

# THE SEARCH *for* PRESIDENT



**LOURDES UNIVERSITY**  
*Sylvania, Ohio*



**LOURDES**  
UNIVERSITY

*Sponsored by the Sisters of St. Francis of Sylvania, Ohio*

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**T**he Lourdes University Board of Trustees and the Presidential Search

Committee invite nominations for and expressions of interest in the position of the institution's eleventh president. Accredited by the Higher Learning Commission, Lourdes University has the Carnegie Classification of Master's Colleges & Universities: Small Programs Institution. As a Catholic and Franciscan institution, Lourdes prides itself on its distinctive approach to education integrating the liberal arts with professional studies.



## MISSION STATEMENT, GUIDING PRINCIPLES AND VALUES

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Lourdes University, rooted in Catholic and Franciscan traditions, provides a values-centered education that enriches lives and advances excellence through the integration of the liberal arts and professional studies.

In support of this mission Lourdes University:

- Nurtures a diverse community that supports students in fulfilling their potential
- Commits to the engagement of faith and reason, inspired by our Catholic and Franciscan intellectual traditions
- Provides a holistic, student-centered education, rooted in the liberal arts that prepares individuals for meaningful careers and lifelong learning.
- Fosters personal integrity, ethical understanding, social responsibility, care for all of creation, and a commitment to community service.

Lourdes University is first and foremost a community because *community* is fundamental to the Franciscan tradition. As a Franciscan institution, the Lourdes community acknowledges and celebrates its relationship to God, to self, to others, to all of creation. The mission of Lourdes is carried out in the context of a community that begins on the campus among students, faculty and staff and flows outward to embrace the religious and civic communities whom we engage. As a community, Lourdes is called to grow, to be hospitable and inclusive, and to be a community of peacemakers and justice seekers.



Lourdes' Franciscan Values of community, learning, reverence and service are embedded within the university's curriculum, student and athletic programming, and enrollment and financial aid initiatives. The future president will lead a community that values each individual and encourages every student to recognize his or her potential for contribution. Each member is dedicated to our students' success.

## ABOUT LOURDES UNIVERSITY

### Location

Nestled in the welcoming suburban city of Sylvania, Ohio, Lourdes University is just minutes from Toledo and part of the beautiful southern Great Lakes region. Designated a "Tree City U.S.A." town, Sylvania is noted for its gorgeous parks and active community. A collaborative neighbor and partner in the region, the University has been recognized by the Princeton Review as a safe campus rated 96 out of 100.



Ideally situated just minutes from the cultural and recreational offerings of Toledo, it is also within driving distance of metropolitan cities including Detroit, Cleveland, Chicago and Pittsburgh.

### History

Lourdes' founder Mother Adelaide Sandusky traveled to northwest Ohio from Minnesota in 1916 to establish a province of the Rochester Franciscans that eventually became the Sisters of St. Francis of Sylvania. For nearly 50 years, she cultivated the Sylvania Franciscan community establishing thriving ministries in healthcare, social justice and through Lourdes University, education.

Founded in 1958 by the Sisters of St. Francis of Sylvania, Lourdes Junior College educated the Sisters of St. Francis. In 1964, the liberal arts institution was accredited by the North Central Association of Colleges and Schools. As time passed and there were fewer candidates in formation, Lourdes began admitting lay students with women enrolling in 1969 and men in 1975. In 1973 Lourdes

College became independently incorporated.

During the 1980s, Lourdes College established its first bachelor degree programs and became a four-year college. Continued academic growth over the next two decades brought a full complement of undergraduate majors in the arts and sciences, business and leadership, social sciences and nursing. In 2002, Lourdes began offering graduate degrees. In 2011, Lourdes College transitioned to Lourdes University. Today, the institution offers master's degrees in business, education, theology and nursing and doctoral degrees in nursing practice including a highly-respected and sought-after nurse anesthesia doctoral program.

The institution has evolved over the last decade to provide a vibrant student life experience. Students appreciate apartment-style campus housing, a successful and robust Gray Wolf Athletic program, a strong campus ministry program reflective of its Franciscan traditions, and a burgeoning activities and club sports program.

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Today, Lourdes University educates 1,221 students with 965 being undergraduate. While the majority of students come from Ohio and Michigan, the institution is home to students from 31 states and Puerto Rico, 9 countries and 5 continents. As stated in its 2021-2025 Strategic Plan vision, Lourdes strives to be an innovative, liberal arts institution committed to affordability, access, career readiness and financial stability. The University provides a diverse and vibrant learning community that leads to high quality achievement by students, employees and graduates.

## The Campus

Lourdes University is located on the strikingly beautiful grounds of the Sisters of St. Francis. An aesthetically appealing setting, the historic campus boasts 127 acres of wooded grounds with California mission-style architecture that reflects the institution's rich history and heritage. The muted, soft shades of brown and terra cotta complement the natural beauty of the region. Great care has been



taken to ensure newer construction and renovation is consistent with the existing historic look and feel of the campus.

Mother Adelaide, a beloved figure in Lourdes' early history, is credited with sharing a remarkable array of mosaics, tapestries, prints and sculptures that are found throughout the campus. The stunning pieces of art, including authentic enamel terra cotta works by Luca della Robbia, grace several historic buildings. Breathtaking stained glass is found throughout the grounds as well.

The airy and bright Duns Scotus Library offers access to a collection of more than 55,000 volumes, periodicals and audiovisual items. A member of the OhioLINK consortium, it offers digital access to a plethora of e-books and other resources. A wealth of learning centers, labs and indoor gathering spaces are also available for students' use.



## Mid Campus

In the 2010s, Lourdes grew to include a mid-campus expansion that includes outdoor gathering spaces for firepits and student activities as well as soccer and lacrosse practice fields. The newest structure is the Russell J. Ebeid Recreation Center which was completed in July 2016.

Nearly 49,000 square feet in size, the structure is home to the Gray Wolf basketball, volleyball and esports teams and offers a full complement of fitness areas for cardio, yoga, free weight, aerobics and spinning. The building also features the President's Suite that overlooks the competition-level courts; and a commons area complete with concessions. Each May, the rec center welcomes hundreds of parents during commencement exercises.



## New Labs

In July 2022, Lourdes dedicated a new nursing simulation lab in St. Francis Hall and in November, will dedicate an exercise science lab in Umbria Hall. With state-of-the-art technology, the nursing simulation lab provides nursing students realistic hospital experiences including a high-fidelity birthing and infant simulator.

calculates their percentage of body fat. Science majors also benefit from several labs in Mother Adelaide Hall and a classroom featuring an anatomy table that allows students to learn from real female and male anatomy data, featuring life-size cadavers for dissection, and real-life pathology cases for reference.

## Silica Drive

The Canticle Center was dedicated in January 2015. It houses several art studios and a community gallery that offers art students the opportunity to share their work in juried exhibitions.



The exercise science lab provides a dedicated learning lab where students gain hands-on experience. A highlight of the lab includes a bod pod that measures weight and volume to determine an individual's body density and



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## Housing

Students appreciate the institution's signature apartment-style on-campus housing. Each apartment pod features 1-2 bedrooms, living area, kitchenette, private bathroom and Wi-Fi. The nearby Den, outdoor sand volleyball courts and basketball courts and the Russell J. Ebeid rec center complete the residential campus environment. Students also appreciate the dining hall that offers a full buffet experience and the grab-and-go café area.



For more information on Lourdes and its surrounding region, please visit:

[www.lourdes.edu](http://www.lourdes.edu)

[www.cityofsylvania.com](http://www.cityofsylvania.com)

[www.toledo.com](http://www.toledo.com)

## RECOGNITION

- Ranked #6 by U.S. News & World Report (2022-23) as a Top Performer in Social Mobility among 166 Midwest Universities and Colleges
- A “Best in the Midwest College” by Princeton Review (2005-2022)
- A “Military-Friendly” University by Victory Media (2009-2022)
- NAIA Gold Level 5-Star Institution (2019-2020, 2018-2019)
- 11 WHAC Championships

## RESULTS

- 99% career/graduate school placement rate within one year (2017-2021)
- 100% job placement for social work graduates within 3 months of graduation
- 100% of 2021-22 Education graduates have obtained teaching jobs
- 100% of Nurse Anesthesia Program graduates secure employment (2014-2021)

## ACADEMIC PROGRAMS

From its beginnings to its current-day identity as a complex university that includes the liberal arts, professional programs and pre-professional concentrations, adult higher education and graduate degrees, Lourdes has long sought to provide liberal arts students with a practical understanding of life and vocation just as it has instilled in its students pursuing professional degrees the ethical approach and service orientation needed to pursue learning beyond the scope of their fields. Lourdes seeks to develop students who are thoughtful, critical and imaginative problem solvers as well as lifelong learners.

The modern Lourdes University consists of more than 40 bachelor and master degree programs housed in four academic units:

- College of Arts and Sciences
- College of Business and Leadership
- College of Nursing
- College of Social Sciences

### Degrees Offered

- Associate in Arts (AA)
- Bachelor of Arts (BA)
- Bachelor of Science (BS)
- Bachelor of Science in Nursing (BSN)
- Master of Arts in Theology (MA)
- Master of Business Administration (MBA)
- Master of Education (MEd)
- Master of Science in Nursing (MSN)
- Doctor of Nursing Practice (DNP)



In the past five years, Lourdes University has added the following undergraduate and graduate majors:

- Computer Science (BS)
- Craft Beverages (BS)
- Digital and Media Studies (BA)
- Exercise Science (BS)
- Sport Management (BS)
- Nursing Practice (DNP)



Lourdes University is accredited by several national, regional and professional organizations. The institution is proud to have earned and to hold the following accreditations, authorizations and approvals.

- Sponsored by the Sisters of St. Francis of Sylvania, Ohio
- Authorized by the Ohio Department of Higher Education
- Accredited by the Higher Learning Commission
- Approved by the Ohio State Department of Education
- The College of Nursing programs are approved by the Ohio Board of Nursing
- The baccalaureate degree program in nursing and the master's degree program in nursing are accredited by the Commission on Collegiate Nursing Education
- Accredited by the Council for the Accreditation of Educator Preparation (CAEP)
- The College of Nursing Programs are approved by the Council on Accreditation for Nurse Anesthesia Educational Programs
- Accredited by the Council on Social Work Education (CSWE)
- Accredited by the International Assembly for Collegiate Business Education (IACBE)

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## Delivery Modalities

Lourdes educates its students through small classroom environments, personalized instruction, innovative and cross-disciplinary pedagogy and demanding coursework. The University offers face-to-face, hybrid, online and competency-based degree programs.



Through the iWolf Program, students are provided a more technology-rich environment. Incoming freshmen receive an iPad with Apple Keyboard and Pencil, and select 100 level courses are designed with the full support of mobile technology. Faculty teaching these courses provide a more dynamic learning in-classroom experience, and online textbooks and open source materials promote a 24/7 educational experience. The program continues to expand with additional 200-400 level courses transitioning to iWolf designation.

Lourdes' unique trajectory is indicative of an institution that is



nimble and responsive to evolving enrollment trends as well as regional needs, yet steadfast in its commitment to offering a fine education in a values-centered environment.

## Service Learning

Lourdes University participates in Ohio Campus Compact activities. The organization supports student and institutional involvement in service and civic engagement. The University's curriculum reflects its Franciscan values and related service orientation through coursework in fields such as nursing, education, social



work, criminal justice and health care administration. Service learning opportunities are woven throughout each major as are many internship opportunities at service-oriented organizations. Indeed, service learning has been part of the Lourdes academic program since the late nineties. An Office of Service Learning exists to continue alliances with community organizations. Each undergraduate student is required to complete 20 clock hours with the requirement being prorated for transfer students.

## Career Services

Student and post-graduation success are priorities of the Lourdes University community. The Career Services Office works with students to ensure they implement the technical skills of their major into a successful professional career. Students receive the guidance and use of tools to assist them with student employment, career exploration and assessment, internships and jobs.

The University's close proximity to downtown Toledo ensures



that classroom learning is complemented by real world experience. Owens Corning, Bon Secours Mercy Health, the City of Toledo, Fiat Chrysler, First Solar, Dana Corporation, ProMedica, Merrill Lynch, and the United Way are just a few of the many companies and organizations that routinely hire Lourdes students for internships or full-time post-graduation employment. The Career Services Office works individually with students to identify possible placements.

### **Lourdes University Connections**

The Lourdes University Connections (LUC) program is designed with students' success in mind. The mission of Connections is to provide a common experience

where new scholars are welcomed into the Lourdes community while intentionally addressing personal and academic success strategies, communicating early and often about expectations, modeling the Lourdes mission, promoting opportunities for co-curricular involvement, and proactively addressing issues and concerns that college students experience on a national scale. Some programs of study have specific courses designated to fulfill LUC 102-202. Learning communities are also offered for first-generation college students, pre-nursing majors, and selected underprepared students. Many LUC students go on to participate in the Lourdes TRiO student support services program.

### **Institutional Scholarships and Aid**

Each year, Lourdes University awards on average \$8.5 million in institutional aid. In the 2021-2022 academic year, 97 percent of students received financial aid in the form of institutional scholarships, grants and/or need-based aid. University grants and awards include the Heart of America Grant, Catholic High School Student Award, as well as diversity, legacy and alumni awards. Academic Merit, Tau, Phi Theta Kappa, RaiseMe, and Athletic Scholarships are also awarded.

### **Engaged Faculty and Staff**

Lourdes students are taught and mentored by talented and accomplished full-time faculty as well as part-time faculty and adjuncts who have achieved real-world success in their professions.



Together, they provide a rich diversity of perspectives and experiences in the classroom. Lourdes faculty members are active in scholarship and research activity as well as in the supervision of student research. At the

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same time, a sustained primary commitment to personalized teaching and learning permeates campus culture. With a dedicated workforce, Lourdes staff members are perceived as full partners in the academic enterprise and embrace their roles as co-educators.

Lourdes University's student to faculty ratio is 13:1. The institution prides itself on offering classes with no more than 40 students. Lively and frequent interaction between students and faculty is a hallmark of the Lourdes University experience.

## A REWARDING STUDENT LIFE EXPERIENCE

This fall, 1,221 students are enrolled at Lourdes with 965 being undergraduate. Nearly 50% of undergraduate students live on campus. The University enrolls 28 percent first generation college students, 30 percent are students of color, 60 percent are female, 40 percent are male, and 37 percent of undergraduates receive Pell grants.



Proud to be members of the Catholic and Franciscan University, students appreciate the diversity of cultures, experiences, faiths and ideas which provide an energized and rewarding student life experience. Students define their own college experience through involvement in student organizations, activities, excursions and intramural opportunities. Lourdes' Franciscan values are important to students who believe that learning is the key to an informed and better society.

Further, Lourdes students put their words into action helping to make communities across the globe better for their having been there. Campus Ministry offers several civic engagement programs and initiatives including spring break mission trips.

Known for its personalized attention to students and the strength of its academic programs, student satisfaction remains strong. Recent National Survey of Student Engagement (NSSE) results indicate continued high levels of contentment with the full Lourdes educational experience. Now a decade away from its evolution of being a commuter-focused institution to one encompassing a growing residential population, Lourdes has undergone dramatic changes in its student life area. On-campus housing has entered its second decade and is highly regarded.



## Athletics

Lourdes University Gray Wolf teams compete in the Wolverine-Hoosier Athletic Conference of the National Association of Intercollegiate Athletics. Since 2011, several Lourdes teams have gone to nationals.



### Facilities

- The baseball team plays home games in Mercy Field, a state-of-the-art baseball complex that hosts national tournaments
- Lacrosse, soccer and softball teams host games at shared athletic facilities with Sylvania Northview High School
- Basketball and volleyball teams play home games at the Russell J. Ebeid Recreation Center
- The golf teams host home games at Sylvania Country Club
- The esports team competes in the state-of-the-art esports arena at the Russell J. Ebeid Rec Center
- The wrestling and cheer teams host matches and competitions in the Franciscan Center Gym

Lourdes Athletics has grown to include 11 men's teams, 11 women's teams, and 3 co-ed teams. The most recent additions to its sports lineup include men's and women's wrestling, esports, men's and women's bowling and dance. For a complete list, visit [www.lourdesathletics.com](http://www.lourdesathletics.com).



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## FINANCES

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Lourdes University has an operating budget of \$30 million with a \$10 million endowment. In 2014-2015, the institution completed a capital campaign surpassing its \$10 million goal. As a result of the campaign, several student scholarships and endowed chairs and professorships were established. In addition, the campaign raised the necessary funds to build an extensive cafeteria, dining room, café, and recreation center. In recent years, capital improvements have also been made to the art, science, and nursing programs.



Over the past five years, the Institutional Advancement Office has brought in more than \$2.5 million through events and Lourdes Society donations. An additional \$320,000 has been realized in corporate gifts. Lourdes has a strong track record in securing corporate, foundation and government grants. These include multi-million dollar grants for Title III, TRiO, Upward Bound and \$12+ million in nursing grants.

## 2021-2025 STRATEGIC PLAN

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The Lourdes University 2021-2025 strategic plan flows from the institution's mission and is focused on affordability, access, career readiness and financial stability. The key goals are to:

- Provide innovative, vibrant and relevant academic and cocurricular experiences
- Strengthen business operations
- Foster a high quality, superior performing workplace
- Nurture and support a community committed to social entrepreneurship

The 2021-2025 Lourdes University Strategic Plan can be viewed at:

<https://www.lourdes.edu/wp-content/uploads/2021/11/21-25-LU-Strategic-Plan-WEB.pdf>

## BOARD OF TRUSTEES

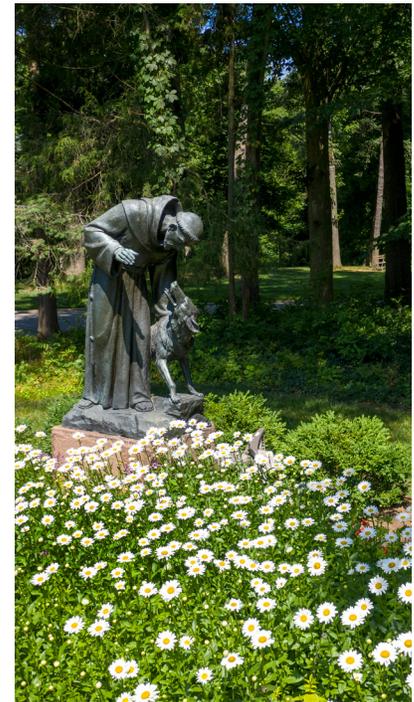
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A thoughtful and dedicated Board of Trustees provides the University with valuable leadership. It is composed of 23 active members with areas of expertise in business, education, law, medicine, and religion among other fields. Three of the trustees are alumni, and three are Sisters of St. Francis. The new president will find Trustees highly engaged in the life of the University and excited for the fresh perspective that always accompanies a leadership transition.

## ALUMNI

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With a proven record of preparing graduates for personal and professional success, 99 percent of Lourdes graduates secure employment in their field or gain acceptance into graduate school within one year of graduation. Among our Nurse Anesthesia Program (2014-2022), Social Work (2014-2016), and education (2021-2022) graduates, 100% secured jobs in their profession. Today, Lourdes University graduates are serving as talented business leaders, educators, nurses, social workers and professionals across the U.S. and abroad.



## THE AGENDA FOR THE NEW PRESIDENT

The Lourdes University community is eager to support new leadership in accomplishing the strategic plan goals, embracing change while sustaining the University's distinctive mission and established strengths. The next president will be expected to lead while fulfilling the goals of the strategic plan and build the spirit and culture to achieve them. To do this with fluency and credibility, several agenda items will be important for the next president. They include:

### **Reinforcing the University's Sense of Community**

The caring and considerate manner with which members of the University community interact with one another will be nurtured by the new president's intuitive capacity to engage the campus in an authentic fashion. The ability to ask thoughtful and strategic questions, listen carefully, shape civil discourse, lead the campus through points of conflict and foster collegiality are of paramount importance. Modeling and encouraging transparent decision-making will also promote trust and nourish the spirit of mutual respect that is fundamental to the University's identity.



### **Sustaining and Fulfilling the Strategic Plan and Enrollment Initiatives**

Lourdes University remains committed to student success in its admission standards. Lourdes' next president will be charged with keeping this momentum strong while ensuring that resources – human and financial – as well as the infrastructure required to reach the goals are in place.

### **Maintaining Financial Growth**

The president must be a strong financial manager, knowledgeable about academic business models, innovative with regard to forging new revenue streams that are sustainable and capable of adjusting the business plan to improve the University's future financial security. Lourdes is a tuition-dependent institution and has strategically accumulated capital debt for construction and renovation. While volatile market conditions have been an impediment to endowment

growth, an ongoing commitment to building the endowment through donations, strategic investment management and disciplined spending perseveres. The Board of Trustees' fiscal acumen will continue to provide invaluable support and counsel to the new president in the critical area of finance.

### **Enhancing Academic Programs**

The institution has experienced recent modest growth in its undergraduate and graduate programs. The University's new president must work closely with the Provost and Deans to successfully strengthen current undergraduate and graduate programs and explore new academic and cross-discipline opportunities.

### **Developing Resources**

The new president will be expected to provide engaged leadership in all areas of resource development and to effectively match Lourdes' aspirations with its resources.

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## Supporting Enrollment Management Efforts

Lourdes' enrollment picture has been challenging in the last few years. With ongoing pressure to meet budgeted enrollment goals, it is critically important to sharpen the University's competitive edge and offer compelling answers to the question "Why Lourdes." Widening and strengthening the funnel for prospective applicants will be key. Presidential engagement with demographic analysis, marketing research, ongoing curricular innovations, pricing, and financial aid will be important.

## Enhancing Institutional Advancement

Major growth of gift revenues will continue to take center stage. The new president will be asked to serve as the University's chief fundraiser and to work with all constituencies to enrich the University's philanthropic culture. Whether focusing on endowment enhancement, the annual fund, cultivating prospects for major or planned gifts, or initiating the next

formal comprehensive campaign, Lourdes' president will be asked to have a direct impact and spend the required percentage of time on fundraising. Communicating the Lourdes story, engaging internal and external constituencies and setting advancement expectations are all opportunities awaiting the next president.

## Optimizing Human Resources

The next president will be asked to supply strong management skills in the work of the University. A dedicated and strong leadership team is in place. The next president has the enviable opportunity to work with the leadership team to redefine its succession plan. Along the way, the new president will have a special opportunity to model the behavior desired in cross-campus leadership. By empowering sound delegation, engaging in meaningful dialogue, stressing accountability and consistently evaluating progress, the president can enable an effective, unified team approach to serving the needs of the University and fulfilling its strategic plan.

## Representing and Promoting the University

The next president will be an engaging and visible presence on campus and will communicate with clarity and enthusiasm the University's storied past, exciting present and promising future. S/he will understand, appreciate and articulate fully the institution's compelling blend of faith and reverence and seize chances to enhance the University's reputation regionally, nationally and globally. The opportunity to enhance relationships with the Sylvania community and to increase collaboration and partnerships throughout greater Toledo and the state of Ohio is critical.



Lourdes' president will be knowledgeable about issues impacting higher education statewide and nationally and be able to identify ways to involve the University in those dialogues in a manner that will strengthen its recognition and appeal. The president's role will be crucial in defining and communicating the University's strengths while raising its profile among prospective students, parents, friends, donors, peers at other colleges and universities and additional influential stakeholders.



## DESIRED ATTRIBUTES FOR THE PRESIDENT

Lourdes University's next president will bring high energy, an uncompromising work ethic, excellent leadership and team building skills, self-confidence balanced with humility, integrity of the highest order and a clear understanding of the modern liberal arts university to his/her work. In addition, the search committee expects to attract candidates who model leadership reflective of Catholic and Franciscan values, who are ecumenical in perspective and capable of generating optimal team performance. While the search committee is eager to consider many possible pathways to the Lourdes presidency, the strength of preparation as reflected in strong academic credentials will be preferred. The University is seeking a leader who has a strong commitment to the mission, vision and values that are represented at Lourdes.



The successful Lourdes University candidate will be:

- A person of proven leadership who demonstrates knowledge of and respect for the value of Catholic higher education.
- A person of financial acumen who will lead the University in matching aspirations with finite resources and think innovatively about growth opportunities.
- An expert on higher education, knowledgeable about key issues affecting private universities nationally, including enrollment management, environmental sustainability, technology and administrative and academic best practices.
- A person of intercultural competence and global perspective who is committed to diversity in its many forms and comfortable celebrating and promoting it in ways consistent with Lourdes' legacy.
- An eager fundraiser, experienced in building a positive culture of philanthropy.
- A team builder who will optimize the effectiveness of a dedicated leadership team and the entire Lourdes community.
- A strategic and creative thinker who values and will maximize Lourdes' existing culture of planning.
- A transparent leader with an understanding of and respect for Lourdes' commitment to shared governance.
- The President must be an advocate for liberal arts and professional program education and demonstrate a significant disposition toward fairness and transparency in governance and compliance. Lourdes' next president will embrace the University's values as a community of learning, reverence, and service and will inspire others to live out its Catholic and Franciscan identity.



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## THE PROCESS OF CANDIDACY

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The appointment of Lourdes' next president will become effective at the beginning of the 2023-2024 academic year.

Submit nominations and application materials via email to: [Lourdes@hyatt-fennell.com](mailto:Lourdes@hyatt-fennell.com). Applications should include a letter of interest, a current résumé/curriculum vitae and complete contact information for five professional references. Although applications will be accepted until a new president is selected, **for full consideration, application materials are due by December 19, 2022.** All applications and nominations will be considered highly confidential.

For more information contact:  
**Robert Head or Cheryl Hyatt**  
(724) 242-0476  
[www.HYATT-FENNELL.com](http://www.HYATT-FENNELL.com)

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