



Provost

Saint Xavier University was founded in Chicago by the Sisters of Mercy in 1846, holding the distinctions of being Chicago's first Catholic university as well as the first Mercy institution of higher learning in the world. A four-year private institution, SXU educates persons to search for truth, to think critically, to communicate effectively and to serve wisely and compassionately in support of human dignity and the common good.

With an enrollment of approximately 3500 students, Saint Xavier University strives to provide its learning community with a solid foundation in liberal arts and professional education, establishing well-rounded members of society. SXU is a designated Hispanic Serving Institution with a 55% population of minorities or people of color.

The Saint Xavier University Provost is the Chief Academic Officer of the University and a member of the President's Leadership Team. The Provost must be respectful of and conversant with Saint Xavier University's Catholic tradition and Mercy heritage, given their responsibility for advancing the University vision and mission. The Provost reports directly to the President, while the Deans of the College of Liberal Arts and Education and School of Nursing and Health Sciences, Director the Graham School of Management, Assistant Provost of Student Success, Vice President of Student Life, and the Chief Information Officer report to the Provost.

The Provost provides leadership for the faculty, administers the academic affairs of the University, and assures the academic quality of undergraduate and graduate programs and services. The individual is responsible for fostering academic excellence by advancing curricular and co-curricular development in accord with the needs of students and the strategic priorities of the University.

The Provost works collaboratively with the Dean of Students to create a holistic educational experience for students by encouraging intentional connections between in-class and out-of-class learning opportunities for all students. The Provost also exercises care for the University's financial vitality by collaborating with the Chief Financial Officer, as well as leadership in other units responsible for implementing strategic recruitment strategies, retention processes, curricular efficiency efforts, leveraging technology for

learning and innovation, etc. The Provost works closely with the Faculty Senate on strategic priorities of the University and on matters of policy and procedures.

For this critical position, Saint Xavier University seeks an exceptional leader who is passionate about the University's mission and committed to an ethos of excellence and accountability. The successful candidate will be strategic, seasoned, and entrepreneurial. The position calls for vision, a depth of experience in academic affairs, intellectual leadership, financial acumen, extensive personnel management experience and a collaborative leadership style that can motivate all participants within a mission-driven culture.

Key Priorities

- Academic planning
- Program assessments and reviews
- Program development
- Accreditation overview
- Budget development and management
- Collaborative leadership
- Supporting mission integration throughout academic enterprise
- Career Readiness and Market Alignment

Qualifications

- Demonstrated principled, collaborative, and transparent leadership style that enables team building and denotes an ability to work effectively with faculty, staff, deans, students, the President's Leadership Team, and Trustees.
- Commitment to academic freedom, shared governance, transformative leadership, and inclusion across campus, particularly given the diversity of the student population.
- Experience working in an environment where inclusive excellence was infused throughout the campus.
- Strong record of accomplishment in growing academic programs and creating successful academic partnerships.
- Commitment to the highest level of ethical principles and values essential to gain the trust of the campus community.
- Appreciation for and support of teaching, scholarship, and service, and the ability to promote their balance.
- Demonstrated experience in hiring, supporting, evaluating, and promoting the professional development of faculty in the areas of teaching and scholarly activity.
- Ability to articulate and resolve issues confronting the University within the current higher educational context.
- Desire and ability to drive and support innovation.

- Demonstrated success in overseeing all matters associated with accreditation and compliance regulations related to academic programs.
- Understanding the financial aspects of the University and an ability to manage budgets in consultation with constituents.
- Excellent interpersonal and communication skills.
- Experience working with Board committees responsible for the oversight of academic processes and assurance of educational quality.
- Experience with accreditation.

Education and Experience

- Earned doctorate from an accredited university
- Progressive administrative experience in higher education

Applications and Nominations

Saint Xavier University (SXU) invites inquiries, nominations, and applications for a Provost. President Keith Elder seeks an exceptional, strategic, seasoned, and entrepreneurial leader who is passionate about the University's mission and committed to an ethos of excellence and accountability. For further information on the search, please [visit the SXU website](#). Ideally, the new Provost is expected to assume office in advance of the 2025-26 academic year.

Academic Search is assisting Saint Xavier with this search. Confidential discussions may be arranged by contacting Senior Consultant Dr. Scott Flanagan by booking [here](#). Please send a CV before your call to scott.flanagan@academicsearch.org.

Applications (cover letter and resume), nominations, and expressions of interest can be submitted in confidence to SaintXavierProvost@academicsearch.org. When submitting a nomination, please include the nominee's full name, title, position, and email address. The position will remain open until filled. Review of applications will begin mid-June 2025, and applications received by June 30, 2025 are guaranteed full consideration.

The salary range for this position is \$175,000-\$250,000 annually. The final salary offered will be commensurate with qualifications and experience. In addition to a competitive salary, Saint Xavier provides a comprehensive benefits package, including health coverage, retirement plans, and tuition waivers, along with many other advantages detailed on the [Human Resources Benefits](#) website.

Saint Xavier University affirms its position as a Catholic institution, inspired by the heritage of the Sisters of Mercy, and asserts its rights to employ persons who subscribe to the mission, vision and core values of the University.

Saint Xavier University will make all decisions regarding recruitment, hiring, promotions and all other terms and conditions of employment without discrimination on grounds of race, color, creed, sex, religion, national origin, age, physical or mental disability, veteran status or other factors that cannot be lawfully the basis for an employment decision. Hiring decisions will be based on the bona fide occupational qualifications of each applicant. The University is committed to diversity and encourages applications from individuals with a wide variety of backgrounds and experiences.