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Alvernia
University

Alvernia University

EXECUTIVE SEARCH PROFILE

**FOUNDING VICE PRESIDENT FOR
MISSION, DIVERSITY AND INCLUSION**

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Guided by Franciscan values and the ideal of “knowledge joined with love,” and rooted in the Catholic and liberal arts traditions, Alvernia University is a rigorous, caring, and inclusive learning community committed to academic excellence and to being and fostering: broadly educated, life-long learners; reflective professionals and engaged citizens; and ethical leaders with moral courage.



The Opportunity



Alvernia University seeks an experienced, student-centered, courageous, and transformational leader as its founding Vice President for Mission, Diversity and Inclusion. In partnership with the other members of the University's senior leadership team, the Vice President will ensure that mission, diversity and inclusion are central in all decision-making at the University, that Alvernia's environment is welcoming and supportive for all students, faculty and staff, and that the culture of the University is one in which conversations about challenging issues are safe and educationally productive. The Vice President will be a visible leader on campus and in the greater Reading community, modeling Alvernia's Franciscan core values and extending its mission of service to the underserved.

The founding Vice President for Mission, Diversity and Inclusion will provide leadership for the realization of two fundamental commitments of the University: its Franciscan and Bernardine mission and its work to promote diversity and inclusion. Franciscan Identity and Values, the First Pillar of The Alvernia Advantage, the University's Strategic Plan, affirms and connects those commitments.

Flowing from this mission are Alvernia's core values of contemplation, collegiality, humility, service, and peacemaking. The Franciscan tradition is reflected in our caring, inclusive

community and our commitment to diversity. This tradition informs our decisions and builds community through service, reflection, and a commitment to social transformation.

The Vice President for Mission, Diversity, and Inclusion, as a senior leader, will serve as a catalyst to leverage best practices across Alvernia's campuses, to develop shared accountability, to introduce and measure new programs, and to promote a culture of inclusion at the University. The Vice President will develop, manage, implement, and communicate equity, diversity, and inclusivity policies and programs for students and employees; provide resources and training to promote a culture of equity, diversity and inclusion; provide visionary leadership and work with campus partners, committees and councils to implement the recommendations and set the tone for diversity and inclusion on campus; lead the development and implementation of proactive diversity, equity, and inclusion initiatives in support of the university's strategic plan to create a learning and working environment where all have an opportunity to succeed; lead the Mission and Ministry function for the university and support the efforts of the administration to advance the mission, values, Franciscan heritage and Catholic identity of Alvernia University.

The Position

The founding Vice President for Mission, Diversity and Inclusion will be a member of the President's Senior Leadership Team, which includes the Senior Vice President and Provost, the Senior Vice President and Chief of Staff, the Senior Vice President of Enrollment Management and Student Affairs, the Vice President of Institutional Advancement, the Chief Financial Officer, the Vice President and Chief Operating Officer of the O'Pake Institute, and the Vice President for Community Engagement.



MISSION & MINISTRY

The Office of Mission & Ministry at Alvernia University provides opportunities for students, faculty and staff to respond to God's call by engaging in a community of faith, pursuing a life of service, and advancing peace and social justice initiatives in the community and in the world. While rooted in the spirituality of Saint Francis of Assisi and the Roman Catholic Church, the Office of Campus Ministry recognizes the Christian call of inclusiveness and welcomes persons of all faith backgrounds, encouraging a spirit of ecumenism and inter-faith dialogue.

Campus Ministry sponsors activities in five areas:

- Catholic ministry—Liturgy every Sunday at the Motherhouse, education, and opportunities for service.
- Ecumenical and Interfaith Ministry—On and off campus activities including a celebration of faith event in the spring to bridge the gaps between faith traditions and raise awareness and understanding, an interfaith coffee shop, visits to a mosque and a Passover Seder.
- Peace and Social Justice—Partnership with Catholic Relief Service to train student ambassadors who are passionate about justice and peace issues.
- Alternative Breaks—Plans for 2021-22 include service trips to Alabama and Tennessee; Tucson, AZ and Nogales, Mexico; Philadelphia; Washington, DC; Reading; West Virginia; and Spain.
- Spiritual Life—Retreats, small groups, and Agape Latte, a coffeehouse speaker series that invites faculty and staff to share their stories of faith in their lives with their students.



Diversity & Inclusion



The work of diversity and inclusion is currently being done by individuals, offices, and councils across campus, including:

- The Justice, Equity, and Inclusion (JEI) Council, comprised of faculty, staff and students, created in the aftermath of the killings of Ahmaud Arbery, Breonna Taylor, and George Floyd. Its mission is concise and powerful: "The JEI council commits to ensure the Alvernia community is one of inclusive thoughts, culture, ideals and vision. We strive to create a safe and welcoming environment to all by eliminating barriers, while challenging our constituents to live through the Franciscan values of humility, contemplation, collegiality, service and peacemaking."

The Council has spent the year listening, studying the issues, and making recommendations and looks forward to partnering with the Vice President for Mission, Diversity and Inclusion to bring positive change to Alvernia.

- The Black Student Union, founded in summer 2020. The BSU participates in the work of JEI and organizes educational events including zoom calls for students and staff on topics such as mental health, cultural appropriation, and microaggressions in the professional workplace.
- The Social Justice and Advocacy Group, which has held workshops about diversity and equity in response to the events of the last year.

The Vice President for Mission, Diversity and Inclusion will engage with these and other groups and develop institutional programs, policies and procedures that address their concerns on an ongoing basis.

Essential Responsibilities



The responsibilities for the founding Vice President include:

- Promoting Franciscan ideals and adherence to the Mission of the University as demonstrated by the University Ideal Characteristics. As Alvernia University is an equal opportunity employer committed to Franciscan values, all employees share responsibility for advancing diversity, equity, and inclusion in the performance of their roles while demonstrating service orientation, respect for all, intellectual curiosity, solution focus and innovation, and mutual accountability.
- Providing strategic direction for training initiatives on cultural competency, gender identity, disability, and sexual harassment, building a climate of equity and inclusion, and other topics designed to increase awareness and support of equity and inclusion values, and maintaining compliance with applicable laws in collaboration with university stakeholders.
- As the leader for Mission, modeling respectful, collaborative and active support of the University's Mission and of Catholic and Franciscan higher education through dedicated job performance and exemplary service to the University's many constituencies.
- Working collaboratively with the Mission team and Campus Ministry, promoting the enrichment of the spiritual lives of students.
- As the lead diversity spokesperson, working with faculty, staff, students, and external constituents to advance diversity, equity, and inclusion as core institutional values.
- Ensuring appropriate compliance with local, state and federal guidelines. Representing the university to external community, organizations, and agencies. Collaborating with external and internal constituency groups, including students and protected veterans, to promote and advance diversity, equity, and inclusion.
- Refining the vision, mission, strategic plan and goals that are to be tied to accountability and performance indicators around diversity and inclusion.
- Providing active oversight, coordination and assessment of programs and policies related to diversity, equity, access, inclusion, and mission.
- Designing DEI programs for attraction and retention of faculty and staff.
- Collaborating with Student Affairs to align student enrollment activities and process with diversity and inclusion efforts.

Strategic Opportunities



In fulfilling the essential functions of the position, the founding Vice President for Mission, Diversity and Inclusion will be a transformational leader at Alvernia University and in the community, addressing the following strategic opportunities::

- Provide leadership for both campus ministry and diversity and inclusion initiatives and organizations, building synergies on their common commitment to the Franciscan core values of service, humility, peacemaking, contemplation and collegiality. Listen actively, consult broadly, develop consensus, and make and implement decisions that translate the core values of the University into action.
- Advocate for diversity and inclusion at the senior leadership table, working with colleagues to ensure diversity and inclusion are central to all decision-making at Alvernia University.
- Model and enhance the commitment to service that is central to the mission of the Bernardine Franciscan sisters and Alvernia University, demonstrating the meaning of the motto To Learn. To Love. To Serve. and helping faculty, staff and students integrate Franciscan values into their work and their lives.
- Create a culture of psychological safety on campus so that conversations about issues related to faith, diversity and inclusion can take place freely, openly, respectfully productively and without recriminations, and make Alvernia University a model for other universities and institutions.
- Partner with Human Resources to develop policies, procedures and programs to increase the diversity of faculty and staff at Alvernia University so that they more nearly reflect the diversity of the community and the student body.
- Collaborate with offices across the campuses to ensure that students of all races, nationalities, religions, ages, gender identities, socio-economic backgrounds, and abilities are welcomed at Alvernia and integrated into the culture and the programs of the University. Develop rubrics to assess progress and increase the retention and graduation rates of students of color.
- Support and extend programming that celebrates the values of service, diversity and inclusion, provide educational opportunities that develop the whole person, and assist in efforts to build diversity into academic syllabi.
- Address the needs of Alvernia's growing population of international students, create understanding between international and domestic students, and expand opportunities for all Alvernia students to prepare for careers in a diverse and global society.
- Create a bias response team and operationalize the commitment of Alvernia people to take care of each other by developing policies and procedures to address microaggressions and incidents of discrimination and ensuring that those who have experienced discrimination know where and to whom they can go for assistance.
- Take a leadership role on the Philadelphia and Schuylkill (Pottsville) campuses to address the diversity and inclusion needs of adult and non-traditional students, integrating them fully into the life of Alvernia University.
- Develop through CollegeTowne and beyond strong connections to the City of Reading and its large Hispanic population, understanding their needs and expanding educational and service opportunities for students, faculty, staff, and community members in the areas of diversity and inclusion.

Qualifications



The Vice President for Mission, Diversity and Inclusion will be a relationship builder, skilled at working across organizational lines, building bridges to diverse communities including the branch campuses, CollegeTowne, and the greater Reading community, and creating an environment in which all students, faculty and staff know they are welcome.

An exemplar of the Franciscan core values of Alvernia University, a student-centered professional, and an agent of change, the Vice President will possess an unwavering belief that all decisions are informed by Alvernia's Franciscan tradition, excellent listening and advocacy skills, a strong bias for action, and the moral courage to make and implement decisions guided by the core values of the University.

The Vice President will possess the following education, knowledge and experience:

- A Master's degree in social justice, post-secondary education, sociology, social anthropology, public administration, human resource management or another related field. A PhD in these or related fields is preferred;
- Eight years of demonstrated progressive experience and expertise in building and supporting initiatives that promote diversity, equity, access and inclusion in a complex organization. Higher education experience is strongly preferred;
- Evidence of a demonstrated track record of moving the needle in the areas of inclusion and diversity excellence; proven analytical skills and ability to provide oversight for assessments related to campus climate, diversity, and inclusion;
- A record of successful leadership while directing the efforts of professional staff in a complex organization;

- Experience with staff supervision, grant writing/grant management, and strategic planning;
- Knowledge of research and best practices as they relate to inclusion and diversity; and
- Knowledge of laws, regulations and guidelines related to diversity, inclusion and nondiscrimination in higher education, including Title IX, Title VI, Title VII, Clery Act, ADEA, ADA, and Section 504.

The successful candidate will possess the following personal qualities and professional skills:

- Commitment to the mission statement, core values and goals of Alvernia University;
- Superior leadership, leadership development, and organizational skills; excellent human relations skills;
- Excellent writing, speaking, and interpersonal skills; and
- The ability to
 - Work effectively and collegially within a large, complex university system and to negotiate with a wide range of constituencies;
 - Project a strong positive image of the University with parents, students, faculty, staff, and others;
 - Work effectively with diverse communities and encourage a high level of cultural competency; and
 - Develop knowledge of, respect for, and skills to engage with those of other cultures or backgrounds.



Alvernia University

Alvernia University, a private Franciscan institution rooted in the tradition of Catholic higher education and located in Reading, Pennsylvania, combines a liberal arts foundation with a broad range of academic and professional programs. With an enrollment of nearly 3,000 undergraduate, graduate and adult students, Alvernia creates a learning environment that is meant to be formative and transformative, committed to service and ethical leadership and to doing well and doing good. Combining the personal touch and attention of a small private college with the opportunities of an outstanding university, Alvernia is thriving and poised for continued growth.

VISION STATEMENT

To Be a Distinctive Franciscan University, Committed to Personal and Social Transformation, Through Integrated, Community-based, Inclusive, and Ethical Learning.

FRANCISCAN VALUES

Alvernia embodies the following Franciscan values:

- Reverence for the dignity of each individual
- Service to others in the local and global community
- Hospitality as expressed in an openness to all
- Formation of a caring community
- Education of the whole person — mind, body, heart and spirit
- Gospel-centered values
- Reverence for all creation
- Care for the environment
- Belief in the basic goodness of life as demonstrated through the expression of joy and optimism
- Using the Franciscan intellectual tradition in education
- Commitment to social justice
- Sense of responsibility to others
- Development of moral integrity



History



In 2008 Alvernia celebrated its 50th anniversary. In the span of a half-century, this once-small women's college, founded in 1958 by the **Bernardine Franciscan Sisters** to prepare religious women for the mission of Catholic education, became a regionally and nationally recognized comprehensive, competitive, multi-campus university. Under the leadership of a dynamic Board of Trustees and visionary president, Alvernia today is a character-building institution that has remained true to the mission and vision of the founding sponsors, with a heritage and history that reflect the spirituality of St. Francis of Assisi.

The Bernardine Franciscan Sisters understood and valued higher education as a catalyst for change, growth and human development. They pooled their meager resources to establish a Catholic Franciscan institution for higher learning in Berks County. Francis Hall, which was built in 1926 as an orphanage, was the first and only college building for several years. In 1958, the Sisters recognized the opportunity to redeploy this well-designed building for a new purpose: the founding of Alvernia College. In 1967, nine years after its founding, Alvernia was granted accreditation from Middle States – a remarkable achievement since many schools with greater resources had been waiting for this approval much longer. In the 1970s, Alvernia College included four buildings on its campus: Francis Hall, Bernardine Hall, Veronica Hall, and a small one-story building that housed the professional staff in the University Life division. These served as the physical plant until the early 1990s when the university embarked on a sustained period of growth and expansion that continues today.

In 2010-2012, at the invitation of the University's President, the Congregational Leadership Team of the Bernardine Franciscan Sisters (Alvernia's sponsoring congregation) and select Board of Trustees members formed a "Sponsorship Learning Community," both to deepen their mutual understanding of the missions of the Bernardine Franciscan Sisters Congregation and the University and to advance their shared commitment to the core Franciscan values that guide these communities. The Sponsorship document, which describes the relationship between the Bernardine Franciscan Sisters Congregation and the University, is the direct outgrowth of that effort.

The early 20th century saw Alvernia's emergence as a national model for civic engagement and interfaith dialogue, led by two endowed centers – the Holleran Center for Community and Global Engagement and the O'Pake Institute for Economic Development and Entrepreneurship – that jointly sponsor the Reading Collegiate Scholars Program (RCSP), and the opening of CollegeTowne in 2021. Today Alvernia remains committed to the mission, vision and values of its founders. As a distinctive Franciscan university, it has been shaped by administrators, faculty, staff and trustees who have steered a strong course toward excellence and moral leadership.

Community Engagement



As a Franciscan institution, Alvernia's mission compels it to be a source of transformation for students and the communities it serves, as St. Francis of Assisi was during his day. The mission of service inspires and unites major programs of the University.

CollegeTowne

Reading CollegeTowne is a strategy and model for championing economic redevelopment in downtown Reading in ways that advance the College's mission. Through partnerships and collaborations with the City of Reading and local businesses and organizations, Alvernia serves as a strategic enabler in strengthening the local economy and a key leader in reviving engagement and energy in downtown Reading.

The University's newly purchased and renovated 260,000 square foot building in the city's center will open in fall 2021 as the location of academic programs, student housing, and a student-centered business incubator within the University's O'Pake Institute for Economic Development and Entrepreneurship. Programs to be housed at College Towne include a new program in engineering, a revitalized business major within a newly created College of Business, Communication and Leadership, and the Esports program.

The O'Pake Institute for Economic Development and Entrepreneurship

The O'Pake Institute for Economic Development and Entrepreneurship, the lynchpin in Alvernia's partnership with the City of Reading, will develop transformational experiences for students while contributing to economic growth and business development throughout the region. The cornerstone of the Institute is a business incubator in which Alvernia students and faculty will collaborate with external partners interested in growing their businesses.

Key to the success of the business incubator is the O'Pake Fellows Program. High-achieving undergraduate and graduate student teams will be joined by faculty researchers and industry leaders in partnering with local businesses. The goal of the Institute and the O'Pake Fellows program is to serve as a catalyst for developing an entrepreneurial ecosystem in the Reading and Berks County area.

The Holleran Center for Community and Global Engagement

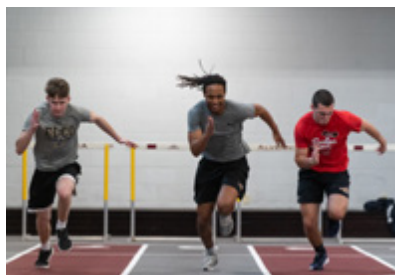
Founded in 2006, the Holleran Center for Community and Global Engagement identifies, cultivates and sustains strategic partnerships to strengthen both campus and community. Programs run through the Holleran Center include:

- The Foster Grandparent Program that helps children in the community develop the academic and life skills critical to their development and future success, including learning to read, school readiness, and decision making.
- Bog Turtle Creek Farm, a student-managed farm designed to make fresh produce available to families in the City of Reading, including those who utilize government programs such as WIC and SNAP to purchase their food.
- The South Reading Youth Initiative that promotes continued education, mentoring and support for healthy choices to children who live or go to school in the South Reading area through summer camps, after school mentoring, and cultural events.
- Coordination of Service Learning Courses, volunteer opportunities with community partners, and the 40-hour community service graduation requirement.

The Reading Collegiate Scholars Program

The Reading Collegiate Scholars Program was established in 2014 to increase high school graduation and college attendance rates for students living in Reading, while ensuring the success of Reading students enrolled at Alvernia University. Each year, through the generous support of donors, ten Reading High School students are offered a full tuition, eight semester scholarship to attend Alvernia University. Through the Holleran Center for Community and Global Engagement, Alvernia University work-study students mentor and tutor Reading High School students in grades 9 through 12 and assist them in the college search and application process. In 2019 the program was extended to graduates of Reading Area Community College (RACC).

Strategic Plan



Alvernia University's student-centric Strategic Plan, The Alvernia Advantage, adopted by the Board of Trustees in March 2020, is designed to lead the way in modernizing the regional university. It embraces education that puts students and outcomes at the center, strategically aligning human and financial resources to meet student needs and institutional goals, sustaining a strong liberal arts core education and making innovative moves modernizing the University's model of higher education.

The Plan identifies the following five pillars of the Alvernia Advantage and describes the University's aspirations within the context of those pillars:

- Franciscan Identity and Values
- Academic Experience
- Student Experience
- Community Engagement
- Stewardship

A centerpiece of the plan, Reading CollegeTowne embodies the student-centered, entrepreneurial direction for Alvernia, creating the kind of experiential learning that students want, need and deserve.

As part of the transition to the new model, Alvernia has initiated a strategic review of all academic, co-curricular and administrative aspects of the University, with programs, positions and operations subject to realignment to more directly meet students' needs. Alvernia has also begun a process to launch new programs that are in high demand, such as engineering, new health sciences and esports, and renew and expand others such as business, communications and nursing, all with a focus on experiential learning. Likewise, the plan calls for the review and possible elimination of other programs that are no longer desirable in the marketplace.

The Alvernia Advantage strategic plan, the Reading CollegeTowne initiatives, and creation of the University's newly unveiled brand outline a new direction while reaffirming the university's standing and continued commitment to a strong Bernardine Franciscan Catholic tradition of excellence in education, knowledge and leadership, and service to all.

Academics



Alvernia University offers more than 50 fields of study in both liberal arts and professional programs, including eight master's and three doctoral degree programs, multiple leadership offerings and substantive experiential opportunities. **SEARCH**, Alvernia University's General Education program, is grounded in the liberal arts tradition of rigorous, open inquiry into the Enduring Questions that shape the human experience. Students explore the human condition and the relationship of humans with self, other, different species, environment and God, and are exposed to the nature of this inquiry from a variety of disciplines.

The University is reorganizing its academic structure, moving from two colleges (Arts & Sciences and Professional Programs) to four that align the strengths of the University:

- College of Business, Communications and Leadership
- College of Health Sciences
- College of Humanities and Social Sciences
- College of STEAM (Science, Technology, Engineering, Arts and Mathematics)

Alvernia is expanding its academic offerings to meet the needs of students and the marketplace, launching three new engineering programs: electrical, industrial, and mechanical engineering, at the CollegeTowne campus.

Alvernia University gives students flexible opportunities for learning that fits their lives. The University offers in-demand degrees with a variety of academic choices and learning formats, including numerous online programs. With numerous graduate programs and dozens of BA/BS degree and degree-completion programs, Alvernia prepares its graduates for the life and the career they want. Students can choose to take

adult education classes where and when it's most convenient, study at one of Alvernia's additional campuses in Philadelphia and Pottsville, access online courses or create a blended combination of in-class and online learning. Alvernia also offers flexible scheduling, with evening, weekend and online classes in accelerated time frames available on multiple start dates.

Alvernia's 108 full-time faculty, of whom 65% are tenured or tenure-track, are accomplished scholars and supportive mentors who are deeply committed to their students' success. Outside the classroom, they publish regularly, present at national and international conferences and serve as experts to the news media. An increasing number are actively involved in directing Student Undergraduate Research Fellows in a well-funded summer program. Committed to academic rigor and excellence as engaged members of the Alvernia and local communities, they are, most importantly, educators. They are deeply passionate about student success, both inside and outside the classroom, and devote the time necessary to ensure that each student has the knowledge and skills needed for professional and personal success. Alvernia alumni credit outstanding faculty, along with internship and research opportunities, as key to their success.

There are numerous opportunities for experiential learning through internships, **service learning**, **study abroad**, the **Washington Center**, peer mentorship, practicums, clinical assignments and fieldwork and research projects. The University grants financial support through the Real World Learning Awards and the Student Undergraduate Research Fellows (SURF), which provide students tangible opportunities for growth outside the classroom.

National & Regional Recognition



U.S. NEWS & WORLD REPORT TOP 100



U.S. News & World Report Top 100: For the second consecutive year, **Alvernia University is ranked in the top 100 colleges and universities in the country.** According to U.S. News & World Report, the university is among the 2021 Best Regional Universities in the North. Of the more than 1,500 colleges and universities in the northeast region, U.S. News only ranks 176, and Alvernia is at 96 in the top tier.

COLLEGE OF DISTINCTION



Alvernia University has been recognized as a **College of Distinction** for its commitment to engaged, experiential education. Listed among the **2020-21 national Colleges of Distinction**, Alvernia was noted as a Catholic College of Distinction and a Pennsylvania College of Distinction. Alvernia also qualified for **Business, Nursing, and Education** field of study badges along with additional student support badges for **Career Development, Equity & Inclusion.**

MILITARY FRIENDLY® STATUS



Alvernia University achieved **Military Friendly® status** for the eighth consecutive year and is one of only 625 institutions nationwide to receive the designation for meeting university benchmarks in areas such as student retention, graduation and job placement as well as for being in good standing with federal programs such as the Post-9/11 GI Bill and Armed Forces Tuition Assistance Funding.

VOTER FRIENDLY CAMPUS



For the third year in a row, Alvernia has been recognized as a **"Voter Friendly Campus"** for the 2021-2022 voting period. Despite Covid-19 restrictions, Alvernia was still able to empower students to participate in the historic youth voter turnout of 2020.

MILITARY SUPPORT BADGE



Colleges of Distinction awarded Alvernia University with its **Military Support Badge for 2020-21.** Alvernia received this award for continually **providing a high level of support** for its active military duty and veteran students. Alvernia is one of the few institutions across the country that has a physical **Veterans Center.**

A STRIVE FIVE INSTITUTION



Alvernia University earned recognition for providing opportunities and pathways to success for low-income and first-generation college students by being tagged as a **"Strive Five"** institution by education nonprofit **Strive for College.** Alvernia earned distinctive honors in the categories of **inclusion, completion and outcomes.**

For a more complete list, please visit: <https://www.alvernia.edu/about/rankings-facts>.

Enrollment & Student Success



In fall 2020, Alvernia enrolled 2,560 students, including 1,480 full-time traditional undergraduates, 565 adult and part-time undergraduate learners (including online) and 515 graduate/doctoral students. Diversity in the student body has increased dramatically over the past five years. In fall 2016, 128 Hispanic students comprised 8% of the undergraduate day student population. In 2020, that number stood at 199, 13%. African American student representation for that period increased from 92 (6%) to 136 (9%). The white student percentage decreased from 79 to 66%. The total enrollment of Hispanic students increased from 227 (8%) to 311 (12%), Black student enrollment dipped from 303 (11%) to 295 (12%), and white student enrollment decreased from 2009 (70%) to 1682 (66%). In fall 2020, Alvernia experienced a significant increase in international students, from 23 in 2019 to 53.

Retention and graduation rates for Hispanic and African American students lag the rates for white students. For the cohort entering in 2013, first to second year retention rates were 76% for Hispanic students, 50% for African American students, 81% for White students and 77% overall. For the class entering in 2019, retention rates were 70% for Hispanic students, 60% for African American students, 73% for White students and 71% overall. 4-year graduation rates for the class entering in 2014 were 45% overall, 42% for Hispanic students and 31% for African American students. The 6-year rate was 61% overall, 58% for Hispanic students and 36% for African American students.

The success of all of Alvernia's students is the primary mission of the University's faculty, staff and administration. With a 14:1 student-to-faculty ratio and an average class size of fewer than 20 students, Alvernia students develop personal relationships with their professors and are engaged both inside and outside the classroom.

SUCCESS BY THE NUMBERS

95%

of Alvernia graduates are either employed or enrolled in a graduate program within six months of graduation.

100%

of Alvernia graduates gain real-world experience during their time at Alvernia.

OVER
30K
HOURS

Alvernia students complete over 30,000 hours of community service and student volunteer work every year.

Alvernia's students "do well and do good." They are empowered to make a positive difference personally and in the lives of others as part of the values-based learning philosophy that is engrained in Alvernia's heritage. Through community involvement and service, students learn about life and how to live it. They are prepared to address social and civic issues and serve as catalysts for change where they live and work. Rigorous academic programs prepare students for professional and personal success while the Franciscan values and commitment to service give them a heart for making a difference in the lives of others.

Leadership



John R. Loyack joined the Alvernia community as its seventh president in July 2019, bringing with him a powerful mix of business acumen and higher education leadership. His successful and diversified career provides Alvernia with an unequaled strategic approach and personal commitment to the student experience.

Prior to his arrival at Alvernia, President Loyack served as executive vice president for business and administration at King's College in Wilkes-Barre and a board member of AMCON Distributing Company in Omaha, Nebraska. At King's College, he was known for his skills in team building, financial management, community engagement and an intense focus on student success. His efforts led to program expansion and revenue growth at King's.

Prior to his tenure at King's, he spent decades as a corporate executive in the energy, transportation and manufacturing sectors, where he achieved strong operational and financial performance, created strategic and operational plans, and built successful and cohesive management teams.

In addition to earning an MBA from Lehigh University and a bachelor's degree in accounting from King's College, the Pennsylvania native is a certified public accountant with a long history of building relationships in the community.

In two years at Alvernia, President Loyack's accomplishments include the following:

- Built engagement with internal and external community and a bond with the Sisters.

- Developed dozens of community and political relationships to facilitate implementing the Alvernia Advantage, building a foundation for the comprehensive regional university model.
- Created a university mindset of continuous improvement.
- Continued the buildout of a high performing leadership team.
- Recruited a high caliber and diverse mixture of new trustees.
- Commissioned a strategic planning process, and began implementation of The Alvernia Advantage, including fully funding a \$20 million phase one for CollegeTowne, creating three engineering programs while refreshing business and communications, building out and funding a student-led business incubator, implementing new student support mechanisms that led to the highest freshman retention in history, and implementing a new model to improve adult and graduate program.
- Brought resources to new heights including implementing a financial restructuring plan, successfully navigating the PPP process to secure a \$5.9 million cash infusion, leading AU to a record cash-based operating surplus.
- Developed a comprehensive campaign and raised 20% of its goal in the first year.
- Engineered a new enrollment management process and international student program leading to Alvernia's largest freshman class and largest international class in history.



Athletics



The Alvernia **Golden Wolves** currently compete in 11 Men's and 13 Women's intercollegiate sports in the NCAA Division III's **Middle Atlantic Conference (MAC)**. Coed Esports are scheduled to begin in fall 2021, women's wrestling and men's ice hockey in fall 2022.

Committed to providing student-athletes the opportunity to acquire personal achievement, social responsibility and moral integrity through athletic competition, the Golden Wolves are among the most competitive in the NCAA's Division III. Since joining the NCAA in 1992, the Golden Wolves have appeared in 35 NCAA tournaments, including the men's basketball Final Four. Other accomplishments include more than 900 All-Conference Award winners, 350 First-Team student-athletes, 45 All-American student-athletes and numerous MAC titles. The 6-year graduation rate for student athletes has been higher than the all-institutional rate for the most recent 10 years for which data are available.

With 525 students, approximately 40% of the undergraduate student body, participating in intercollegiate athletics, the university has invested in the success of the athletes, which also benefits the whole of the student body and campus community. All of Alvernia's athletic facilities have been built or renovated in the last 15 years, so the student body can use state-of-the-art technology when training and competing at home. The most significant addition to this commitment is The PLEX, which includes a 70,000 square-foot field house, a six-lane indoor track, four full-sized courts and designated space for Pilates, yoga, aerobics and weight-training.

Campus



Located on 121 scenic acres in a quiet residential neighborhood, Alvernia's beautiful **main campus** is a significant source of pride for the campus community. The campus includes six academic buildings, eight residence halls, the Franco Library Learning Center, the recently renovated Francis Hall & Welcome Center, Campus Commons, Student Center and athletic fields. In addition, the Motherhouse of the Bernardine Franciscan Sisters, which includes the Sacred Heart Chapel and McGlinn Conference Center, is an integral part of the campus and the life of the Alvernia community. The Conference Center has become a favorite location of numerous lectures, programs and community events.

The campus has undergone substantive growth over the past fifteen years. Four large residence halls have been built for upperclassmen, and others have been renovated. Students can now enjoy eleven distinctive kinds of residential living learning environments as they move through their college careers. The academic buildings have SMART classrooms, modern laboratories and attractive and comfortable areas for study, meetings or informal gatherings.

The President's home –Cedar Hill– is located on 15 acres several miles from campus. A beautiful home dating from the 1840's, Cedar Hill has undergone substantive renovations with a small conference center often used for retreats and faculty scholarship salons. It also hosts University events, along with dinners for students, donors and community leaders. Cedar Hill houses Holleran's Pub, named in honor of Jerry and Carolyn Holleran, emeriti trustees who donated the property to the University. The home and property, which includes a beautiful pool and outdoor patios, are maintained by the University staff through an endowment for that purpose.

The Tom & Helen Flynn Complex ("**The PLEX**"), an innovative recreation, wellness and health sciences complex, opened in 2019 as the highlight of a new East Campus. This expansion is the largest, most ambitious in university history, adding more than 100,000 square feet of academic and recreation space and 15 acres to Alvernia's campus.

Location



Alvernia is located three miles from downtown **Reading** in historic **Berks County**, Pennsylvania. As home to approximately 90,000, Reading is the fifth-largest city in the Commonwealth of Pennsylvania. Berks County has a population of approximately 410,000. The area combines rich farm country, industry, beautiful parks, entertainment and top-notch educational institutions.

Reading offers a mix of cultural and entertainment destinations, including the **GoggleWorks Center for the Arts**, the **Reading Public Museum**, the **Santander Performing Arts Center** and the **Santander Arena**. The city is also home to several popular minor league sports teams: the Fightin' Phils (baseball), Royals (hockey) and Reading United (soccer). West Reading Borough, located not far from the University, offers a vibrant main street with restaurants and shopping.

In addition to numerous cultural, artistic and athletic opportunities, the beautiful Blue Marsh Lake, Bear Creek Mountain ski resort, Hawk Mountain Sanctuary, French Creek State Park and numerous golf courses offer outdoor activities and opportunities.

Alvernia partnered with the **City of Reading** and **Berks Nature** to redevelop Angelica Park. This collaboration not only created a destination for those who wish to learn and connect with nature through education and conservation, but also provides the Alvernia community with a beautiful outdoor space to enjoy. Alvernia has assumed responsibility for the oversight of the park, which also serves as the grand entry to campus.

Excellent medical care is available locally at Tower Health and Penn State Health St. Joseph. For school age children, there are 18 school districts in Berks County and several private school options in the area.

Reading is approximately a one-hour drive from Philadelphia, two hours from New York City and Baltimore and three hours from Washington, DC. It is less than an hour from both Harrisburg International Airport and the Lehigh Valley International Airport.



Key Indicators



Investment in Plant, less depreciation \$127,245,000

Plant Replacement Insured Value \$168,428,000



Endowment \$17,575,000 restricted
\$37,272,000 total investments

Budget \$ 60,849,000

Tuition Income \$67,677,000



Student Enrollment FT/PT
Undergraduate: 1655/390—2045
Graduate: 257/258—515

Tuition Discount Rate
First-Year: 53.5%
Blended: 48.6%

Retention Rate
First-Year: 71%
Blended: 81%

Graduation Rate (6 yr.) 61%

Living Alumni 14,973



Number of Full-time Faculty 108
Tenured/Tenure-track: 65%
Adjunct 154

Average Faculty Salaries
Professor: \$86,886
Associate Professor: \$70,559
Assistant Professor: \$64,550

Student / Teacher Ratio UG—14:1
All—13:1



Degrees 46 undergraduate programs; 11 graduate programs;
3 doctoral programs



Athletics 525 student athletes

Application Procedures



To ensure full consideration by the search committee, completed applications are due by September 27th, 2021. For a completed application, candidates are required to submit:

1. A current resume or CV;
2. A cover letter addressing the position; and
3. The contact information for three professional references. Submit your application securely through our website by clicking [here](#).

All communication, which is held in strict confidence, can be sent directly to the search team at AlverniaVPMDI@rhperry.com

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RH PERRY CANDIDATE POLICY

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ALVERNIA UNIVERSITY POLICY

Alvernia University is an equal opportunity employer committed to Franciscan values. All employees share responsibility for advancing diversity, equity, and inclusion in the performance of their roles while demonstrating: service orientation, respect for all, intellectual curiosity, solution focus and innovation, and mutual accountability. Alvernia University strives to be a community supportive of diverse perspectives and identities and strongly encourages applications from women and minorities.

www.alvernia.edu