



Ursuline College

Presidential Prospectus



Ursuline College
2550 Lander Rd
Pepper Pike, OH 44124

www.ursuline.edu

INTRODUCTION



In September 2023, Sister Christine De Vinne, OSU, PhD, the president of Ursuline College announced her retirement after almost nine years at the helm. She plans to step down, effective June 30, 2024.

During her tenure, Sister Chris, as she is known on campus, has overseen the recovery of undergraduate enrollment to pre-pandemic growth levels. The College has created new in-demand graduate degrees to meet the area's workforce needs, including a physician assistant program, a nurse anesthetist track in our Doctor of Nursing Practice degree, and a re-imagined MBA for online learners.

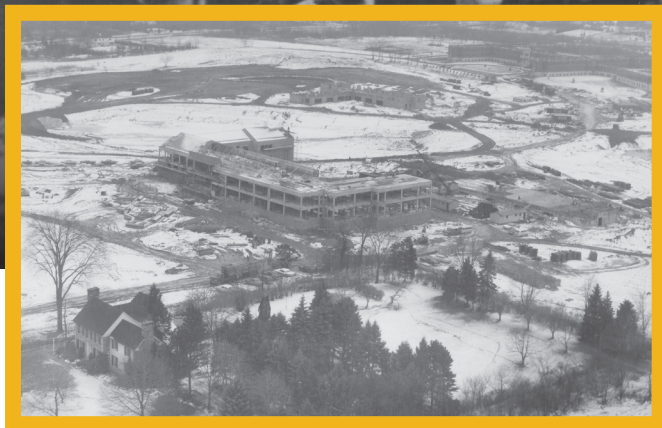
The College also has increased undergraduate student retention, launched a Student Success Center, renovated the Dauby Science Center, and opened the Besse Library Learning Commons. It was named the #1 college in the nation for student upward social mobility in a study by the American Enterprise Institute. The National League of Nursing (NLN) named Ursuline College a Center of Excellence in Nursing Education. The College also initiated an Anisfield-Wolf Faculty Fellowship in partnership with the Cleveland Foundation and launched an annual Juneteenth Celebration in collaboration with the City of Pepper Pike.

The Ursuline College Board of Trustees seeks a dynamic new leader to continue this momentum and usher in the College's next chapter of achievement in women-focused education.



HISTORY

Founded in
1871



The history of the College is a part of the [history of the Ursuline Sisters](#) who came to Cleveland in 1850 from their native France to establish the first religious teaching community in Cleveland. The mission of Ursuline College flows from the spiritual values and mission of the Ursuline Sisters of Cleveland who founded the College in 1871.

Ursuline College became one of the first Catholic women's colleges in the United States organized and chartered explicitly for the purpose of

college education. It was also the first chartered Catholic college for women in Ohio. Enrollment was open to the public of all races and creeds who qualified scholastically. In the late 1960s the College also opened its doors to men and is now described as a historically women's college that maintains its emphasis on women-focused education.

Recent Highlights

1966	Moved to current campus in suburban Pepper Pike
1968	Incorporated as an independent, non-profit organization
1969	Admitted men for the first time
1975	Integrated St. John College's nursing program into College's curriculum
1982	Offered graduate programs
2010	Established Doctorate in Nursing Practice
2013	Named NCAA Division II school. Two weeks later, an EF1 tornado destroyed the gymnasium and damaged several buildings.
2015	Opened new Sister Diana Stano, OSU, PhD '68 Athletic Center
2021	Named National League for Nursing Center of Excellence in Nursing Education
2022	Celebrated the 150th anniversary of the College's founding
2023	Welcomed first Physician Assistant cohort

GOVERNANCE



Ursuline College is governed by a 30-person Board of Trustees consisting of business, community, and religious leaders from a variety of professions and communities across Northeast Ohio. Individual trustees, many of whom are alumnae, bring a diverse array of perspectives to every meeting. As a body, the Board's chief function is to uphold the College's mission, under the sponsorship of the Ursuline Sisters of Cleveland.

Like many religious orders across the country, the Ursuline Sisters of Cleveland numbers are dwindling not having any new members in the last 20 years. Many in its current community are older and have limited participation in this active ministry. The Ursuline Sisters are reducing the number of sponsored organizations to ensure the quality of their participation, and are currently working with the College's leadership to ensure a smooth transition to another religious order.

Strategic Plan & Framework

In spring 2017, a committee of administrators, faculty, staff, and trustees developed [*Leading a Legacy*](#), defining a 10-year strategic direction, focusing on four strategic priority areas, and laying out action steps to be addressed through 2020. The plan was extended through 2023 with Board approval with new action steps and goals amid the COVID-19 pandemic. A new, more agile strategic framework is currently underway with preliminary goals already approved by the Board with the Ursuline College community developing action steps.



MISSION & VALUES

Our Mission

A historically women's college for all, Ursuline College offers holistic education that transforms students for:

- Service
- Leadership
- Professional Excellence

by providing undergraduate and graduate programs that foster lifelong learning and personal wisdom in an environment characterized by:

- Catholic and Ursuline heritage
- Women-centered learning
- Values-based curricula
- Inclusive, global perspective



Our Core Values

Embedded in our mission are four core values that further describe the heart of Ursuline College:

Student Focus

- Demonstrate that students are our priority
- Support student learning
- Measure our success by the success of each student
- Empower students to take responsibility for their own education and future

Spirituality

- Balance action with contemplation
- Develop awareness of spirituality, faith, and religion
- Increase awareness and clarity about personal and professional values
- Leave the world a better place

Respect

- Demonstrate dignity and respect for everyone
- Value, trust, and help each other
- Strive for justice and fairness in all relationships
- Recognize and acknowledge achievement on every level

Collaboration

- Involve others to multiply effectiveness
- Achieve goals through productive cooperation in the college and world community
- Appreciate synergy that comes with involvement from multiple perspectives

ACADEMICS



100%
job placement,
post-licensure
for BSN graduates

93.1%
NGNCLEX
pass rate

Ursuline College has two major academic centers: The Breen School of Nursing and Health Professions and the School of Arts, Sciences and Professional Studies. Both offer undergraduate, graduate, certificate, and professional development programs as well as degree completion and accelerated opportunities in various fields, many through partnerships with area community colleges. The College offers courses in-person, online and hybrid formats.

The heart of an undergraduate education at Ursuline College is the Ursuline Core Curriculum. Three common courses, in conjunction with courses from the School of Arts, Sciences, and Professional Studies form the basis of a liberal arts education and serve as the foundation for all undergraduate majors the college offers.

The Ursuline Core Curriculum is designed to provide the breadth of a liberal arts foundation, while maintaining a commitment to the College's Catholic heritage. The Core Curriculum is aligned with the College's mission of offering a holistic education that transforms students for service, leadership and professional excellence by providing undergraduate and graduate programs that foster lifelong learning and personal wisdom.

Ursuline also offers rigorous graduate programs for nurse leaders, future PAs, entrepreneurs, and educators that prepare men and women for lives as intellectuals and advanced professionals. Each program builds on a strong undergraduate foundation and provides for continued specialized development in a student's selected area of study.

Programs

- Africana Studies Certificate ●
- Athletic Coaching ●
- Art and Design ●
- Art Therapy ●
- Biochemistry ●
- Biology ●
- Biotechnology ●
- Business Management ●○
- Business, MBA □
- Certified Financial Planning ○
- Chemical Engineering ●
- Chemistry ●
- Counseling and Art Therapy ■
- Digital Marketing Certificate ○
- Diocesan Lay Pastoral Ministry Certificate ●
- Education, 4+1 Program ●
- Education, Curriculum, Instruction, and Assessment ■
- Education, Master Apprenticeship Program ■
- Education, Principal Licensure Certificate ■
- Education, Reading Endorsement ■
- Education, School Improvement Planning Certificate ■
- Education, Superintendent Licensure ■
- Education, Teaching License Renewal Courses Certificate ■
- Educational Administration ■
- Engineering 3+2 Partnership ●
- English ●
- Exercise Science ●
- Fashion Design ●
- Fashion Merchandising ●
- Historic Preservation ■
- History and Civic Engagement ●
- Humanities ●○
- LECOM Medical College Early Acceptance Program ●
- Life Sciences ●
- Mathematics ●
- Medical Laboratory Science ●
- Medical Science (PA) ■
- Nursing, BSN ●
- Nursing, BSN, Second Degree Accelerated ●
- Nursing, RN to BSN ○
- Nursing, RN to MSN ■
- Nursing, MSN ■
- Nursing, Post Master's Certificates ■
- Nursing, DNP □
- Nursing, BSN to DNP, Nurse Anesthesia ■◇
- Nutrition & Dietetics ●
- Physician Assistant ■
- Pre-Law ●
- Pre-Medicine ●
- Pre-Pharmacy Partnerships ●
- Project Management Certificate ○
- Psychology ●○
- Respiratory Care ○
- Rust Belt Pathway Certificate ●
- Social Work ●○
- Sport Management ●
- Theological and Pastoral Studies ■
- Wellness ■
- Women's Studies ●



[Click to
learn about
a program!](#)

Key

- Undergraduate ●
- Undergraduate-Accelerated (online) ○
- Graduate ■
- Graduate (online) □
- Hybrid ◇

ACCREDITATION



Ursuline College has been continuously since 1931 accredited by the **Higher Learning Commission**, a regional accreditation agency recognized by the U.S. Department of Education. Its most recent 10-year accreditation was completed in 2022. Among the highlights of the accreditation report, reviewers found that Ursuline College has a clear mission that guides its operations and a strong commitment to the success of its students with particular attention to diversity and community engagement. The visiting team noted that the College analyzes and uses data in strategic ways to make informed decisions for its future. The team concluded that the College met every component of all five criteria required in the evaluation.

Additional Accreditations & Approvals

- American Association of Colleges of Nursing
- American Bar Association
- Accreditation Review Commission on Education for the Physician Assistant (provisional status)
- Commission on Accreditation of Allied Health Education Programs upon the recommendation of the Accreditation Council for Art Therapy Association
- Commission on Collegiate Nursing Education
- Council for Accreditation of Counseling and Related Educational Programs
- Council on Accreditation of Nurse Anesthesia Educational Programs (seeking initial accreditation)
- Council on Social Work Education
- Council for the Accreditation of Educator Preparation
- Educational Leadership Constituent Council National Recognition for Educational Administration
- Higher Learning Commission of the North Central Association of Colleges and Schools
- International Accreditation Council for Business Education
- Ohio Department of Education
- Ohio Department of Higher Education
- State of Ohio Board of Nursing

OUR STUDENTS

7:1 student
teacher ratio



Ursuline College is vested in serving the education and workforce needs of Northeast Ohio. Most students are from the eight surrounding counties of Cleveland and remain in the area after graduation. However, the College attracts 13% of its students from out of state.

Today, the total enrollment for Fall 2023 is 958 students with approximately 70% being undergraduates with 30% being graduate students. Nursing is the largest program at both levels. Ursuline students are mostly female (93%).

Approximately 31% of undergraduates are first generation. Most of Ursuline's undergraduate students are enrolled full-time with just under half of first-year students living on campus. African American students make up 26% of the undergraduate population and 19% the graduate population, well above the national average of 10% and 10%, respectively. Half of undergraduates are Pell-grant eligible.

Ursuline is a test-optional institution. The College takes a holistic approach to its admission process with 68% of our undergraduates being admitted without test scores. The average GPA for the incoming 2023 class is 3.51. In the 2022-2023 academic year, Ursuline College awarded over 300 degrees.



OUR STUDENTS (CONTINUED)



Athletics

Since 2000, the athletic department has played an important role in building school spirit and pride on Ursuline's campus. The Ursuline Arrows joined the [Great Midwest Athletics Conference](#), which is comprised of institutions in Ohio, Kentucky, Tennessee, and West Virginia, during the 2013-14 academic year and currently competes in 11 NCAA Division II women's sports.

Ursuline Athletic Teams

- Basketball
- Bowling
- Cross Country
- Golf
- Lacrosse
- Soccer
- Softball
- STUNT
- Tennis
- Track and Field
- Volleyball

24% of undergraduates are student-athletes



Student Life

Beside athletics, students participate in numerous professional and service organizations including the Black Student Union, Fashion Focus, the Latino Alliance, the Residence Hall Council, the Student Nurses of Ursuline College (SNUC) and UC Pride. They also produce *Inscape*, a fine arts annual published every spring. It features fiction, poetry, plays, autobiographical sketches, essays, reviews, photography, and artwork produced by students, faculty, and staff.

OUR GRADUATES

#1 for upward mobility out of
1100 institutions nationwide.
A 2020 American Enterprise Institute study

**Top
14.5%** of colleges nationwide
for economic mobility.
Opportunity Insights

Ursuline college graduates are among Northeast Ohio's most dedicated nurses, entrepreneurs, educators, artists, scientists, and health professionals. The St. John's College-Ursuline College Alumnae/i Association represents 14,000 living graduates including the following distinguished alumnae:

Annette M. Blackwell '16, First African American Female Mayor - City of Maple Heights, Ohio

Connie Bowler, DNP, RN '93, Program Director, Nursing - Lakeland Community College

Tiffany Cooper, MBA '10, '11, Vice President, South Franklin Circle - Judson Services, Inc.

Cynthia Danko '85, Former Chief Operating Officer & Chief Nursing Officer - Laurelwood Hospital & Counseling Center

Linda Friedman '91, Former President - National Council of Jewish Women

Mary Grady DNP, RN, CNE, CHSE '89, Administrator, Nursing Programs - Lorain County Community College

Sr. Joanne Gross, OSU '78, Former President - Catholic Community Connection

K. Kelly Hancock, DNP, RN, NE-BE, FAAN '94, '07, P '22, Chief Caregiver Officer & Rich Family Caregiver Chair - Cleveland Clinic



Miesha W. Headen '07, First African American Female Mayor (Former) - City of Richmond Heights, Ohio

Marilyn Hermance '74, CEO - WP&H Westheimer Plumbing & Hardware

Charlene Nichols '02, Mother of Justin Bibb, Mayor of Cleveland, Ohio

The Honorable Mary Rose Oaker '62, Former Member, US House of Representatives, Ohio 20th District

Patricia Sharpnack DNP, RN, CNE, NEA-BC, ANEF, FAAN '84, Dean, Ursuline College Breen School of Nursing & Health Professions, and Chair of The National League for Nursing

Darlene Shibley Ziegenhagen '76, Owner, Yours Truly Restaurants

OUR CAMPUS



70% of first-year students live on-campus

Ursuline College's location offers students benefits on two levels: first, life on a beautiful, suburban 60+ acre campus, and second, the cultural and social advantages of a major American city.

Besides three residential dormitories which include dedicated housing for male students, the campus consists of eight buildings for academic programs and student services as well as faculty, administrative and staff offices. There are also three athletic fields and tennis courts. Below are descriptions of the main facilities:

Bishop Anthony M. Pilla Student Learning Center and Student Union is the main classroom building as well as the home of the bookstore, the 2nd floor student lounge the Piazza Libera, student and College community dining

facilities, and the Women's Center. It is also home to the following Student Affairs offices: The Vice President for Student Affairs, Career Services, Student Activities, Residence Life, the Commencement Coordinator and Executive Administrator for Student Affairs, Office of Diversity, International Student Coordinator, and the Coordinator of First-Year Experience, Orientation, and Student Engagement.

Joseph J. Mullen Academic Center includes classrooms, administrative and faculty offices, Student Services Center, the Commuter Lounge, the St. Angela Chapel, the Little Theater, the Florence O'Donnell Wasmer Gallery, the Counseling Services and Disability Services Suite, and computer labs.



Nathan L. Dauby Science Center houses the Biology and Chemistry Departments and laboratories, Republic Steel Lecture Hall, special laboratories for advanced research projects, seminar classrooms, the Fashion Department, and faculty offices. New classroom space for the College's growing PA program opens in January 2024.

The Ralph M. Besse Library is located between the Mullen Academic Building and the Dauby Science Center. The library complex includes the Learning Commons, the College archives collection, study rooms, other special collections, a self-serve café, study, and lounge areas. Audio Visual Services, located within the library, offers media carrels, in addition to a collection of multimedia materials with limited circulation.

The Parker Hannifin Center for the Creative and Healing Arts & Sciences is located adjacent to the Dauby Science Center and Besse Library. This building houses the Graduate Counseling and Art Therapy Program, the undergraduate Art Therapy program, state-of-the-art nursing labs and the Graduate Nursing Department.

34th
MSN program
in the nation

*US News & World Report
Best Graduate Schools*

6th
BSN in Ohio

*US News & World Report
Best Colleges - Nursing*

OUR HOMETOWN



Located in Pepper Pike with easy access to the Ohio Turnpike and Interstate 271, Ursuline College is a one-half hour driving time from Akron and Cleveland. Students and faculty enjoy the renewed vitality of downtown Cleveland thanks to top-rated entertainment venues, multiple professional sports teams, and world-class restaurants.

Visitors are greeted by the lights of Playhouse Square, a complex of theaters that sponsors plays, opera, Broadway shows and musical productions. There's also Karamu House, the oldest African American theater in the United States. It provides professional theatre and arts education. The main branch of the Cleveland Public Library, one of the largest public libraries in the country, is also downtown.

The city's two stadiums and arena are the homes to several professional sports teams: the Browns, the Guardians, the Cavaliers, and the Lake Erie Monsters. They also attract major athletic events, such as the 2024 Women's NCAA Final Four, and international concert tours.

Along the lakefront and Cuyahoga River, you'll find the Great Lakes Science Museum; the Rock and Roll Hall of Fame and the Greater Cleveland Aquarium, plus bike paths that connect you to the Cleveland Metroparks known as the Emerald Necklace—an extensive system of nature preserves and trails inland and on the Lake Erie shore. For animal lovers, there is also the Cleveland Metroparks Zoo.

Slightly closer to campus is University Circle, the city's cultural epicenter with world-renowned museums, eclectic restaurants, beautiful parks, and cozy spaces. Among the



OUR HOMETOWN (CONTINUED)

offerings are Cleveland Museum of Art, often described as the Mini-Met; Severance Hall—the beautifully appointed home of the world-renown Cleveland Orchestra; and the newly renovated Cleveland Museum of Natural History. You'll also find three of the four hospitals that serve as the College's clinical partners: The Cleveland Clinic, University Hospitals, and the Louis Stokes Veterans Administration Medical Center. The fourth major hospital and clinical partner, MetroHealth, is located on the near west side of the Cuyahoga River.



FINANCES

Ursuline College budgeted approximately \$24 million in operating revenues for the fiscal year ending June 30, 2024. It has an endowment exceeding \$40 million and no long-term debt. Like many small liberal arts colleges, it relies heavily on tuition, fees, and auxiliary services for the bulk of its income. A high percentage of scholarships are unfunded with 100% of incoming undergraduate students receiving some form of financial assistance.



Undergraduate Cost of attendance	
Tuition	\$37,380
Fees	\$980
Room & Board	\$12,790



THE PRESIDENCY

The Board seeks an innovative and forward-thinking executive with experience as a transformational leader, who is willing and able to confront and lead substantial structural change to carry on the commitment to advance the identity, mission and vision of Ursuline College. The President is the primary liaison between the Board and the administration and is responsible for executing a strategic plan in alignment with the mission of the College.



OPPORTUNITIES & CHALLENGES

Opportunities

- Preserve the mission, legacy, and core values of the College by working collaboratively with the campus community.
- Provide leadership and oversight for all aspects of the College including academics, enrollment management, finance, legal, advancement, student affairs, athletics, and other key areas, operating in accordance with policies and procedures established by the Board and/or College administration.
- Create new initiatives for increased resources, similar to the new in-demand programs in PA and CRNA.
- Guide efforts to increase enrollment, ensure academic excellence in teaching and learning, and improve student retention and graduation rates.
- Advance Ursuline College's excellent reputation for producing career-ready graduates.
- Identify strategic initiatives, including partnerships and collaborations, to grow revenue streams.
- Foster a collaborative working relationship with the Board of Directors, faculty and staff.
- Ensure the financial viability of the College.



OPPORTUNITIES & CHALLENGES (CONTINUED)

Challenges

- Address deferred maintenance and the limited availability of space to support academic programs and student life.
- Diversify resources to address the increasing costs in providing academic and non-academic services to students.
- Examine compensation in order to be competitive in recruiting faculty and staff.
- Reengage alumni and benefactors to address the institution's limited fundraising capacity.
- Navigate, jointly with the Ursuline Sisters of Cleveland, the transfer of sponsorship to a new religious sponsor.



RESPONSIBILITIES & QUALIFICATIONS



The President of Ursuline College will:

- be a transformational leader who will drive success
- have a strong business acumen
- understand the importance of cultivation and solicitation as a fundraiser
- be a collaborator who can build partnerships with other institutions and organizations
- implement change and make hard decisions, including the ability and willingness to confront and lead structural change
- be a transparent leader with strong communication skills
- have an understanding of religious sponsorship
- appreciate and support the Ursuline tradition
- be experienced in creating and carrying out a strategic vision
- have emotional and intellectual intelligence
- be an inspirational and servant leader
- understand the challenges and trends in higher education
- be willing to take bold risks

Qualifications for the position include:

- the credentials, character traits, and experience appropriate for today's college president
- respect for the founding sponsor's traditions and charisma
- commitment to the mission of Catholic higher education, focusing on the learning needs of women
- a successful record of leadership, vision and execution in a senior administrative role and in building relationships with all constituencies (internal and external)
- significant experience in financial management of a complex operation
- demonstrated success in a fundraising role
- experience in the development and execution of a strategic plan
- a commitment to inclusion and diversity

APPLICATION PROCESS

Ursuline College is being assisted by the partners of Hyatt–Fennell Executive Search Plus.

Applications and nominations should be submitted electronically to:
Ursuline@hyatt-fennell.com

Applications include a focused letter of interest, a current résumé/CV, and complete contact information for five professional references. Nominations should include name of nominee and current contact information.

For additional information contact:

Cheryl Hyatt chyatt@hyatt-fennell.com

Robert Head rhead@hyatt-fennell.com

Applications will be reviewed as they are received and should be submitted prior to December 1, 2023, to receive full consideration. All applications and nominations are considered highly confidential.

Ursuline College is committed to excellence through a diverse and inclusive environment. Ursuline is an Equal Opportunity Employer focused on hiring from groups traditionally underrepresented in higher education, with the goal of increasing its diversity among faculty and staff. The college seeks to become a more diverse and inclusive place of learning, building a sense of community for all.

Anticipated Timeline

Deadline for nominations and applications	December 1, 2023
Committee review of applications	Mid-December 2023
Short list of candidates interviewed	Mid-January 2024
Finalists selected and interviewed	Jan/Feb 2024
Board approval of recommendation	March 2024
Appointment of the President of Ursuline College	March 2024



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