



Santa Clara
University



**VICE PRESIDENT, MISSION AND MINISTRY
LEADERSHIP PROFILE**

Executive Summary

Santa Clara University seeks a visionary, strategic, faith-filled and inspiring leader to serve as its next vice president for mission and ministry (VPMM). Reporting to the President and serving on the President's Cabinet, this executive leader will inspire and promote the active engagement of the SCU community in living out the vision, mission, and values of the University as a Jesuit Catholic educational institution. Serving as a strategic advisor, thought partner, and resource to the President on matters of mission, and as the administrator to the Trustee Mission Committee, the vice president will provide leadership in articulating and integrating the Jesuit, Catholic mission and character of the University into the life and ethos of the institution.

Guided by the University strategic plan, [SCU Impact 2030](#), the vice president will take a leading role in fulfilling the University's ambitions, particularly related to SCU's goals around global reach to advance economic, social ecological and political development; sustainability and environmental justice; and fostering a community of belonging for all, inclusive of different traditions, cultures and religions. The vice president will build on SCU's global reputation as a leader in Catholic higher education.


Building on a strong campus commitment to the University's Ignatian heritage, Catholic identity and Jesuit mission, the vice president will oversee the development and implementation of initiatives that engage and inspire the entire community – students, faculty, staff, administrators, trustees, alumni and friends of the University – to help make the mission their own and apply it concretely to their work and life. The vice president will ensure that the division's programs and initiatives respect and appreciate the distinctive mission of SCU, especially with regard to faith, justice, interreligious understanding and hospitality as constitutive of our mission.





The VPMM will serve in a highly collaborative role and interface with a broad range of leaders and constituent groups to accomplish shared goals that allow Santa Clara University to live more authentically its Jesuit, Catholic mission. Key partners include the divisions of Inclusive Excellence and Student Life, Jesuit School of Theology (JST), President's Cabinet, and the Jesuit communities at Santa Clara and JST. In addition, as the chief mission officer of the University, the vice president will represent the University, interface with external organizations and leaders and maintain active relationships with the local dioceses, the Western Province of the Society of Jesus, and the Association of Jesuit Colleges & Universities (AJCU).

The vice president will lead the Division of Mission and Ministry, which encompasses Campus Ministry, the Ignatian Center for Jesuit Education (ICJE), and the Mission Church, and serve as the Executive Director of ICJE. As a recently-established division, the vice president will strengthen division cohesiveness, creatively empower staff in building a collaborative culture, and further hone organization structure. The vice president will lead the division in strategic planning to meet the evolving needs of the campus, church, and local community, while strengthening Santa Clara University's position as a globally recognized Jesuit Catholic university.



The Role of the Vice President for Mission & Ministry

The vice president will lead a division of thirty-one (31) full and part time staff, three (3) departments with an overall budget of \$5.8M. Their work will be informed and guided by the recently adopted strategic plan, [SCU Impact 2030](#); the 2019 Mission Priority Examen [Self Study](#) and [Peer Visiting Team Report](#); and the four [Universal Apostolic Preferences](#) of the Society of Jesus.

The vice president will be expected to focus attention on several key areas, of equal importance, including:

Executive Leadership: Provide leadership in articulating and integrating the Jesuit, Catholic mission and character of the University into the life and ethos of the institution.

- Provide transformative, visionary leadership and strategic planning for programs and initiatives that strengthen and promote the University's Jesuit Catholic mission and character in ways that are bold, as well as pastoral, inclusive, and reflective of the rich diversity of the University community.
- Develop new strategies related to mission that will meet evolving needs and strengthen Santa Clara University's position as a globally recognized Jesuit, Catholic university.
- Partner with University leadership in implementing the strategic plan, SCU Impact 2030, especially in areas related to mission.
- Working with the executive leadership, take a leadership role in discussion and decision-making regarding complex issues and grounding the dialogue on SCU's mission and values.

- Lead a division of 31 staff, including 4 direct reports, with a budget of \$5.8M; inspire trust, empower staff and strengthen cohesiveness and shared vision among division members across three units.
- As executive director of the Ignatian Center for Jesuit Education (ICJE), creatively envision and lead the development of the Center's programming and partnerships; develop and partner with the ICJE Advisory Board in its work to support and advance the Center's mission and vision; lead fundraising and marketing efforts for the Center; represent the ICJE to alumni, donors, boards, prospects, etc.; and collaborate with the other University Centers of Distinction.
- Partner with the President and the University Relations leadership to develop philanthropic plans and support for Mission/Ministry initiatives and related efforts.
- Lead the campus-wide Mission Priority Examen (MPE) self-study and peer review process as a member of the Association of Jesuit Colleges and Universities (AJCU) to reaffirm the Jesuit Catholic mission.
- Serve as administrator to the Mission Committee of the Board of Trustees.

Programmatic Leadership

- Support the integration of learning, faith, and service for students, faculty, staff, trustees, alumni, and other stakeholders through a broad array of programs and partnerships.
- Foster deep engagement and ongoing formation for faculty, staff, students, trustees, alumni and other stakeholders about the University's Jesuit, Catholic mission and character that allow for growth and development.

- Direct the development and execution of programming, including mission orientation and ongoing development for administrators, faculty, staff, students, and Trustees to know and model the mission and values of SCU.
- Provide leadership and support to SCU's participation in the Ignatian Colleagues Program and the AJCU Leadership seminar to develop and sustain Ignatian leaders on campus. Identify participants for these programs in consultation with the President, and provide ongoing development opportunities for the program cohorts after they return.
- Foster interreligious and intercultural dialogue on campus.
- Be present for and respond to the spiritual needs of the university as needed or requested.

Internal Collaboration

- Cultivate and maintain productive organizational relationships to better leverage the resources of the Division of Mission and Ministry and create opportunities for collaboration and engagement.
- Work collaboratively with the Division of Student Life to support mission integration in student experiences, with an emphasis on wellbeing, wellness and belonging to the SCU student community.
- Partner with Inclusive Excellence leadership to integrate mission and IE initiatives to advance and actualize Santa Clara University's diversity, equity, and inclusion goals.
- Collaborate with the EVP/Provost in ensuring that mission is infused into the curriculum.

- Build on and strengthen ongoing collaboration with the Jesuit School of Theology (JST).
- Collaborate with the rectors of the Santa Clara and JST Jesuit Communities for counsel and for sustained and substantive engagement with the Jesuit communities in the life of the University.
- Serve as a resource to various constituencies across campus, including the Enrollment Management team in the recruitment of students and University Marketing and Communications team with regard to mission-related materials, as needed or requested.

External Participation

- Promote the active engagement of SCU as a Jesuit and Catholic institution in service to the larger external community, including the global church
- Establish and strengthen relationships with Silicon Valley leaders in a multitude of sectors (e.g. business, non-profit, technology, etc.)
- Maintain active relationships with the local dioceses, the Western Province of the Society of Jesus, and the Association of Jesuit Colleges & Universities (AJCU)
- Represent the University as chief mission officer in regional, national, and international organizations. Serve as a member of the Association of Jesuit Colleges and University (AJCU), attending related meetings and events.

Professional Qualifications & Personal Qualities

Santa Clara University seeks a creative, faith-filled and visionary leader who brings leadership experience in communicating mission across multiple stakeholder groups, building teams, guiding change in a dynamic organization, and managing staff and resources. The vice president for mission and ministry must possess in-depth knowledge of the Catholic intellectual tradition and Jesuit identity, as well as a deep familiarity with, and personal experience of, Ignatian spirituality.

The vice president must also have the following skills, qualifications and attributes:

- Demonstrated capacity to sustain and strengthen the University's strong Catholic and Jesuit identity, exhibiting intellectual rigor, pastoral sensitivity and spiritual depth;
- Passion for Jesuit higher education and for instilling Ignatian values in a multi-religious context; ability to generate enthusiasm for and commitment to furthering the University's service to the Church;
- An in-depth understanding and personal commitment to the Catholic and Jesuit character of SCU, Ignatian Spirituality, and furthering interreligious understanding;
- Experience with the Spiritual Exercises and Ignatian spirituality, which takes shape within the academic environment for faculty, staff, students, and other University stakeholders.
- Exceptional, effective, and charismatic communicator in both public and sacred spheres with the ability to articulate the University's mission and Catholic and Jesuit traditions in multiple settings, contexts, and across diverse audiences, both locally and globally;



- Strong interpersonal skills and capacity to collaborate effectively and interface with internal and external constituency groups with tenacity and creativity. These include students, faculty, staff, trustees, alumni, the Jesuit community, religious leaders, and leaders in higher education.
- Seasoned administrator with record of success in comprehensive management of administrative, personnel, and financial affairs within a complex higher education setting;
- Ability to work effectively with other senior administrators to foster and sustain a sense of community, shared purpose, and collaboration among the University's diverse faculty, staff and students;
- Proven experience in strategic planning, program implementation, and assessment;
- Ability to provide a strategic vision with scope, cultivate programmatic engagement in mission, and demonstrate energetic, innovative, creative, and visible leadership in consonance with the University's strategic plan and the President's vision;
- Well-versed in Ignatian pedagogy as fundamental to curriculum and programming, including community-based learning and immersion experiences;
- A Master's degree at minimum; preferably a Ph.D., D.Min or equivalent;
- Graduate training in theology, philosophy, pastoral ministry or spirituality;
- 15+ years of relevant experience or an equivalent combination of education and experience that includes program administration, leading/supervising teams and individuals in managerial contexts, and budget oversight.

The search committee seeks a diverse pool of applicants and welcomes applications from a broad range of backgrounds, including lay people as well as members of religious congregations. This position offers a base salary in the range of \$240,000–\$300,000. Compensation will be based on education, experience, skills relevant to the role and internal equity. Information about Santa Clara's benefits can be found [here](#).

Candidates should provide, as three separate documents:

1. curriculum vitae,
2. a letter of application describing their interest in the position and how the candidate's professional experience has prepared them for this position,
3. the names and contact information of five professional references. Candidates will be informed before references are contacted.

To apply, [visit the SCU Career Site](#)

For fullest consideration, candidate materials should be submitted by April 25, 2024. Confidential inquiries may be addressed to Zenobia Lane and/or Molly McDonald, Search Committee Co-Chair, at VPMissionSearch@scu.edu.



About Santa Clara University

Santa Clara University is a private Jesuit, Catholic University in the epicenter of Silicon Valley, infusing ethics and social consciousness into a rigorous cross-disciplinary education for its more than 9,000 undergraduate and graduate students. Ranked among the top 15 percent of national universities and No. 13 for undergraduate teaching by U.S. News & World Report, SCU has among the best four-year graduation rates in the nation. PayScale has rated the University among the top 10 schools nationwide for salaries of its alumni five and 10 years after graduation. SCU has produced elite levels of Fulbright Scholars as well as four Rhodes Scholars. With undergraduate programs in arts and sciences, business, and engineering, and graduate programs in six disciplines, the curriculum blends high-tech innovation with social consciousness grounded in the tradition of Jesuit, Catholic education. SCU is home to 20 NCAA Division I programs, winning 60 West Coast Conference titles and three NCAA national championships across men's and women's sports. Our athletes have gone on to success at the highest level, winning Olympic gold medals, World Cups, NBA world championships, and two NBA MVP awards.

In 2022, the University welcomed its first woman, lay president, Julie Sullivan. In January 2024, President Sullivan helped the University celebrate the completion of a nine-year, \$1 billion [Innovating with a Mission](#) campaign that has transformed the University through scholarships and new, cutting-edge learning facilities. She also led the University through developing a bold new strategic plan, [Impact 2030](#), to fulfill SCU's promise and potential to become the world's leading Jesuit university.

The University's four strategic priorities provide a vivid blueprint for its ambitions in the coming years:

1. [Reach on a Global Scale](#)
2. [Solutions for the Universal Good](#)
3. [Opportunity for All Talented Students](#)
4. [Belonging for All Broncos](#)





Part of the Division of Mission and Ministry, historic Mission Santa Clara de Asís is the spiritual and historic heart of SCU. Established by the Franciscan Order in 1777 as the eighth of the original 21 California missions, SCU's [Mission Church](#) was the only one of the 21 that the Franciscans handed over to the Society of Jesus in 1851, making SCU the first institution of higher education in the State of California. Sitting at the heart of campus, the Mission Church remains the central hub of religious and spiritual life at SCU.

Santa Clara University is a recognized leader in Jesuit and U.S. higher education for integrating sustainability into campus operations, curriculum, and community outreach. Santa Clara is ranked in the top tier of schools nationally by the Sierra Club and Princeton Review, and has achieved a STARS Gold rating. The University completed a strategic planning process during the 2022-23 academic year to develop [Sustainable SCU: Leading Through Laudato Si'](#), which maps out a seven-year Sustainability Action Plan inspired by Pope Francis's encyclical *Laudato Si'*. Through a shared commitment to environmental justice and the common good, the Center for Sustainability works in close partnership with the Division of Mission and Ministry to host events and programs, implement initiatives, and provide strategic consultation that help the University achieve climate neutrality, practice mindful consumption, and develop a culture of sustainability.

To learn more about Santa Clara's governance and leadership, [visit the University's leadership webpage](#).

For more information about Santa Clara University, please visit the following webpages:

- [Mission, Vision, Fundamental Values](#)
- [Mission Priority Examen Peer Visiting Team Report](#)
- [Executive Leadership](#)
- [Board of Trustees](#)
- [Santa Clara Magazine](#)
- [Institutional Research Dashboard](#)

