

# SEARCH PROFILE:

VICE PRESIDENT FOR ACADEMIC AFFAIRS



**CANISIUS**  
UNIVERSITY





Canisius University, a nationally recognized independent liberal arts Jesuit, Catholic institution serving over 2,500 students, invites inquiries, nominations and applications for its next Vice President for Academic Affairs. Reporting directly to President Steve Stoute, the Vice President for Academic Affairs (VPAA) is the chief academic officer and provides strategic and operational leadership for all academic functions of the university. The VPAA serves as a member of the Senior Leadership Team and provides leadership and administrative oversight for several academic offices. Located in Buffalo, New York, Canisius University has a rich 153-year history. The appointee is expected to take office in late Winter/early Spring of 2025 or soon thereafter.

The VPAA will help lead the university's academic and strategic vision, consistent with the university's strategic plan, that meets the needs of students, excites faculty, and inspires innovation and collaboration. The VPAA is responsible for oversight of all academic programs. As the chief academic officer, the VPAA works closely with, and serves as a senior advisor to, the President and collaborates with other executive officers, deans, directors and Trustees, and interacts with faculty, staff, students, and community members to advance at Canisius.





## ABOUT CANISIUS UNIVERSITY

[Canisius](#) is one of 27 Catholic, Jesuit colleges and universities in the U.S. and the premier private university in Western New York. Founded in 1870 by German Jesuits, Canisius University is named for St. Peter Canisius, a renowned Dutch educator and one of the early members of the Society of Jesus.

Consistently ranked among the top regional institutions in the Northeast, Canisius is a masters-level, comprehensive university that promotes the Jesuit principles of academic excellence, service, and leadership through a broad range of learning experiences and a core curriculum grounded in the liberal arts. Canisius successfully petitioned the New York State Education Department Board of Regents for

university designation, and the transition to Canisius University took place on August 1, 2023, alongside the unveiling of a new strategic plan and launch of a new branding initiative.

Over the last 25 years, the University has invested more than \$185 million to create several signature state-of-the-art living and learning environments, including the newly renovated Science Hall, the Montante Cultural Center, Nelson D. Civello '67 Family Financial Markets Lab, Institute for Autism Research, ESPN3 Studio, Esports lab, Physician Assistant (PA) Studies Program lab, Penfold-Gareis Fitness Center, and Dugan Hall, the newest residence hall.



## ACADEMICS

The undergraduate division offers more than 100 majors, minors, and special programs, taught by faculty who are leaders in their fields, through three academic units: the College of Arts & Sciences, the Richard J. Wehle School of Business, and the School of Education & Human Services. There are 63 undergraduate majors, five pre-professional programs, 65 minors, and 35 graduate degree and certificate programs at Canisius.

Formally established in the 1930s, the graduate division has grown to become one of the most respected schools in Western New York. Canisius graduates have become leaders in business, education, sciences, human resources, communication, and other key areas. The College of Arts & Sciences houses the Core Curriculum, the Honors Program, and offers transformative learning experiences, with excellent placement rates in graduate, medical, and law schools. The Richard J. Wehle School of Business emphasizes hands-on experiences and is accredited by the prestigious Association to Advance Collegiate Schools of Business (AACSB) International, considered a symbol of the highest standard in business education, which fewer than five percent of business schools worldwide have achieved. The School of Education & Human Services offers nationally recognized programs in education, administration, counseling, and specialized allied health fields at both the undergraduate and graduate levels.

The University also offers 12 unique and exceptional online degree-granting programs. Students learning in the online environment have an experience grounded in the same Jesuit values of real-world experiences, rigor, and quality instruction as their counterparts on campus.

The undergraduate and graduate student culture at Canisius is characterized by several distinctions.

Students are drawn to Canisius for its caring and supportive community, the quality of academic programs and preparation for future success. Opportunities for internships, professional training, and collaboration with faculty are abundant. Canisius students enjoy more than 90 student clubs and organizations and have access to state-of-the-art facilities to explore their interests. More than 100 international graduate and undergraduate students from across the globe (excluding Canada) were enrolled at Canisius during 2022-23. Students are highly engaged and increasingly diverse with the majority coming from our home state of New York. Affordability is important to Canisius, with approximately 98 percent of all students receiving institutional aid and approximately 91 percent of new Canisius first-year students receiving academic merit scholarships.

For the most recent enrollment data at a glance: [CLICK HERE](#)

Canisius University sponsors 20 varsity intercollegiate athletic programs that compete at the NCAA Division I level. Intercollegiate athletics at Canisius has been an important part of the student experience since 1903. Canisius has been a member of the NCAA since 1914 and has affiliations with two recognized NCAA Division I athletic conferences. A member of the Metro Atlantic Athletic Conference (MAAC) beginning in the 1989-90 academic year, Canisius calls this conference home to 19 of its 20 programs. The Canisius men's ice hockey program has been a member of the Atlantic Hockey Association since 2003. Academic achievement is a priority for Canisius student-athletes. After the spring 2023 semester, Canisius student-athletes earned an average semester grade point average (GPA) of 3.41. Eighty-two percent (82 percent) of the student-athlete population maintained a GPA of 3.0 or higher for the academic year.



## LOCATION

Canisius is in the Hamlin Park district, a historic, African American residential neighborhood in north-central Buffalo. Spanning approximately 70 acres, the campus comprises 19 academic and administrative buildings, three athletic/recreation complexes, and five residence halls. It is an easily walkable campus – even in the winter months, thanks to a network of tunnels that run underground and connect residence halls to the student center and main academic buildings.

Canisius' prime location in the city of Buffalo provides the ideal backdrop for a student's university experience. Centrally located in the city, Canisius is situated within walking distance to Delaware Park, part of a Frederick Law Olmsted-designed park system, the city's most popular greenspace and near the [African American Heritage Corridor](#). Canisius is a short bike ride or drive to the Elmwood Village, a bustling cultural

district, a 10-minute train ride to historic Allentown, and minutes to the Hispanic Heritage Corridor on Buffalo's west side.

The University is in close proximity to Buffalo's thriving life science economy anchored by the institutions of the [Buffalo Niagara Medical Campus \(BNMC\)](#) and a short distance to Buffalo's stunning and redeveloped downtown waterfront. Canisius is also within driving distance of exciting international destinations, including Niagara Falls and Toronto, and is within a day's drive or hour-long flight to most major cities in the northeast.

### ADDITIONAL ONLINE RESOURCES:

[Living in Buffalo](#)

[Visit Buffalo Niagara](#)







## STRATEGIC PLAN

Under President Stoute's leadership, the institution has created a new strategic plan [\*Answer The Call: The Strategic Plan for Canisius University\*](#). This six-year plan includes the following priorities:

### I. ACADEMIC EXCELLENCE AND INNOVATION

Expand into emerging academic fields that prepare students to be dynamic leaders in an evolving global marketplace.

### II. STUDENT SUCCESS AND ENGAGEMENT

Build a culture of engagement that supports student success, meaningful human connection, and belonging.

### III. INSTITUTIONAL SUSTAINABILITY

Develop the institutional capacity necessary to support an innovative and distinctive Canisius for future generations.

### IV. OUR CAMPUS, OUR COMMUNITY

Champion an engaged and inclusive campus culture, grounded in our Jesuit values, and deeply committed to the greater good of our community.

## FUNDRAISING & ENDOWMENT

The University's endowment currently stands at \$149.8 million (as of February 29, 2024).

The University concluded its largest fundraising effort, *A Legacy of Leadership: The Campaign for Canisius College*, on May 31, 2012, with \$95.5 million raised towards a \$90 million goal.

As stated in *Answer the Call*, the University plans to embark upon a comprehensive fundraising campaign to support an innovative and distinctive Canisius for future generations.

## ALUMNI

There are more than 50,000 Canisius alumni who live and work in the United States and 57 other countries. Alumni are characterized by their loyalty, engagement, and generosity to Canisius. Approximately 65 percent

of alumni live and work in Western New York. Canisius graduates are making a significant contribution to the local workforce.

## LEADERSHIP TEAM

The Board of Trustees named [Steve K. Stoute](#) the 25th president of Canisius University in February 2022. His term officially began on July 1, 2022. President Stoute is the first person of color to lead Canisius and one of the youngest presidents in the country. In his brief tenure at Canisius, President Stoute has leaned heavily into the theme of the transformative power of higher education, particularly Catholic higher education.

President Stoute arrived at Canisius from DePaul University in Chicago, Illinois, where he was vice president for strategic initiatives and chief of staff. The President's [Senior Leadership Team](#), comprised of highly effective leaders, educators, and scholars, contributes to strategic planning efforts, is deeply committed to diversity, and works to ensure student success at Canisius.



## THE OPPORTUNITY

The Vice President for Academic Affairs (VPAA) is the chief academic officer of the university and provides strategic and operational leadership for all academic functions of the university, including three academic deans, 2 assistant Vice Presidents, the Diversity & Inclusion Office, Library, Institutional Research & Effectiveness and other various academic departments. The VPAA reports to the President of the University and is a member of the President's Senior Leadership Team.

The VPAA will work closely with the President to formulate the institution's overall academic strategy. The VPAA is responsible for exercising academic leadership of the faculty in formulating and implementing the strategic academic objectives and policies of the university. The VPAA will foster a culture of innovation in the development and improvement of academic programs that support and advance the strategic goals of the university. The VPAA will advance academic cooperation with external partners and facilitate collaboration with other higher education institutions.





## THE OPPORTUNITY (CONT.)

### REPORTING STRUCTURE FOR THE VPAA

The VPAA directly manages:

- Academic Administration: Manages three Deans & 2 Assistant Vice Presidents; 23 staff members in department in total.
- Library Services: Manages the Director of Library Services; five staff members in department in total.
- Diversity & Inclusion Office: Manages the Associate Dean for D&I
- Center for Online Learning: Manages the Director; 2 additional staff members in department in total
- Institutional Research Office: Manages the Director of IR & Effectiveness
- Student Records & Financial Services: Manages the Director; 3 staff members in department total

### KEY RESPONSIBILITIES AND DUTIES

- Serve as the chief academic officer of the university, with primary responsibility for all academic activities.
- Develop and provide leadership to a cohesive and effective academic affairs team, which includes three academic deans and two assistant vice presidents, among others, in support of the aspirations of the university.
- Serve as an active and valued member of the Senior Leadership Team, which includes building strong, collaborative professional relationships with peers.
- Provide expert counsel to the president, Board of Trustees, and fellow members of the Senior Leadership Team on all matters related to the academic operations of the University.
- Work in close consultation with the Vice Presidents of Enrollment Management, Business and Administration, and Student Affairs on academic program matters related to recruitment, admissions, financial aid policies, and student retention.
- Chair the Academic Program Board, which is the primary academic body to review and recommend approval for new programs and to implement and review academic policies.
- Exercise academic leadership of the faculty in formulating and implementing the strategic academic objectives and policies of the university.
- Represent the university to a broad range of constituencies including students, parents, alumni, faculty, staff, senior corporate executives.
- Work in close collaboration with the Deans, department chairs and the Committee on Faculty Status to make recommendations to the President in all matters concerning the appointment, promotion, tenure and review of members of the instructional faculty.
- Provide oversight and leadership of processes and procedures to ensure the university meets accreditation requirements, New York State and federal educational requirements, and legal compliance in academic matters.
- Collaborate with the Vice President for Mission Integration to further integrate the mission and identity of the university into the academic culture.
- Support and encourage faculty scholarship and grant-seeking in ways consistent with the policies of the Faculty Handbook and the resources and mission of the university.
- Foster a culture of innovation in the development and improvement of academic programs that support and advance the strategic goals of the university.







## REQUIRED AND PREFERRED QUALIFICATIONS AND EXPERIENCES

### REQUIRED QUALIFICATIONS AND EXPERIENCES

- An earned doctorate with earned tenure in a prior position and demonstrated excellence as a teacher, scholar and administrator.
- Previous experience in a managerial role in an academic institution; an entrepreneurial mindset and the ability to cultivate a climate of innovation, energy, creativity and intellectual excitement; exceptional fiscal, analytical and administrative skills; the ability to imagine and develop new degrees, certificate and other types of programs, particularly in the online environment, that will generate revenue and enhance financial stability.
- Student-centered with a commitment to excellence in teaching; a strong understanding of the university's liberal arts tradition; an understanding and appreciation for strong graduate and non-degree programs; a working knowledge of academic technology and innovative pedagogies.
- Proven ability to engage diverse constituent groups in a consultative and collaborative manner.
- Function as an inspirational leader who can provide both visionary and creative leadership; a strategic thinker with the proven ability to lead processes that result in specific and actionable short and long-range plans to achieve institutional objectives and move the university forward.
- Experience working effectively with board members, including providing complex information clearly in support of their academic responsibilities.

### PREFERRED QUALIFICATIONS AND EXPERIENCES

- Ability and willingness to enthusiastically support the Catholic, Jesuit mission, identity, tradition and spirit of the University.
- A results-oriented, strategic thinker with the capacity to deliver academic and operational results while remaining focused on long-range priorities.
- Proven track record of coordinating assessment and accreditation efforts, and the preparation of reports to various accrediting agencies.
- Proven achievement in creating a team- and goal-oriented environment that empowers others through active communication, and a successful track record of building and maintaining highly collaborative and productive teams.
- Superior written and oral communication skills; the ability to understand and translate information for all audiences; clarity and eloquence in writing and speaking; the ability to utilize data and metrics as an appropriate foundation for informed decision making.
- Enthusiasm, drive, motivational ability, willingness to collaborate broadly, a competitive spirit, and a passion for relationship building.





## PROCEDURES FOR NOMINATION AND APPLICATION

AGB Search is assisting Canisius University in this national search. Please direct any nominations, expressions of interest, or questions regarding the application process to [CanisiusVPAA@agbsearch.com](mailto:CanisiusVPAA@agbsearch.com) or to the AGB Search team: **Tamara Jhashi**, Ph.D., Executive Search Consultant [tamara.jhashi@agbsearch.com](mailto:tamara.jhashi@agbsearch.com) (248) 821-4766 **Matthew J. Kilcoyne**, Principal [matt.kilcoyne@agbsearch.com](mailto:matt.kilcoyne@agbsearch.com) (202) 253-9846

Applications should consist of: (1) a letter of interest addressing the experience and qualifications identified in the profile addressing and (2) a CV or resume and (3) five professional references with e-mail addresses and phone numbers provided (references will not be contacted without prior permission from the applicant). Applications should be in PDF format and submitted through the AGB Search portal at [VPAA - Canisius University](#).

For full consideration, applications should be submitted by Friday, June 21st.

### COMPENSATION AND BENEFITS:

Salary: \$215,000.00-\$230,000.00

Please note that the compensation information is a good faith estimate of the base pay for this position. The selected candidate's actual base pay will be based on job-related, non-discriminatory factors including experience. Information about the total compensation package for this position will be provided during the interview process.

This is a full-time, salaried position. Benefits are available the first of the month after the full-time employee's date of hire and include – health, dental and vision insurance, life and long-term disability insurance, and retirement plan enrollment is available to full-time employees with contribution from the University after one year. Paid holidays, vacation, personal leave, and sick leave included. Tuition benefits are also available for full-time employees and their qualified dependents.

*Canisius University, a Catholic and Jesuit University, has as its foundation the fundamental values of academic excellence, leadership, faith and social justice. Canisius is committed to educating and preparing men and women to become leaders in their professions and their communities, and in service to humanity. The university is an equal opportunity employer committed to recruiting, supporting, and fostering a diverse community of outstanding faculty, staff and students.*

*Individuals who need reasonable accommodations under the ADA in order to participate in the search process should contact the Office of Human Resources at Canisius University at (716) 888-2240.*

*For more information about Canisius University, please visit [www.canisius.edu](http://www.canisius.edu).*



## DISTINCTIONS

### **#12 “BEST VALUE SCHOOLS” REGIONAL UNIVERSITIES NORTH**

*U.S. News & World Report 2024*

### **#8 “BEST UNDERGRADUATE TEACHING” REGIONAL UNIVERSITIES NORTH**

*U.S. News & World Report 2024*

### **#14 “BEST COLLEGES FOR VETERANS” REGIONAL UNIVERSITIES NORTH**

*U.S. News & World Report 2024*

### **COLLEGES OF DISTINCTION NAMED CANISIUS AS A 2022-23 “COLLEGE OF DISTINCTION” FOR EXCELLING IN FOUR AREAS:**

Student engagement, teaching, community and outcomes. Canisius was also named a “Catholic College of Distinction” and an “Education College of Distinction.”

### **THE CANISIUS ACCOUNTING PROGRAM WAS RANKED #38 NATIONALLY, #4 IN NEW YORK STATE AND #1 IN WESTERN NEW YORK.**



### **#54 “TOP PERFORMERS ON SOCIAL MOBILITY” REGIONAL UNIVERSITIES NORTH**

*U.S. News & World Report 2024*



# ABOUT AGB SEARCH

AGB Search is assisting Canisius University in this work. AGB Search is dedicated to client success and to providing an efficient and effective search. Founded in 2010 as an affiliate of the Association of Governing Boards of Universities and Colleges (AGB), AGB Search is a national search firm that has assisted with more than 1,300 permanent and interim searches at nearly 600 institutions and organizations. This experience includes more than 165 successful searches for vice presidents of academic affairs and hundreds of other executive-level positions at colleges, universities, and university systems throughout the country.

# AGB SEARCH

Advancing Higher Education Leadership