associate provost for diversity, equity, and inclusion

SAINT JOSEPH'S UNIVERSITY

Philadelphia, Pa
Saint Joseph’s University invites inquiries, nominations, and applications for the position of Associate Provost for Diversity, Equity, and Inclusion.

Founded in 1851 in the Jesuit tradition of academic excellence, Saint Joseph’s University (SJU) is a top-ranked Catholic university that provides a rigorous, student-centered education. With a total enrollment of 8,000 undergraduate and graduate students, SJU offers a wide array of academic programs designed so that each graduate enters the world with a competitive resume and global perspective. This is achieved through intense academic study led by thought-leading faculty scholars, a comprehensive campus experience, and robust study abroad, service-learning, internship, and co-op programs. Upon graduation, nearly 100 percent of students are employed, pursuing advanced degrees or volunteering in prestigious service programs. A member of the Atlantic 10 Conference, SJU offers 20 NCAA Division I intercollegiate men’s and women’s sports. SJU alumni—over 68,000 strong—provide a powerful network that spans the globe.

Noted for its distinctive architecture, SJU’s campus transects Philadelphia, the East Coast’s second largest city, and Lower Merion, a suburb along Philadelphia’s historic Main Line, which enables the SJU community to enjoy a vibrant campus experience and ready access to a dynamic urban center. Grounded in a social justice mission, Saint Joseph’s maintains a Carnegie Community Engagement Classification. SJU is nationally recognized by US News & World Report for “Best Colleges” (North) and “Best Colleges for Veterans,” and several of its undergraduate and graduate programs are nationally ranked.
The Position
ROLE OF THE ASSOCIATE PROVOST FOR DIVERSITY, EQUITY, AND INCLUSION

Reporting to the Provost, the Associate Provost for Diversity, Equity, and Inclusion (DEI) provides leadership, advocacy, support services, and programming to strengthen the culture of inclusion and diversity at Saint Joseph’s University by maintaining an active and visible presence on campus and actively partnering with students, faculty, staff, and administrators. The position will serve on the University Leadership Council and the Provost’s Council. Given the importance and broad scope of this work, the position will work cooperatively across the University on diversity, equity, and inclusion initiatives in...
support of the mission. The Associate Provost supervises the Office of Inclusion and Diversity which includes the Center for Inclusion and Diversity: Educational Achievement, Programming, Access Programs, International Students and Scholars Services, and the Women’s Center. The Associate Provost also collaborates closely with the Faculty Liaison for Inclusion and Diversity on academic and faculty development initiatives. In addition, the Associate Provost serves as the chair or active member of other committees that address diversity, equity, and inclusion (e.g., Inclusion & Diversity, Trans Working Group, and the [LGBTQ] Alliance).

Select responsibilities outlined in the official position description:

- Building upon the completed Climate Study Report, the draft of the Inclusive Excellence Blueprint, and the Racial Bias Task Force Action Plan, develop a Strategic Plan for Inclusive Excellence.
- Serve as the University’s diversity, equity, and inclusion data steward and assess the University’s progress on its measurable goals, preparing University reports, and creating effective communication channels.
- Collaborate with Enrollment Management to enhance recruitment of diverse student populations and students from diverse areas.
- Work with Human Resources to improve employee recruitment, inclusion, engagement, and retention, and to explore ways to incorporate diversity, equity, and inclusion performance indicators and assessment into University performance management.
- Partner with the Student Life division to promote diversity, equity, and inclusion for the entire student population.
- Collaborate with Title IX/Bias Response Coordinator to help promote a safe and harassment-free campus environment.
- Work with the Office for Teaching and Learning and the Faculty Liaison for Inclusion and Diversity to incorporate diversity, equity, and inclusion into the curriculum, teaching, service, and research.
- Lead, facilitate, and/or collaborate on University-wide education and training.
- Serve as a content expert and the University’s chief spokesperson on diversity, equity, and inclusion.
- Hire, supervise, and evaluate three direct reports in the Center for Inclusion and Diversity and oversee activities of the departments.
- Supervise Women’s Center activities and programs.
• Develop and manage the Office of Inclusion and Diversity budget including co-sponsorship opportunities with campus partners.
• With Human Resources, co-lead emerging Employee Resource Groups (ERGs), and contribute to the strategic direction of ERGs in alignment with diversity, equity, and inclusion strategies.
• Partner with campus stakeholders (e.g., Athletics, the Success Center, Student Disability Services, Academic Programs, Student Senate, Faculty Senate, Administrative Staff Council, Academic Programs, the Kinney Center for Autism Education and Support, and Veterans Services) to facilitate the effective, ongoing integration of underrepresented and under-resourced populations into the University community.
• Oversee campus-wide awareness events (e.g., Hispanic Heritage Month, Martin Luther King Jr. Celebration, Black History Month, Women’s History Month, Unity Month, and International Education Week) and consider new events as appropriate.
• Develop and maintain active partnerships with the external community and appropriate alumni groups.
Student Demographics (nces.ed.gov)

Undergraduate Race/Ethnicity: 3% Asian, 6% Black or African American, 7% Hispanic/Latinx,

77% white, 3% two or more races, 2% unknown, 2% non-resident

Undergraduate Gender: 55% female, 45% male
Undergraduate Student Age: 94% 24 and under, 6% 25 and over

Undergraduate Student Residence: 43% in-state, 56% out of state, 1% International

Undergraduate students receiving Pell Grants during first year: 12% (2017)*

Undergraduate students self identifying as first generation during first year: 18% (2017)*

Overall First Year to Second Year Retention: 89% (2017-2018)

Overall Four Year Graduation Rate: 73% (Class of 2016)

Overall Six Year Graduation Rate: 80% (Class of 2016)

Student of Color First Year to Second Year Retention Rate: 85% (2017-18)*

Student of Color Four Year Graduation Rate: 66% (Class of 2016) *

Student of Color Six Year Graduation Rate: 73% (Class of 2016)*

Pell Grant Recipients First Year to Second Year Retention Rate: 85% (2017-18)*

Pell Grant Recipients Four Year Graduation Rate: 66% (Class of 2016)*

Pell Grant Recipients Six Year Graduation Rate: 73% (Class of 2016)*

First Gen Recipients First Year to Second Year Retention Rate: 83% (2017-18)*

First Gen Recipients Four Year Graduation Rate overall: 66% (Class of 2016)*

First Gen Recipients Six Year Graduation Rate overall: 75% (Class of 2016)*

Graduate Student Status: 16% full-time 84% Part-time

Graduate Student Distance Education Status: 71% enrolled only in distance education, 11% enrolled in some distance education, 18% not enrolled in any distance education

* 2018 SJU Underrepresented Student Persistence report
HISTORY OF THE POSITION

The University had an assistant provost for inclusion and diversity from August 2016 who stepped down from the role in July 2018 to join NASPA—the nation’s leading association for the advancement, health, and sustainability of the student affairs profession—as their assistant vice president for equity, inclusion, and social justice. The assistant provost is credited for strengthening SJU’s Office of Inclusion and Diversity (previously the Office of Multicultural Life), enhancing student-focused diversity programs, and collaborating with all
constituencies and various offices across the institution to advance diversity, equity, and inclusive excellence.

While searching for a new associate provost, the University’s assistant vice president of government and community relations has assumed responsibilities of the associate provost for inclusion and diversity on an interim basis.
The associate provost for diversity, equity, and inclusion will be expected to address the following opportunities and challenges:

- Create a Strategic Plan for Inclusive Excellence, including goal setting, outcome metrics, ongoing communication, and assessment.
- Guide and advise the Provost, President, and other executive officers and academic leaders concerning diversity, equity, and inclusion matters.
• Collaborate with campus leaders to create, implement, and monitor programs designed to ensure fair and equitable treatment of students, faculty, and staff.
• Advance a campus climate that respects, values, and supports the academic, social, and personal development of all students, faculty, and staff. Identify sources of frustration and tensions and work to fully communicate challenges and progress.
• Inventory, analyze, and evaluate current staffing demographics across the University and current diversity initiatives and programs in order to build on and leverage existing strengths and resources to develop new initiatives to address gaps and improve outcomes.
• Provide strategic direction in recruiting, attracting, and retaining diverse students, faculty, and staff.
• Collaborate with academic departments to support diversification of the faculty and curriculum.
• Provide leadership in fostering an inclusive, discrimination/harassment-free environment for the campus community.
• Solicit and manage new funding to support diversity and inclusion initiatives through grants, fundraising, and other sources.
QUALIFICATIONS AND CHARACTERISTICS

Requirements include a master’s degree in a relevant discipline and a minimum of five years of experience in the development, implementation, and assessment of diversity, equity and inclusion strategies and practices; evidence of nuanced, broad, contemporary, and sophisticated understanding of diversity in all of its forms; excellent written, oral, and interpersonal communication skills, including ability to build rapport and collaborate with diverse constituents, both internally and externally; proven experience as a trainer and
educator on issues of diversity, equity, and inclusion; demonstrated excellence in budget preparation, decision-making, supervision, long-range planning, organization, and conflict management; general understanding of laws relating to equal opportunity, affirmative action, claims of discrimination and harassment, and Title IX.

An earned doctorate or other terminal degree is preferred, as is a record of research in a relevant field and experience working in a higher education setting with multiple constituencies (students, faculty, staff, and administrators).

Additionally, the following characteristics and attributes were identified by various stakeholders as important for the associate provost for diversity, equity, and inclusion:

- The ability to guide the development and implementation of an overarching plan for inclusive excellence, including goal setting, outcome metrics, ongoing communication, and assessment.
- A complex intersectional comprehension of identity and inequality, with a fundamental capacity to listen with empathy to all perspectives and experiences.
- Knowledge of the issues facing all students in today’s higher education climate, including students of color, first-generation, under resourced, and international students, and a demonstrated commitment to improving institutional support for an increasingly diverse student body.
- Proven skills as a manager, demonstrated ability to lead, mentor, motivate, and supervise staff; a willingness to roll up one’s sleeves but not a micro-manager.
- The ability to develop and manage budgets, as well as experience soliciting and securing external funding to advance strategic initiatives.
- The ability to be a collaborator and a convener, to work with judiciousness and diplomacy, and to build bridges and consensus.
- The ability to anticipate and address challenges to diversity, equity and inclusion rather than simply reacting to them or fixing problems.
- The ability to maintain the highest standards of ethics and integrity.
OFFICE OF INCLUSION AND DIVERSITY: AN OVERVIEW

The Office of Inclusion and Diversity (OID) promotes an institutional climate in which all members of the community understand their value and feel welcomed and respected. The office serves as a social justice education, advocacy, and action hub for the University.

OID actualizes Saint Joseph’s Jesuit mission to care for the whole person, to facilitate critical thinking and engaged citizenship, and to pursue justice through the work of its departments—Inclusion and Diversity Educational Achievement, International Students and
Scholars, Inclusion and Diversity Access Programs, and the Women’s Center—and through collaboration with academic and administrative partners on and off campus.
The director leads and provides support that promotes persistence to graduation of underrepresented students and under-resourced students of diverse identities. The director works collaboratively with institutional partners in order to meet retention, persistence and graduation goals for students of color and marginalized students at Saint Joseph’s University.

The Program Specialist supports the mission of inclusion and diversity by overseeing
programming for the Center for Inclusion and Diversity through building and maintaining an inclusive, pluralistic, and diverse campus environment. This position collaborates with students, faculty, and staff to create programs, events, activities, and learning opportunities in a team-based environment, toward the goal of facilitating student development, learning, and engagement. The Program Specialist reports to the Director of Inclusion and Diversity Achievement.
Inclusion and Diversity Access Programs

The director plans, organizes, and facilitates pre-college programs for underrepresented student populations resulting in preparation for academic and social integration into higher education. This position oversees the Ignatian College Connection (ICC) program, the Lenfest Incentive Scholars program, and the Cristo Rey scholarship recipients as they progress toward graduation from Saint Joseph’s University. By leading these programs and establishing partnerships with local external programs, a pipeline of talented, diverse
students will become familiar with the University, which is anticipated will lead to increased enrollment and graduation of a diverse and inclusive student body.
The director is the advocate for all the international students and scholars by assisting them with all non-academic needs from the time of admission until after they have returned to their country or are no longer on a visa sponsored by SJU. The director ensures that SJU complies with all federal regulations and agencies including the U.S. Citizenship & Immigration Service, the Department of Homeland Security, Student and Exchange Visitor Program, the Department of State, and U.S. Customs & Borders Protection.
Recognizing that systemic issues of gender-related equity, access, and climate exist in society and at the University, the Women's Center supports leadership empowerment of women, women’s health, safety, and wellbeing, and gender inclusion and equity.
Diversity, Equity & Inclusion Org Chart | Fall 2019

For more information, visit https://sites.sju.edu/oid/.
Institutional Background

On the morning of September 15, 1851, some 30 young men gathered in the courtyard outside Saint Joseph’s Church on Willings Alley, near Walnut and Fourth Streets, one block from Independence Hall. After attending High Mass and reciting the Veni Creator in the sanctuary, these young men were assigned to their classes in a building adjacent to the church. That September morning marked the beginning of a rich and exciting history for Saint Joseph’s University.
As far back as 1741, a Jesuit college in Philadelphia had been proposed and planned by Joseph Greaton, S.J., the first resident pastor of Old St. Joseph’s. The suppression of the Jesuits (1773-1814) and dissension within the Philadelphia Catholic community delayed for another century the realization of Fr. Greaton’s plans.

Credit for founding Saint Joseph’s College is given to Felix Barbelin, S.J., who served as its first president. In January 1856, the College moved from Old St. Joseph’s to a more spacious site on the fashionable Filbert Street. Due to financial difficulties, the College returned to its Willings Alley location in 1860. Shortly thereafter, the civil strife between the North and South became the first of many wars that would greatly diminish enrollment and, through the Civil War and post-bellum years, Saint Joseph’s struggled to remain in existence.

With the purchase of a city block between 17th and 18th Streets, fronting on Stiles Street, as a new site, Saint Joseph’s future began to look brighter. Burchard Villiger, S.J., one of the original members of the faculty, became its president in 1866. A steady and strong growth, both in student enrollment and academic offerings, is recorded from September 2, 1889, when the College moved from Willings Alley to Stiles Street, until 1927, when a larger campus was judged necessary.

In November 1922, an ambitious building campaign to raise $1,000,000 was organized by Matthew Fortier, S.J. His work in this difficult undertaking was rewarded with contributions that exceeded the goal. Subsequently, Saint Joseph’s College was able to purchase 23 acres in a beautiful residential area at the western edge of the city. Construction of a handsome building in modern collegiate Gothic architectural style began in 1925. Its dedication took place on November 14, 1927. From that time to the present, Saint Joseph’s has been located on City Avenue.

In 1943, an evening college was founded. It was also at this time that Saint Joseph’s acquired several spacious homes adjacent to the campus, which were converted to its first student residences. Through the decade of the 1960s, Saint Joseph’s experienced even more physical growth. Five residences were added to the campus, including the nine-acre estate of Margaret Gest, a Jesuit faculty residence, the Villiger classroom building, a science center, the Drexel Library building, a six-story student dormitory and expansion of the Campion Student Center.

In the fall of 1970, the College opened its doors to women as full-time students, bringing an end to its tradition as an all-male institution. The Secretary of Education of the
The Commonwealth of Pennsylvania recognized Saint Joseph’s as a university on July 24, 1978. The corporate charter was formally changed to reflect university status on December 27, 1978.

From 1978 through 1982, the University experienced a strong period of growth and development. The University added a College of Business and Administration to complement the existing College of Arts & Sciences, and added graduate programs including health administration, criminal justice, gerontology, public safety, and computer science.

Throughout the 1980s and 90s, Saint Joseph’s shifted dramatically from a commuter school with a Philadelphia base to a residential institution drawing a majority of its students from outside of Pennsylvania. As the University welcomed larger, more accomplished classes, the number of full-time faculty increased by nearly 80 percent.

To accommodate the increased student body, Saint Joseph’s embarked on a series of capital improvements that saw the construction of the McShain Hall residence center and the Michael J. Morris Quadrangle townhouses. A new Chapel of St. Joseph, named for revered longtime administrator Michael J. Smith, S.J., provided a central place of worship for the University community. State-of-the-art Mandeville Hall was built to house the renamed Erivan K. Haub School of Business, and the original Villiger building on Overbrook Avenue was given a technological renovation, made the new home of the University’s social science departments, and christened John R. Post ’60 Hall. In 2003 the University broke ground on new residence halls at the corner of 54th Street and City Avenue that are now known as Rashford and Lannon Halls, named after the University’s 25th and 26th presidents, Nicholas S. Rashford, S.J., and Timothy R. Lannon, S.J.

The 2008 acquisition of the adjacent 38-acre Episcopal Academy in Merion began Saint Joseph’s largest expansion since the move to City Avenue. Renamed the James J. Maguire ’58 Campus, it is home to multiple academic departments, athletic fields, the Saint Joseph’s University Gallery, and the Kinney Center for Autism Education and Support. That same year, the University opened Hawks Landing, a parking and retail facility on 54th Street. The following fall, the beloved Alumni Memorial Fieldhouse was expanded into the Michael J. Hagan ’85 Arena, ushering in the next century of storied Hawk athletics.

The University broke ground in November 2010 for the John R. Post ’60 Academic Center and the John and Maryanne Hennings Post Learning Commons. Dedicated in March 2012, this ambitious initiative brought high-tech facilities and collaborative learning environments
to the University with a three-story, 35,000-square-foot addition to the Drexel Library. The new Villiger Hall, a 400-bed residence hall that opened its doors to first-year students in August 2012, graces the corner of Cardinal and City Avenues.

In 2012, Saint Joseph’s acquired the former Cardinal’s Residence from the Archdiocese of Philadelphia. Contiguous to the University’s 48-acre Philadelphia campus, the 8.9-acre property includes a three-story, 23,350-square-foot main house and two additional buildings. The property has been renamed the Marcy Dugan Wolfington Campus and the main building has been transformed into the Maguire Wolfington Welcome Center, which houses the University’s enrollment, admissions, and career development offices and serves as a stunning first impression to prospective students and their families.

No longer had the modest commuter college on what become Hawk Hill, Saint Joseph’s is now a comprehensive, internationally recognized university with students from across the country and around the world. Its Phi Beta Kappa chapter in Arts & Sciences and AACSB accreditation in the Haub School signal academic distinction in a wide range of undergraduate, graduate, and executive programs. From Willings Alley to City Line, Saint Joseph’s is truly Philadelphia’s Jesuit University.
A historic city on the cutting edge: Philadelphia is a city of historic firsts, now firmly focused on what is next. The population of under-30s in the nation’s fifth-largest city has grown dramatically in the past decade, fueled by a surplus of what young, creative professionals are looking for—a dynamic, walkable, affordable city, where on any given night you might find an underground music club or attend a world-class modern dance performance.
The arts are vibrant and accessible and woven into the fabric of students’ everyday lives. Philadelphia is the perfect place for students to immerse themselves in a thriving cultural environment, to be inspired, and to inspire.

Second only to Manhattan in the number of downtown cultural organizations, Philadelphia is a cultural mecca. Located in the heart of Philadelphia’s downtown (called Center City), the University of the Arts is just steps away from the stunning Kimmel Center for the Performing Arts, home to the world-renowned Philadelphia Orchestra and Pennsylvania Ballet; the glorious Academy of Music; UArts’ own historic Merriam Theater; and six regional theaters. Year-round, these venues host international jazz artists, contemporary music performances and every kind of dance, as well as a stream of Broadway shows and musicals.

**A dynamic cultural environment:** Each month, First Friday jams the tiny historic streets of the Old City neighborhood with art lovers browsing the work of emerging and established artists and from street vendors. Just a short distance away, the combined holdings of the Philadelphia Museum of Art, the Rodin Museum, and the Barnes Foundation form one of the world’s great destinations for visual art.

Festivals such as the Philadelphia Live Arts Festival/Philly Fringe and DesignPhiladelphia are annual explosions of innovation in theater, dance, music, and design. The streets of Center City are alive with sidewalk cafes, great restaurants, and world-class shopping destinations. When you need a little change of scenery, find a shady bench within walking distance in one of Philadelphia’s many parks (Philly’s been named one of America’s “Top 5 Most Walkable Cities”) or hop the subway for the 10-minute ride to Citizens Bank Park, where you can watch the Philadelphia Phillies from seats with a skyline view.

For more information about Philadelphia, please visit the Chamber of Commerce for Greater Philadelphia at [http://chamberphl.com/](http://chamberphl.com/).
Mission

As Philadelphia’s Jesuit Catholic University, Saint Joseph’s provides a rigorous, student-centered education rooted in the liberal arts. We prepare students for personal excellence, professional success, and engaged citizenship. Striving to be an inclusive and diverse community that educates and cares for the whole person, we encourage and model lifelong commitment to thinking critically, making ethical decisions, pursuing social justice, and finding God in all things.
Thinking Anew, Acting Anew: The Strategic Plan for Saint Joseph’s University reflects the context of the times, the commitment of the community and the reach of their aspirations. Saint Joseph’s fortunate to approach this process and forward these initiatives from a position of strength — with an impressive academic portfolio, financial health, desirable alumni outcomes and loyalty, and significant faculty and student achievement.

The strategic plan has been broken up into four main goal areas, with rationale and
objectives for each goal:

1. Enrich Academic Quality and Distinction
2. Expand Transformative Student Experiences
3. Enhance and Promote Programs of National Prominence
4. Foster Greater Financial Strength and Stability

Currently in the second year of the strategic plan, Saint Joseph’s University is well poised to deepen and innovate its academic programming; improve the academic quality and selectivity of its students; create a highly engaging, inclusive student and student-athlete experience; expand and modernize its physical footprint; continue to strengthen its financial standing and grow its endowment and giving; and thrust several of its truly distinctive programs into greater national prominence, including: The University’s Maguire Academy of Insurance and Risk Management, Kinney Center for Autism Education and Support, Institute for Clinical Bioethics, and Institute for Jewish-Catholic Relations.

For a detailed look at the strategic plan, go to
https://sites.sju.edu/strategicplan/files/2017/09/Strategic-Plan.pdf
Leadership
Prior to joining the University in 2015 as the first lay President, Reed served for 15 years in progressively senior leadership roles at Fairfield University, including senior vice president for administration and chief of staff, interim vice president for university advancement, vice president for student affairs, and dean of students. While at Fairfield, Reed was a senior advisor to the president, participated in all aspects of university planning and operations, and oversaw many varied offices, departments, and functions. Reed was a member of the
inaugural cohort of the Ignition Colleagues Program and participated in several other mission-related programs through both Fairfield and the Association of Jesuit Colleges and Universities (AJCU).

In his three years as SJU president, Reed has generated a great deal of momentum for the University: admissions selectivity continues to improve; SJU announced an important affiliation with the Barnes Foundation; and the University launched a new School of Health Studies and Education of which the Kinney Center is an important pillar. At the same time, SJU’s financial underpinnings, always solid, continue to strengthen; and with the advent of a new comprehensive campaign, the University has established a long-term plan designed to enhance its ability to deliver on its mission.

In addition to his leadership role, Dr. Reed also spends time at the heart of the enterprise—teaching an undergraduate calculus course as a lecturer in the mathematics department. He earned a BS in mathematics from Fairfield University, a master of education in secondary educational administration from Boston College, an MBA from Fairfield, and a doctorate of education in higher education management from the University of Pennsylvania.
Cheryl A. McConnell, PhD, an accomplished higher education leader, academician and business practitioner, assumed the role of provost and vice president for academic affairs at Saint Joseph’s University on June 15, 2019.

McConnell joins SJU from fellow Jesuit institution Rockhurst University in Kansas City,
Missouri, where she has held a number of progressively responsible leadership positions across the University, most recently serving as the associate provost for academic affairs since 2017, prior to that she served as the dean of the College of Business, Influence and Information Analysis since 2012. In addition, she served as the interim dean of the College of Health and Human Services from 2016 to 2017. She has a strong track record of interdisciplinary collaboration, program innovation and growth, faculty development, budget management and the formation of strategic partnerships.

McConnell’s business acumen and wealth of experience have honed a sharp understanding of the economic model and financial complexities of higher education. As business dean, she tripled graduate enrollments through creative and market-responsive program development. Since 2006, she served as a member of Rockhurst’s planning and budgetary committee. Additionally, McConnell led accrediting and reaccrediting efforts across professional schools.

McConnell, who joined the accounting faculty at SJU, received a Ph.D. in higher education administration from Saint Louis University and bachelor’s and master’s degrees in accounting from Wichita State University. Additionally, she completed the Institute of Educational Management, a two-week immersion and leadership experience for senior-level higher education administrators, at the Harvard Graduate School of Education. Prior to her academic career, McConnell was a senior accountant at former Big 5 accounting firm Arthur Anderson.
Vital Facts and Statistics

- Founded: 1851
- Campus size: 114 acres
- Undergraduate and graduate students: 8,000
- Class of 2022 profile: 3.62 average GPA, 1226 average SAT
- Full-time faculty: more than 300
- Tenure-track faculty holding a terminal degree: 100 percent
- Student to faculty ratio: 14:1
- Average class size: 23
- Students who complete at least one experiential learning opportunity: 98 percent
- Students who are employed, in graduate school, or volunteering within 6 months of graduation: 97 percent
- Average starting salary for Class of 2017: $52,500
- Employers that are active partners in co-op program: 50

To learn more about the last year’s highlights, visit here; to learn more about why faculty, students, and alumni choose Saint Joseph’s, visit here.
The Jesuits believe a high-quality education that develops the whole person — *cura personalis* — is essential to living a fulfilling life. A core curriculum based in the liberal arts challenge students to think critically, problem-solve creatively, and make decisions ethically. Nationally ranked, accredited academic programs, and faculty who are experts in their fields prepare students to become leaders in their industry and change makers in their community.
Whether students enroll as undergraduates, graduate students, or adult learners, they will have the chance to engage in hands-on learning and independent research that stimulates the mind and enhances the resume. Students benefit from a wide variety of career preparation opportunities. Professional advising for pre-law and pre-health, a co-op program, internships in the Philadelphia area and beyond, and access to professional networking are just some of the SJU resources that will help students reach their goals — and inspire them to *live greater*.

**Colleges:** College of Arts and Sciences, Erivan K. Haub School of Business, School of Health Studies and Education

**Academic Programs:** 55 undergraduate day majors and 50 minors, over 30 degree completion and certificate programs including online options, and 52 graduate programs (in business or arts and sciences)

**Programs:** Study Abroad, Honors program, Cooperative Education Program, Summer Scholars, Service-Learning, and Faith-Justice Studies
The College of Arts and Sciences offers programs in the humanities, natural sciences, and social sciences for students pursuing bachelor’s degrees, master’s degrees, professional certificates, and certifications. The College provides the liberal arts foundation that is the heart of every student’s education at Saint Joseph’s. Among other standout programs, the McNulty Scholars Program aims to provide women in STEM fields extensive undergraduate research and mentorship, awarding full and associate level scholarships each year. The
Summer Scholars Program awards competitive grants to students every summer to engage in research and creative projects under faculty mentorship. Recently, The National Science Foundation’s Robert Noyce Scholarship Program awarded SJU $1.45M for the Philadelphia Regional Noyce Partnership Scholars Program, which grants scholarships to STEM majors and incentivizes them to consider the education field through one-year teaching posts in high-need middle or high schools.
The Haub School of Business is an international AACSB-accredited institution in business and accounting offering programs at the bachelor’s, master’s, and executive master’s levels. *U.S. News & World Report* has ranked the school’s part-time MBA, risk-management and insurance, marketing, management, and finance programs among the top in the U.S., and its food marketing program is considered to be the first and most well known in the nation. Students have access to the William F. Leahy Advising Center to help access the resources
that Saint Joseph’s has to offer and make the most of their college experience. Among other notable partnerships, Haub has collaborated with the American Osteopathic Association to offer an MBA program exclusively for members and with software company SAP on a co-op pilot program in computer science.
The School of Health Studies and Education opened in August of 2019 as a response to the increasing demand for healthcare professionals and educators equipped to address the complex social, educational, and public health challenges facing the nation. The School helps SJU meet two major objectives: keep the liberal arts and sciences strong and organize our professional programs in a way that meets student demand. The School will produce dynamic leaders who understand the critical role that health and education play in
transforming communities.
Saint Joseph’s University has a deeply caring, committed, and experienced faculty who not only prepare students for life and career, but also equip them to be change-makers, problem-solvers, innovators, and leaders through the University’s tradition of Jesuit academic rigor and excellence. The institution’s faculty are working with students as well as academic, clinical, NGO, and business communities to solve some of the greatest challenges of our time, including how to increase educational access in India through the
renowned Institute for Clinical Bioethics; how to prepare our workforce for the increasing number of workers on the autism spectrum through the distinguished Kinney Center for Autism Education and Support; how to measure sustainability through a collaboration with the United Nations; and how to use Big Data to understand and treat addiction. All of our tenured faculty hold terminal degrees in their disciplines; many of our faculty are top leaders and researchers in their fields; and the University has produced several Fulbright Scholars (both faculty and students).
Upon graduation, nearly 100 percent of students are employed, pursuing advanced degrees, or volunteering in prestigious service programs. Graduates of Saint Joseph’s are well-prepared global citizens who frequently rise to positions of influence and leadership, making a lasting impact on industries and communities. Whether pursuing a career as an entrepreneur, teacher, executive, lawyer, scientist, health care professional, artist, or activist, SJU alumni are often recognized for their ability to achieve professional greatness,
while maintaining a genuine care for the well-being of others. With a network of over 68,000 passionate alumni, students are well supported in their ambitions by a host of mentors.
The Student Body

Students at Saint Joseph’s are part of a supportive and close-knit community and acquire deep and life-long connections during their time here. The University offers a wide variety of intercollegiate men’s and women’s sports. It is a Division I school with 20 teams in the Atlantic 10 conference and is a member of the storied Philadelphia Big 5. In addition, the institution has more than 90 organizations that support students’ academic, social, political, spiritual, and athletic interests. Students have the opportunity to act in a professional
dramatic production, have their artwork on display in one of our student galleries, DJ for Radio 1851, or participate in service-learning programs, such as the annual Spring Break Appalachia Experience (APEX). Students also have the opportunity to write for the award-winning student newspaper, *The Hawk*, or join academic-focused groups like the chapter of Delta Sigma Pi business fraternity, or the competitive Villager Speech & Debate team.

Simultaneously being an urban and suburban campus, SJU’s students take advantage of lounging under trees and enjoying some beautiful views as well as walking through the city streets and observing the cultures that make up the city of Philadelphia. More than 500 student volunteers regularly serve our neighbors in Philadelphia; fight for economic and social justice; and choose to give up Spring Break to help our most vulnerable communities in Appalachia.

- 8,086 total students in all programs
- 4,688 traditional undergraduates
- 82 visiting and non-matriculated undergraduates
- 375 in College of Professional and Liberal Studies and Haub Degree Completion students
- 2,941 graduate and doctoral students
Saint Joseph’s University offers a wide range of benefits to employees as part of a compensation package. Employees may choose from top medical, dental, and vision insurance programs; tax-deferred investing through our retirement options; vacation and sick leave policies, as well as life and disability insurance and other benefits.

For information about benefits at Saint Joseph’s, visit the website at:

https://sites.sju.edu/humanresources/be-well/
Saint Joseph’s University has retained Spelman Johnson to assist with this search. Review of applications will continue until the position is filled; complete applications received by October 29, 2019, will be assured full consideration. To apply for this position please click on the Apply button, complete the brief application process, and upload your resume and position-specific cover letter. Confidential inquiries and nominations should be directed to Ellen Heffernan at eth@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Saint Joseph’s University website at www.sju.edu

Saint Joseph’s University is a private, Catholic, Jesuit institution and we expect members of our community to be knowledgeable about – and to make a positive contribution to – our
mission. Saint Joseph’s University is an equal opportunity employer that seeks to recruit, develop, and retain a talented and diverse workforce. The University is committed to the diversity of its faculty and staff so that our students, our disciplines and our community as a whole can benefit from the multiple perspectives it offers. The University seeks qualified candidates who share our commitment to equity, diversity, and inclusion. EOE