all faculty, staff, and administrators throughout the University.

### Center for Community, Service, and Justice (CCSJ)

Inspired by Loyola's Catholic, Jesuit educational mission and identity that calls for a dynamic integration of academic excellence, social responsibility, and faith that does justice, CCSJ is committed to reciprocal collaboration with community partners and involvement with people who are marginalized. CCSJ aspires to place a shared emphasis on the engagement of Loyola students and faculty and the pursuit of positive community impact in Loyola's immediate York Road neighborhoods, throughout Baltimore City, and the world. Loyola's Center for Community, Service, and Justice (CCSJ) connects campus and community for a more just and equitable world.

More information about the Loyola College of Arts and Sciences can be found [here](#).

## THE ROLE OF THE DEAN

Reporting to the provost, the dean serves as the chief academic and administrative officer of the Loyola College of Arts and Sciences. They provide overall vision and leadership for faculty, staff, administration, and students. They also ensure the quality of academic programs and the student experience. Externally, the dean represents LCAS to alumni/ae, industry, and other key stakeholders. The dean plays a critical role in establishing new – and strengthening existing – relationships across all constituencies, both internal and external.

The dean's leadership team includes three associate deans and is informed by the department chairs and the director of the Center for Humanities, co-directors of the Honors Program, and both the Undergraduate and Graduate Curriculum Committees. Additionally, the dean is supported by an 18-member [Board of Advisors](#), many of whom are alumni/ae of LCAS. The board assists the dean and the leadership of the College in enacting the vision, values, and plans of Loyola University Maryland in the lives of the undergraduate and graduate students and faculty, administrators, and staff of Loyola University Maryland. The dean oversees an operating budget of \$24.5 million.

## OPPORTUNITIES AND CHALLENGES

The next dean will collaborate closely with LCAS faculty, staff, students, and other university leaders and will be expected to provide leadership in addressing the following opportunities and challenges:

### ***Develop and communicate a strategic vision that supports the broader University plan***

The Loyola College of Arts and Sciences comprises the most diverse set of academic programs at the university and seeks a dean who can appreciate its intellectual diversity, strengthen a sense of common purpose among students, faculty, and staff, and galvanize them toward a shared and compelling vision for the College, in keeping with the future strategy of the University. The dean will oversee the final stages of an 18-month strategic planning process and finalize and implement the resulting strategic plan for the College within the framework of a shared governance system, working with faculty, staff, and students to interpret and execute a strategy for the College both as a unit and as a more fully aligned element in Loyola's broader strategic vision of building innovation and distinctiveness. The new dean must therefore lead the College in refining and implementing its long-term strategy for undergraduate and graduate programs, build consensus toward critical choices that define its academic strengths, provide opportunities for increased student engagement, exercise leadership in assessing and allocating resources, and engaging donors in support of that vision.

***Create a cohesive brand and identity for Loyola College of Arts and Sciences***

As Loyola College of Arts and Sciences is a large academic enterprise with a complex financial and operational profile, the dean will ensure that the infrastructure of the College is aligned with its academic aspirations. Working closely with the faculty, the dean will demonstrate a deep commitment not only to the liberal arts but also to the distinctive elements of a Loyola education. In an effort to streamline policies and build College cohesiveness, the dean will have the opportunity to review and refine the existing organizational structure of the College, working with university leadership, faculty, and staff to ensure that adequate systems and resources are available, that personnel are organized effectively, and that appropriate assessment and policies are in place to support future growth. The successful candidate will promote a climate of rigorous intellectual inquiry that cultivates and challenges the mind and encourages open, productive discussion across disciplines and co-curricular experiences in furtherance of Jesuit Catholic values. Additionally, the dean will ensure and promote the value of a Loyola education to prospective students, parents, potential partners/donors, and other audiences.

***Address the need for enhancing diversity and inclusion***

Core to Loyola's mission as a Jesuit university is a true dedication to building an inclusive community, equipping students to serve in an increasingly diverse world, and providing a safe and nondiscriminatory educational environment. The next dean will partner with university leadership to ensure that Loyola is welcoming for all students and is active in addressing disparities for student success. As Loyola welcomes its increasing campus diversity, the dean will bring a deep personal commitment to diversity, equity, inclusion, and justice, and a strong track record of addressing barriers to success in the areas of gender, race, ethnicity, national origin, religion, age, veteran status, gender identity or expression, sexual orientation, and disabilities. The dean will recruit, retain, and develop a strong and diverse faculty and staff who are professional, exceptionally qualified, and committed to the Jesuit mission and identity.

***Lead and develop a committed faculty***

Loyola College of Arts and Sciences benefits from a talented faculty that is highly engaged in the shared governance of the College. The next dean will support faculty across all disciplines—as well as interdisciplinary College-wide programs—and further refine the appropriate balance of scholarly activity, teaching excellence, and service to LCAS and the University. The dean must work with department chairs to ensure their own professional development as well as to define and implement programs to engage, mentor, develop, and retain junior and senior faculty. The dean will be a visible force beyond the boundaries of the College and will advocate on behalf of LCAS and its faculty, staff, and students by compellingly communicating the College's priorities to the University community and articulating its contribution to the success of the institution's mission.

## **PREFERRED PROFESSIONAL AND PERSONAL QUALIFICATIONS AND CHARACTERISTICS**

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

Candidates will demonstrate the following qualifications:

- Credentials and achievements that merit appointment as a tenured full professor in the Loyola College of Arts and Sciences;
- A record of academic leadership experience, including administrative experiences at the department chair level or higher;
- A demonstrated commitment to shared governance, transparency in management, and data-driven decision-making;
- Experience in faculty development and a proven track record for leadership in implementing academic policies, programs, and scholarly activities;
- A commitment to academic excellence and innovative program and institutional development to meet emerging market demands;
- A record of successfully managing financial resources;
- An enthusiasm and talent for fundraising; and
- Vision for strategic planning and effective program assessment.

Candidates will embody the following personal characteristics:

- A passion for the arts and sciences;
- Demonstrated value for diversity and global learning;
- A student-centered approach to education;
- A collaborative and transparent leadership style;
- An ability to work effectively with administration, faculty, staff, students, and other constituent groups;
- The ability to facilitate, delegate, and build consensus;
- Outstanding oral and written communication skills, and excellent interpersonal skills;
- High emotional intelligence and a sense of humor.

Candidates will embrace the following core values of the College and the University:

- Demonstrated ability to speak about the Catholic, Jesuit mission of Loyola University Maryland;
- Excellence in teaching, scholarship, and service to the university and community;
- Educating a racially, culturally, generationally, and economically diverse student body;
- Recruiting and supporting a diverse faculty, staff, and administration;
- Respect for all people, regardless of difference;
- A commitment to fostering a deeply engaged and caring campus community.



**TO APPLY, NOMINATE, OR INQUIRE**

Applications, nominations, and inquiries may be submitted in confidence via the link below to:

Phillip Petree, Partner  
Debbie Scheibler, Senior Associate  
Ryan Smillie, Senior Search Coordinator  
Isaacson, Miller

<https://www.imsearch.com/open-searches/loyola-university-maryland-college-arts-and-sciences/dean>

*The acceptance and understanding of human differences are parts of the University's heritage and are embodied in the Jesuit/Mercy ideals of personal concern for the humanity of others and service to those oppressed in any way by contemporary society. Loyola University Maryland welcomes applications from individuals of all backgrounds who can contribute to its educational mission. Loyola University Maryland is an Equal Employment Opportunity Employer and welcomes applications from underrepresented groups, regardless of religious affiliations.*

**Electronic submission is strongly encouraged.**