



Presidential Search Profile



SpaldingPresident@agbsearch.com

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PRESIDENT

THE OPPORTUNITY

The next President of Spalding University will lead this mission-driven, student-centered community to its next level of financial sustainability, enrollment growth, and academic achievement through strategic vision, inclusive and transparent servant leadership, and a lived commitment to its mission and core values in the tradition of the Sisters of Charity of Nazareth.

THE UNIVERSITY

Overview

Spalding University is a Catholic, co-educational, private, liberal arts-based institution located in downtown Louisville, Kentucky. One of the first institutions of private higher education in Kentucky to open its doors to students of color, Spalding remains one of the most racially diverse of Kentucky's private colleges with 35% of students self-identifying as people of color.

Since 1814, Spalding has been serving its students and the Louisville community in the tradition of its founders, the Sisters of Charity of Nazareth, with a spirit of service, inclusiveness, and compassion. With a total enrollment of approximately 1,500, Spalding University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award more than 65 degrees at the associate's, bachelor's, master's, specialist's, and doctoral levels. Offering six doctoral-level programs with a significant research component, Spalding has been recognized by the Carnegie Classification of Institutions of Higher Education as a doctoral research university.

Mission

Spalding University is a diverse community of learners, dedicated to meeting the needs of the times, in the tradition of the Sisters of Charity of Nazareth, through quality undergraduate and graduate liberal and professional studies, grounded in spiritual values, with emphasis on service and the promotion of peace and justice.

Values

Diverse Community of Learners: Spalding University welcomes students, faculty, staff, and administrators who are diverse in age, experience, intellect, race, class, minority status, gender, religion, and culture. Participation within this inclusive learning environment promotes the acceptance and appreciation of the values and unique life experiences of each individual.

Dedicated to Meeting the Needs of the Times: Since 1814 Spalding University has been, and continues to be, a community committed to providing curricula and programs that address evolving needs and to contributing knowledge and understanding derived from teaching, scholarship, and creative activity.

Quality Undergraduate and Graduate Liberal and Professional Studies: Spalding University provides a stimulating educational atmosphere, personal student/faculty interaction, and individual attention to a student's total learning. Throughout the educational experience, students practice habits of mind, or ways of knowing, that transcend disciplines and cultures, and realize habits of heart that relate understanding and judgment of life.



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Values (cont.)

Grounded in Spiritual Values: Rooted in the Catholic tradition, the Spalding University community embraces individuals of all traditions, encouraging them to live from a personal philosophy centered in a value system beyond self.

Service and the Promotion of Peace and Justice: Spalding University serves human needs by challenging, encouraging, and supporting members of its community to exercise leadership in applying their learning to the fundamental needs of human life--physical, emotional, intellectual, and spiritual--in whatever social or professional context they may find themselves. All are encouraged to recognize moral, social, economic, political, and environmental issues, and to engage actively in the promotion of a just and peaceful world.

Points of Pride & Firsts

- Named Top-Five Best Colleges in Kentucky
- 2023-24 College of Distinction
 - Academic Programs
 - Business
 - Education
 - Nursing
 - Equity & Inclusion
 - Catholic College
- First Certified Compassionate University (Charter for Compassion)
- First Catholic four-year women's college in Kentucky (1920)
- First nursing education program outside a hospital in Kentucky (1933)
- First institution in the country to offer a course in cancer treatment (1946)
- First undergraduate nursing degree in Kentucky (1949)
- First doctorate in Clinical Psychology (PsyD) in Kentucky (1982)
- First Doctor of Education (EdD) degree in Kentucky (1990)
- First Master of Fine Arts program in Kentucky (2001)

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THE PRESIDENCY

The Position

The President is the chief executive officer of Spalding University. The president is appointed by, and serves at the pleasure of, the Board of Trustees. The President is also an ex-officio member of the Executive Committee of the Board of Trustees.

The Officers of the University are the President, Provost, Chief Financial Officer, Dean of Students, and General Counsel. The President may establish or designate other positions as Officers of the University.

Direct reports to the President include:

- Provost
- Chief Advancement Officer
- Chief Financial Officer
- Chief of Staff & Dean of Operations
- Chief of Strategic Planning & Compliance
- Dean of Enrollment Management
- Dean of Students
- Director of Athletics
- Director of Diversity Equity & Inclusion/Title IX Coordinator
- General Counsel

STRATEGIC OPPORTUNITIES

In collaboration with the Board of Trustees and campus community, the incoming President will leverage the University's positive momentum to look to the future while honoring its foundational mission and values, unique relationship with the Sisters of Charity of Nazareth, and transformative impact on students' lives. Specifically, the next President will:

- Reaffirm and strengthen Spalding's commitment to provide all students a high-quality, transformative academic experience through quality undergraduate and graduate liberal and professional studies, grounded in spiritual values, with emphasis on service and the promotion of peace and justice.
- Develop a strategic and inclusive vision for the University in the context of the rapidly evolving landscape of private higher education.
- Continue strategic academic program development in a variety of disciplines at both the undergraduate and graduate level to ensure sustainable enrollment growth and fiscal strength.
- Develop additional external resources – through both “friend-raising” and fundraising – to grow the endowment, address the campus master plan, and ensure the institution's long-term sustainability.
- Model transparent servant leadership that is collegial, collaborative, committed, and able to make strategic decisions that are in the best interests of the Spalding University community.
- Assess, refine, and establish administrative processes in such key areas as program review, marketing, communication, human resources, and student support.



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- Encourage and model a culture of innovation, accountability, and continuous improvement, where transparency, diverse views, and constructive dialogue are welcome.
- Celebrate the charism of the Sisters of Charity of Nazareth and the University's Catholic identity by embracing intercultural relationships, advancing a culture of inclusion, and extending an invitation to work for peace and justice in solidarity with oppressed and marginalized peoples.
- Tell the distinctive and compelling story of Spalding University, articulating its value proposition to the Louisville community and developing partnerships that enhance the University's financial position, grow enrollment, and provide service, educational, and employment opportunities for its students.
- Establish regular, ongoing, multi-channel communications with all the University's constituencies, particularly the faculty and staff, and ensure that their concerns are heard, appropriately acknowledged, considered, and addressed.
- Create initiatives to increase undergraduate and graduate enrollment, developing new traditional and online academic programs that are attractive to the marketplace, and extending the University's recruitment footprint.
- Recognize and celebrate the extraordinary efforts the faculty and staff make to serve students, and work to strengthen faculty/staff morale and retention.
- Work in close collaboration with the Board of Trustees to ensure transparent communication, mutual respect and trust, and best practices in governance for the benefit of the entire Spalding University community.

QUALIFICATIONS

The President of Spalding University will be a visionary, innovative, and entrepreneurial leader who possesses the following experience and characteristics:

- An articulated passion for Spalding's mission and values, the charism of the Sisters of Charity of Nazareth, and the success of the diverse students it serves.
- The demonstrated financial acumen necessary to address the challenges associated with that mission and strengthen the University's financial resources through new revenue generation.
- The demonstrated skill and commitment to be a visible and articulate advocate for Spalding and its constituencies – both internally and externally – to increase fundraising, external resource development and partnerships, and brand visibility and awareness.
- The ability to collaboratively develop and implement an inclusive, sustainable strategic vision for the institution; the courage to make strategic decisions aligned with that vision.



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- A commitment to diversity, equity and inclusion and successful experience in a leadership role in a complex institution – preferably a college or university – that serves a diverse population.
- Demonstrated experience as a unifier who is comfortable with shared governance, with a record of success in gaining the trust and respect of the faculty and staff and working effectively with them for the good of the institution, its students, and the community.
- Experience in developing engaged, transparent, and productive working relationships with a governing Board.
- Enthusiastic commitment to external work and fundraising, and a track record of successful cultivation of donors and securing major gifts and grants.
- Strong communication skills, including listening, public speaking, and writing; a commitment to transparency and ability to have difficult conversations in a constructive manner when necessary.
- Skill in data-informed decision making, with the ability to make judicious decisions about the investment of limited resources and equitably evaluate the results of those decisions.
- An understanding of the complexities of a private, tuition-driven college, including resource allocation, diversity and inclusion, changing demographics, and increased competition.
- The ability to be an engaged and visible presence in the Louisville community and an understanding of the importance of the mutually beneficial and close relationship between the University and the community.
- A collaborative and open communication style; approachability, honesty, integrity, and humility; strong listening skills; and a sense of humor.
- Candidates will hold a terminal degree from an accredited institution of higher education.

Through the Years

1814

Nazareth Academy founded by
the Sisters of Charity of
Nazareth



*Sr. Sharon Gray, SCN
Board of Trustees Member*

1920

Nazareth College is opened in
Louisville, KY

1969

Nazareth College becomes
Spalding College

1984

Spalding College becomes
Spalding University

2006

Spalding changes its mascot from
the Pelicans to Golden Eagles

2007

Spalding Athletics move from
NAIA to NCAA Division III

2011

Spalding named the first
compassionate university

spalding.edu

Change the World

Sisters of Charity of Nazareth

Spalding University's academic tradition extends back to 1814, when the Sisters of Charity of Nazareth was established. The university's name honors Catherine Spalding, the founder of the Sister's Charity of Nazareth and widely regarded as the founder of social work in the Louisville area. The sisters' beliefs are deeply rooted in values, service, and promoting peace and justice. Though rooted in the Catholic Intellectual Tradition, the Spalding University community embraces all traditions, encouraging those to live from a personal philosophy centered on value systems based beyond self.

Academics

Spalding University prides itself on offering a student-centered educational experience that prioritizes academic excellence, flexibility, and support. Spalding provides undergraduate students with a flexible, non-traditional six-week block schedule to stay focused on their studies and still earn their degree in four years or less.

Spalding offers opportunities for students to accelerate their education by providing pathways to jump-start into graduate degrees. This allows motivated students to save time and money by seamlessly transitioning from undergraduate to graduate studies. Graduate degrees differ in semester length and format which include face-to-face, hybrid and online programs.

Fast Facts & Points of Pride

- 15 Undergraduate Programs (7 Online)
- 22 Graduate Programs (7 Online)
 - Six Doctoral Programs
 - Doctorate of Education in Interdisciplinary Leadership
 - Doctorate of Nursing Practice
 - Doctorate of Occupational Therapy
 - Doctorate of Physical Therapy
 - Doctorate of Psychology in Clinical Psychology
 - Doctorate of Social Work
- New: Master of Science of Business Administration (enrolling for fall 2024)
- New: Master of Science in Health Sciences (enrolling for fall of 2024)
- Undergraduate Honors Scholars Program features specialized courses with small class sizes, field trips and extracurricular events.
- Naslund-Mann Professional School of Writing is a low-residency, nationally recognized leader in graduate writing education.
- The School of Nursing currently offers six degree programs, ranging from a Bachelor of Science in Nursing (BSN) to a Doctor of Nursing Practice (DNP) online program.
- Bachelor of Arts in African American Studies, with an emphasis on Social Justice.
- Bachelor of Science in Criminal Justice Studies, with an emphasis on Restorative Justice.
- The Bailen Health Science Simulation Learning Center (BHSSLC)
 - Provides state-of-the-art health care education and research, using simulation technology, promoting superior clinical care and patient safety by delivering quality, immersive education to students, faculty, and practitioners of the health professions and the community
 - Contains five health care specialty- focused simulation spaces simulating real-life clinical areas for each major healthcare specialty: outpatient, inpatient, acute, maternal-newborn, and pediatric.
 - Simulation conducted through variety of simulated experiences through high- and mid-fidelity mannequins and/or standardized patients.
 - Provides interprofessional simulation experiences for healthcare professional programs internally and externally.
- Kosair for Kids School of Physical Therapy and Center for Interprofessional Education Center
 - Kosair for Kids has awarded a grant of \$2 million to Spalding University in support of its new School of Physical Therapy. The ongoing project will transform a campus building into a state-of-the-art health professions academic center that will house the Doctor of Physical Therapy program in a new 21,500-square-foot building.
 - Technology-rich facility offers a Human Anatomy Dissection Lab and a Teaching & Research Lab.
 - Welcomed Spalding's inaugural Doctor of Physical Therapy (DPT) class Fall of 2023 into the new building.
 - Features several collaborative spaces, such as study nooks and conference spaces, as well as lounge spaces.
- Center for Behavioral Health (CBH)
 - CBH offers mental health services to the community
 - Premier training clinic where doctoral students in the School of Professional Psychology (SOPP) receive high quality supervised clinical training
 - Offers assessments, one-on-one, group, couples or family therapy to the Louisville community
 - CBH specialties
 - [Collective Care Center](#) which specializes in racial trauma therapy
 - [Complete Neuropsychology Services](#) which specializes in neuropsychological testing
 - [Rowen Specialty Clinic](#) which specializes in psychological treatment interventions for infertility stressors, grief and loss related to pregnancy, and perinatal mental health concerns.
- School of Nursing
 - Department of Labor (DOL) grant awarded nearly \$2.4 million from its Nursing Expansion Grant to support the Spalding PATH (Partners Aligned to Transform Healthcare) project, which aims to increase the number of high-quality nurse graduates entering the workforce.

- Spalding is the only organization in Kentucky to receive an award and one of just 25 grantees across the United States. The project will directly support Bachelor of Science in Nursing (BSN) degree and Advanced Practice Registered Nurses with the Psychiatric Mental Health Nurse Practitioner (PMHNP) degree.
- Legacy Foundation of Kentuckiana: \$900,000 investment will provide \$300,000 in scholarship funds to nursing students each year for the next three years (Academic Years 2023-24 through 2025-26).
- With this additional funding, Spalding seeks to recruit 60 new BSN students per year, increase the percentage of Black, Indigenous, People of Color (BIPOC) students by 10% over three years, and to increase the number of licensed BSN-prepared nurses entering the workforce.

Student Engagement & Success

Students at Spalding University represent a broad range of ages and come from various academic, social, economic, and national backgrounds. Their interaction with a well-prepared, experienced faculty is characterized by mutual concern in a climate where learning is valued. The manner in which faculty and students engage in the learning process is determined by the character of the particular discipline being pursued and by the knowledge, ability, and creativity of those involved in the pursuit.

The Spalding University community recognizes that success takes on different forms for each student and is committed to offering a range of services to cater to individual needs. The institution's accessibility services aim to eliminate any obstacles to student success, ensuring that every student can thrive academically and professionally throughout their college journey and beyond.

Student Demographics

- 35% of students identify as Black or African American, Native American, Asian, Hispanic or Latino, Pacific Islander, and multi-raced
- 70% of students are female
- 41% of students receive Pell Grant
- 11:1 Student-faculty ratio

A Commitment to Student Success

- The PNC Student Success Center is home to Accessibility and Learning Equity, Advising, English Language Learning, Math Lab, Reading Lab, SU 100 Freshmen Seminar, Success Coaching, Writing Center
- The Career Design Center provides workshops, coaching and radical collaboration as students gain tools to navigate ever-evolving job market and make a positive impact on community and society
- Student Affairs delivers programs such as Student Leadership, Service Learning, Eagle Care Health Services, StrengthsQuest and Counseling and Psychological Services (CaPS) and Student Engagement activities such as the world-famous Rat Race
- Student Affairs supports students through programs such as Compassion Action Team (CAT), SUSTAIN student emergency fund and the Pelican Pantry (student food bank).
- The Dean of Students sponsors the First Year Experience (FYE) to promote community among the first-year students and develop students' emotional intelligence and leadership skills as an aid to student retention. Year two students are able to apply to be FYE leaders, which provides first-year students with peer mentors throughout their first year.
- The Pell Promise Scholarship is for Federal Pell Grant eligible students, which pays up to the cost of full-time tuition after all other grants and gift aid.
- The Heartland Scholarship offers a 10 percent reduction in tuition, housing and food to undergraduate students who maintain full-time enrollment status, live on Spalding's campus and are residents of eligible states.
- Muhammad Ali scholarship, up to \$8,500, to undergraduate students who demonstrate financial need, have complete the Free Application for Federal Student Aid (FAFSA) and maintain full-time enrollment status.
- Spalding is exceptionally proud of its partnership with Jefferson Community and Technical College (JCTC) which is just two blocks away and continuously strives to make the transition from JCTC to Spalding as streamlined as possible.



Athletics

Spalding University is a NCAA Division III athletics program that offers 17 intercollegiate varsity sports. The Golden Eagles competes in the St. Louis Intercollegiate Athletic Conference (SLIAC).

Spalding University’s athletics department is committed to supporting every athlete emotionally, mentally, and academically. Full-time athletic trainers and coaches are on staff dedicated to ensuring students succeed beyond the collegiate level.

The University also opened its new \$9M facility, Legacy Fields, in 2019. Legacy Fields is named in honor of the first African American students at Spalding University - Patricia Lauderdale Bell, Barbara Miller, and Elmer Lucille Allen - who broke the racial barriers of higher education, as well as the Sisters of Charity of Nazareth whose compassion, courage, and leadership made Spalding the first college to admit Black students in the city of Louisville (1950). With approximately 66% of incoming first-year students are student-athletes, Spalding’s athletics program is a dynamic portion of campus life.



Fast Facts

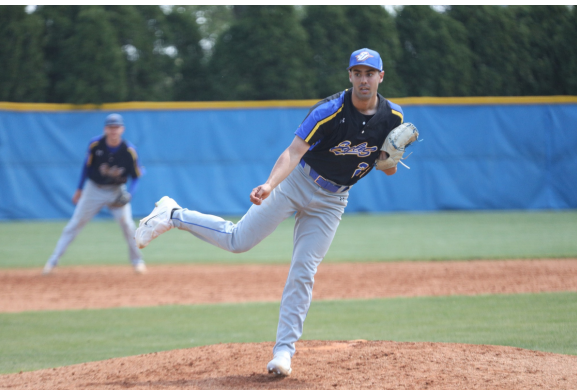
Women’s Sports	Men’s Sports
Basketball Cross Country Golf Lacrosse Soccer Softball Track & Field (indoor and outdoor) Volleyball Wrestling (Fall 2025)	Baseball Basketball Cross Country Golf Lacrosse Soccer Track & Field (indoor and outdoor) Volleyball Wrestling (Fall 2025)



- In addition, Esports begins in the Fall of 2024
- 2023-24 Conference Champions in Baseball, Softball, and Women’s Soccer
- 101 St. Louis Intercollegiate Athletic Conference (SLIAC) Academic All-Conference honorees in the last three years
- 35 Academic All-District Honors
- Two Academic All-Americans
- Overall Departmental GPA of 3.14 (AY 2022-2023)

Athletic Locations

- o Legacy Fields, a state-of-the-art facility featuring two 74-yard by 120-yard multipurpose TriplePlayHP slit film synthetic turf playing surfaces.
- o The historic Columbia Gym, constructed in 1925, is an on-campus gymnasium that is home to the Spalding’s basketball and volleyball teams.
- o Derby City Fields, home to Spalding’s baseball team, is located just six miles from campus and includes full concession stand and awning area, press box, in-ground dugouts, Bermuda infield, 2,000 seating capacity, and a 2,585 square foot locker room.
- o Sports Performance Center



Campus

Spalding University's 23-acre urban campus is located just south of downtown Louisville, providing easy access to the city's vibrant culture, dining, entertainment, and shopping options.

Since 2017, Spalding has added nine buildings to its inventory and has expanded its built environment to 634,604 square feet. Spalding's campus boundaries include 12 acres of greenspace. Over the past five years, Spalding invested a total of \$11.5M on maintenance and capital improvement projects.

Louisville, KY

A welcoming city, overlooking the mighty Ohio River, Louisville is widely recognized for its annual Kentucky Derby. Still, it is most notably known as the birthplace of boxing legend Muhammed Ali, who began his boxing career in the historic Columbia Gym, now home of the Spalding University Golden Eagles.

Spalding University's campus is located in historic Old Louisville, providing easy access to the city's vibrant culture, dining, entertainment, and shopping options, including Fourth Street Live and the Kentucky Center for the Arts. Located along the Ohio River, Waterfront Park is a popular destination for outdoor activities such as walking, jogging, biking, and picnicking. It's an excellent spot for relaxation and enjoying beautiful river views. Louisville is widely recognized for its annual Kentucky Derby and Bourbon trails. Still, it is most notably known as the home to boxing legend Muhammed Ali, who began his boxing career in Columbia Gym, home of the Spalding Golden Eagles.

Louisville is the 16th largest city in the United States and the largest city in Kentucky. As the home of UPS WorldPort and a robust concentration of health and aging innovation companies, Louisville also remains a highly competitive city for advanced manufacturing, logistics, health care and biotechnology.



APPLICATIONS, NOMINATIONS AND EXPRESSIONS OF INTEREST

To assure full consideration, applications should be received by June 14th, 2024 and must include the following:

- A letter of interest addressing the strategic objectives and qualifications identified in this profile;
- A current curriculum vitae; and
- Five professional references with email addresses and telephone numbers, including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.

Application materials should be submitted in PDF format through our AGB Search [Spalding University President Application Portal](#).

Please direct any nominations, expressions of interest, or questions regarding the application process to SpaldingPresident@agbsearch.com or to the AGB Search team:

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Spalding University is an Equal Employment Opportunity/Affirmative Action employer. The University complies with all federal, state and local equal employment opportunity laws. It is the University's policy not to discriminate against any individual or group of individuals and to provide equal employment opportunity to all qualified persons regardless of race, color, national origin, age, disability, religion, sex, pregnancy, sexual orientation, gender identity, marital status, military status, veteran status or other protected status.