Canisius College Presidential Search

The Canisius College Board of Trustees announces the search for the 25th president of Canisius College.

Canisius College seeks an innovative, strategic, and collaborative leader to serve as its next president. Canisius College is a Jesuit, Catholic university located in Buffalo, New York that offers outstanding undergraduate, graduate and professional programs distinguished by transformative learning experiences.
About Canisius College

Overview

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 College 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.

Buffalo has been home to Canisius for more than 150 years. Located in the Hamlin Park district, an historic residential neighborhood located in north-central Buffalo, the college campus spans approximately 70 acres and comprises 19 academic and administrative buildings, three athletic complexes and five residence halls.

Over the last 25 years, the college 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, our newest residence hall.
More than 150 Years of Excellence

The 2019-20 academic year marked Canisius College’s Sesquicentennial. Although many of our celebrations and events were interrupted by the Covid-19 pandemic, the college honored its rich history and 150 years of excellence in teaching, research and service. Founded by German Jesuits, whose predecessors first came to Buffalo at the invitation of the Most Rev. John Timon, C.M., the first bishop of Buffalo, Canisius College was established as a center of learning for young men in a rapidly developing city following the conclusion of the Civil War.

On September 5, 1870, in a small two-story brick building located at 434 Ellicott Street in downtown Buffalo, Canisius opened its doors to students. The original course of study was the Progymnasium, a six-year classical secondary school course that, upon completion, made students eligible for admission to professional schools of law, medicine, and divinity.

In 1897 the college was authorized to award the Regents Diploma for the first four years of study, and at this point, it made sense to separate Canisius High School from Canisius College into two independent institutions. In 1912, Canisius moved to its present home at Main Street and Jefferson Avenue and the first college curriculum was established.

The legacy and mission of Canisius descends from the vision, resilience and compassion of the college’s forebearers.
Mission

Canisius College, a Catholic, Jesuit university, offers outstanding undergraduate, graduate and professional programs distinguished by transformative learning experiences that engage students in the classroom and beyond. We foster in our students a commitment to excellence, service and leadership in a global society.

At the core of our mission are the following attributes:

Catholic & Jesuit

Canisius is an open, welcoming university where our Catholic, Jesuit mission and identity are vitally present and operative. It is rooted in the Catholic intellectual tradition’s unity of knowledge and the dialogue of faith and reason. Founded by the Society of Jesus as a manifestation of its charism, Canisius espouses the Jesuit principles of human excellence, care for the whole person, social justice and interreligious dialogue. Jesuit spirituality calls us to seek God in all things, and Jesuit education aims to form students who become men and women for and with others.

Transformative Learning & Student Engagement

Steeped in Jesuit ideals, our undergraduate and graduate academic programs are distinguished by academic excellence, student-faculty interaction and a variety of experiential learning opportunities that engage students and transform the mind and spirit. Our undergraduate core curriculum enriches students’ academic pursuits and delivers a strong foundation in liberal arts, critical thinking and diversity. Graduate and professional programs promote the application of theory to practice.

Service & Leadership

Benefitting from academically-rich, values-based experiences in their interactions with faculty, staff, and community members, students develop their abilities to lead and inspire others. At Canisius, students practice these leadership skills in the classroom and through co-curricular activities in ways that animate our Jesuit values to serve others and benefit our world.
Values

Canisius College is committed to the following values that emerge from our Catholic, Jesuit mission to guide all of our decisions and actions:

+ **Cura Personalis**, care and respect for the whole person, and a holistic approach to education.
+ A dedication to the pursuit of *magis*, excellence, service and innovation.
+ Principled leadership and personal accountability.
+ An individual and institutional responsibility to work for social justice and transform suffering and injustice in the world.
+ A deep respect for the natural world, and a commitment to its responsible stewardship.

Vision

Canisius will be the leading educational choice for those who seek innovative learning opportunities rooted in our Jesuit mission and values.

Canisius seeks to:

+ Be a vibrant and progressive university committed above all else to academic excellence and the authentic search for truth.
+ Embrace its Catholic, Jesuit identity as its defining characteristic and be committed to enhancing and enriching that identity.
+ Recruit faculty with outstanding credentials and foster academic excellence through extraordinary teaching and scholarship.
+ Embrace its urban roots in Buffalo, New York and become more engaged with the world around it by addressing issues and challenges in the neighborhood, city, region, nation and world.
+ Engage alumni and friends and draw them into a deeper lifelong relationship with the university.
+ Be committed to quality and continuous improvement in everything that we do.
Accreditation

Canisius College is accredited by numerous national organizations. These accreditations serve as testament to the excellent quality of a Canisius education.

Canisius is an accredited member of the Middle States Commission on Higher Education. The college’s Middle States accreditation was reaffirmed in 2015.

All of the college’s programs are registered by the Regents of the University of the State of New York through the State Education Department.

The Richard J. Wehle School of Business is the largest private institution in Western New York accredited by the Association to Advance Collegiate Schools of Business (AACSB International). The college has held this distinction of excellence since 1977. AACSB accreditation is earned by the best business schools in the world.

The chemistry major is accredited by the American Chemical Society.

Full accreditation of all educator preparation programs in the School of Education and Human Services was obtained through the Council for the Accreditation of Educator Preparation (CAEP) in 2017. Canisius is currently pursuing accreditation of its educator preparation programs by the Association for Advancing Quality in Educator Preparation (AAQEP).

The Graduate Programs in Counseling are accredited by the Council for the Accreditation of Counseling and Related Educational Programs.

The new Physician Assistant (PA) Studies Program has been granted provisional accreditation status by ARC-PA.
Distinctions

Canisius College placed No. 21 in the top tier of U.S. News & World Report’s 2022 rankings for America’s Best Colleges, Regional Universities - North. Canisius was recognized for student success, first-year student retention rate, average graduation rate, student-faculty ratio, faculty resources and average alumni giving rate.

+ Canisius also ranked No. 4 on the Best Value Schools list among all 75 regional colleges and universities in the North. The Best Value Schools ranking takes into account a school’s academic quality (based on U.S. News’ Best Colleges ranking) and the net cost of attendance for a student who received the average level of need-based financial aid.

+ Canisius was similarly included among the top tier of Best Colleges for Veterans ranking No. 8 in the North, up one spot from last year. Based on peer rankings, U.S. News & World Report ranked the Canisius College Richard J. Wehle School of Business as the No. 1 private business program in Western New York.

+ Canisius received additional accolades on the list of Best Undergraduate Accounting Programs:
  + No. 1 in Western New York
  + No. 4 in New York State
  + Among the top 8 percent nationwide

+ Social Mobility: Canisius made the list for Top Performers on Social Mobility among Private Schools in Western New York. Access to a premier private education includes making sure students thrive and complete their degrees. This top social mobility ranking reflects Canisius’ success in ensuring students from low-income families can graduate on time.

+ Colleges of Distinction named Canisius as a 2021-22 “College of Distinction;” a “Catholic College of Distinction” and a “Top Education College of Distinction.” Colleges of Distinction is an annual publication that recognizes higher education institutions for excelling in four areas: Student engagement, teaching, community and outcomes.

+ In the last 54 years, 39 Fulbright Scholarships have been awarded to students. Graduates have also received national fellowships and scholarships including the Jacob K. Javits Fellowship, Barry M. Goldwater Scholarship, Andrew M. Mellon Fellowship, the Benjamin A. Gilman International Scholarship, the Harry Truman Scholarship and the Boren Scholarship.

+ Online Education: Canisius offers 12 master’s degree programs and five advanced and professional certificates in online formats. Online programs comprise 40 percent of Canisius’ graduate offerings.
Academics at Canisius College

The Canisius College undergraduate division offers more than 100 majors, minors and special programs taught by faculty who are leaders in their fields through the College of Arts & Sciences, the Richard J. Wehle School of Business and the School of Education & Human Services. High quality programs provide exciting options for career preparation or higher-level educational pursuits. Classes are offered in state-of-the-art campus facilities and in out-of-class settings through exceptional field study and internship opportunities. 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 Richard J. Wehle School of Business strongly 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 college also offers 12 unique and exceptional online degree-granting programs. Students learning in the online environment experience the same Jesuit values, real-world experiences, rigor and quality instruction as their counterparts on campus.

In addition, students have many opportunities for real-world experiences beyond the classroom that enrich learning and allow them to broaden their horizons, including:

Research
Faculty actively engage undergraduate students in hands-on research, an important experience in preparing students to attend graduate or professional school. Student-faculty collaboration on research projects provides students with the opportunity to present papers at conferences and publish articles in professional journals.

Career Planning and Internships
Through the Griff Center for Student Success’ career development services and programs, students have access to numerous resources that assist them with their academic achievement, career preparation and access to potential employers.
Study Abroad
Students who wish for a more global approach to learning can study at their choice of European, Asian, Australian or North and South American colleges and universities and immerse themselves in foreign cultures while attending classes at world-renowned institutions.

Honors Program
The All-College Honors Program offers a challenging and rewarding program of study distinguished by small, enriched classes and close faculty engagement for talented students, culminating in a thesis project.

Urban Leadership Learning Community (ULLC)
A signature program of Canisius, the ULLC offers academically talented, socially and economically disadvantaged students with access to an innovative program, distinguished by significant scholarship support, on-campus residency, team learning courses and leadership development to develop skills and compassion in our future leaders.

Canisius Earning Excellence Program (CEEP)
CEEP offers students opportunities to participate in scholarship with faculty mentors and pursue intellectually demanding projects that are related to a student’s career or scholarly interests.

Service
Service, in the local community and around the globe, is a primary way that the Catholic, Jesuit mission is lived and understood at Canisius. Through Campus Ministry, The New Buffalo Institute, Center for Service Learning and other student, faculty and staff outlets, members of the Canisius community contribute thousands of hours to service annually. Read more in the most recent Community Impact Report.
Core Curriculum

The curriculum is rooted in the humanistic ideals of the Catholic intellectual tradition and Jesuit pedagogy with its emphases on academic excellence, the dialogue of faith and reason and service to humanity. Thus, the curriculum is focused in providing students with a strong foundation in the humanities and liberal arts to expose them to the richness of human diversity and infuse in them a sense of service in the cause of justice for all peoples. Additionally, the core curriculum is constructed to develop student skills in writing, oral communication, information literacy and critical thinking to prepare students for success in their future professions.

Faculty

Regardless of the program of study, students will find experienced faculty who are committed to providing a challenging yet supportive environment to help them reach their goals. The college seeks faculty members known to be creative and energetic teachers who also seek to engage their students in their research and scholarship. With modest class sizes the norm (the student-faculty ratio is 11:1), interaction between students and faculty makes for an easy and natural learning and working environment, in which professors take a personal interest in their students. Moreover, 98 percent of faculty at Canisius hold a PhD or other terminal degree.

Canisius attracts faculty from a wide range of backgrounds who are dedicated to teaching at the undergraduate and graduate levels and who consistently engage in scholarly activity. As a comprehensive university, the most important mission of the faculty is teaching. The expectations for faculty productivity, scholarship and student engagement in research and scholarship activities have risen steadily in recent years.

Canisius’ numerous institutes provide faculty support for imaginative teaching and research and provide students the opportunity to work alongside faculty members who are top researchers in their fields of study. Currently the college supports the Institutes for the Study of Human-Animal Relations, Global Study of Religion, Autism Research, Video Institute, and the Fitzpatrick Institute of Public Affairs and Leadership. The number and dollar amount of competitive grants received for scholarly research is further testament to the quality of faculty and their productivity. In FY20, faculty were awarded more than $6.9 million in sponsored program grants.

For more information on Canisius’ distinguished schools and its faculty: CLICK HERE
The Students of Canisius College

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’ small class sizes, personalized attention and opportunities to engage in service and other forms of experiential learning are all central to the transformative Canisius experience. 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 2020-21. Students are highly engaged and increasingly diverse, although the vast majority continue to come from our primary markets in New York State and more specifically, Western New York. Affordability is important to the Canisius student, with approximately 98 percent of all students receiving institutional aid and approximately 83 percent of new Canisius freshmen receiving academic merit scholarships.

For the most recent Enrollment at a Glance: CLICK HERE

Student Outcomes

Canisius College students become leaders in their fields, communities and their homes.

<table>
<thead>
<tr>
<th>95%</th>
<th>87%</th>
<th>89%</th>
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<tr>
<td>EMPLOYED WITHIN TWO YEARS OF GRADUATION</td>
<td>LAW SCHOOL ACCEPTANCE RATE</td>
<td>PARTICIPATE IN TWO OR MORE HIGH-IMPACT LEARNING PRACTICES</td>
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<tr>
<td>84%</td>
<td>$92k</td>
<td>NEARLY 800</td>
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<tr>
<td>FRESHMEN RETURN FOR THEIR SOPHOMORE YEAR</td>
<td>MEDIAN MID-CAREER SALARY</td>
<td>PARTICIPATE IN 14,000 HOURS OF COMMUNITY SERVICE ANNUALLY</td>
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<tr>
<td>70%</td>
<td>NEARLY 100%</td>
<td>20</td>
</tr>
<tr>
<td>GRADUATE WITHIN SIX YEARS</td>
<td>PLACEMENT RATE OF MBA/ACCOUNTING GRADUATES</td>
<td>VARSITY INTERCOLLEGIATE ATHLETIC PROGRAMS COMPETE AT THE NCAA DIVISION I LEVEL</td>
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<tr>
<td>Higher than the national average for private institutions</td>
<td>AMONG TOP UNDERGRADUATE ACCOUNTING PROGRAM CPA EXAM PASS RATE IN NEW YORK STATE</td>
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<td>86%</td>
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The Campus and Location in Buffalo, NY

Canisius is located in the Hamlin Park district, an historic, African American residential neighborhood in north-central Buffalo. Spanning approximately 70 acres, the campus comprises 19 academic and administrative buildings, three athletic complexes and five residence halls. Over the past two decades, more than $185 million has been invested to create a state-of-the-art living and learning environment – including the newly renovated Science Hall, the Nelson D. Civello ’67 Family Financial Markets Lab and Dugan Hall, our newest residence hall. Canisius 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 college experience. Once occupied by the native Seneca and later recognized as one of the nation’s largest and most important industrial centers in the early 20th century, Buffalo, NY has a rich past that boasts countless cultural, artistic, architectural, athletic and historic assets of significance today. Buffalo’s position at the western terminus of the Erie Canal, made the city the “Gateway to the West” and its roll in abolition and later the Civil Rights Movement marked the region’s role as a gateway to freedom. The region continues to serve as a destination for New Americans, and Buffalo is a “preferred community” for many immigrants resettling in the United States.

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 college 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 from most major cities in the northeast.

Additional Online Resources:

Living in Buffalo
Visit Buffalo Niagara
Western New York Heritage
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 intercollegiate athletic conferences. A member of the NCAA DI 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 ice hockey program has been a member of the Atlantic Hockey Association since 2003.

Canisius College sponsors 20 varsity intercollegiate athletic programs that compete at the NCAA Division I level. Baseball, men’s and women’s basketball, men’s and women’s cross country and track, golf, men’s and women’s lacrosse, men’s and women’s soccer, softball, men’s and women’s swimming and diving, volleyball and women’s rowing all compete in the MAAC. Men’s hockey competes in the Atlantic Hockey Association.

Five major facilities serve as the home for all Golden Griffin varsity athletic events. The Koessler Athletic Center is a 2,196-seat, on-campus facility that was originally built in 1968, was fully renovated in 2001, and is the home to the basketball and volleyball programs. The Patrick Lee Center is a student recreation facility that also serves as a main practice facility for intercollegiate teams as well. The Rev. James M. Demske, S.J. Sports Complex, built in 1989, provides a home field for Canisius College outdoor varsity sports programs. In 2013, Canisius College and the National Hockey League’s Buffalo Sabres announced a unique partnership in which the school’s Golden Griffin ice hockey program, Buffalo’s only Division I hockey program, competes and practices in the newly-constructed LECOM Harborcenter. The college’s newest varsity program, rowing, calls the Frank Lloyd Wright Fontana Boathouse its off-campus home.

Academic achievement is a priority for Canisius student-athletes. After the spring 2021 semester, Canisius was proud to report that the average student-athlete’s semester grade point average (GPA) was 3.42. Eighty one percent (81 percent) of the student-athlete population maintained a GPA of 3.0 or higher for the year.

Visit Go Griffs for the latest in athletic achievements and news.
Fundraising & Endowment
+ Canisius College closed out its fiscal year on May 31, 2021 with more than $8.8 million in fundraising results, 28 percent above goal.
+ The college’s endowment currently stands at $168.8 million (as of August 2021), a 127 percent increase since 2010.
+ On May 31, 2012, the college concluded its largest fundraising effort, A Legacy of Leadership: The Campaign for Canisius College, with $95.5 million raised towards a $90 million goal.

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. Over the last decade, approximately 65 percent of alumni are in Western New York. Canisius students are making a significant contribution to the local workforce.
Strategic Priorities

Opportunities and Challenges

Like many smaller, private universities that are largely dependent on student revenues for the vast majority of their operating budgets, Canisius has undergone a challenging financial journey marked by enrollment declines, high-demand for financial aid and increased expenses over the past decade.

The Canisius Board of Trustees and President John J. Hurley have actively addressed these challenges through a series of bold and innovative measures, including a university-wide strategic assessment initiative to understand the magnitude of Canisius’ challenges and the greatest areas of opportunity for the institution. Over time, Canisius eliminated more than $25 million in operating expenses from the budget by implementing its plans for cost reductions and increased revenue. The global health pandemic exacerbated the existing challenges and in the summer of 2020, the Board determined that it needed to act immediately with further reductions in expenses and personnel.

Immediately ahead, Canisius must lay the groundwork for a new strategic plan, curated and driven by the new president, that builds on its Catholic, Jesuit mission and demonstrated strengths. The way forward will include an eye toward investments in new program development, opportunities in graduate and lifelong education, commitment to cultivating strategic partnerships and collaborations and a renewed commitment to improving the student experience in the post-pandemic digital, knowledge economy.

Read more about the Canisius journey in The Canisius College Magazine.
Priorities for the Future

The following statements respond to the challenges set forth and set the stage for a bright future that will thrive with innovation in Canisius’ academic programs, a student-centric approach in all aspects of campus life and creativity in its business model.

Enrollment and Retention. Driving increases in applications and enrollment from prospective undergraduate and graduate students is a chief strategic priority for the next president. Canisius must continue its efforts to reclaim market share in its primary recruiting markets of Western New York and beyond in neighboring states. International markets should be explored also and supported by a longer-term strategic plan. Canisius needs to build on improvements made to its marketing strategy and, likewise, continue to focus on the development and execution of a comprehensive plan to improve retention and graduation rates.

New Program Development and Pedagogical Innovation. The past five years have been a period of significant new program development with the introduction of data analytics, cybersecurity, business analytics and physician assistant studies. The college needs to continue to build on this momentum, expand our markets, particularly in the online environment for graduate programs, and consider expansion into new allied health and other high-demand areas. The new president must help to lead these efforts and look for opportunities to revitalize the curriculum in existing program areas to ensure that they remain current and relevant.
Financial Management. The college must continue its efforts to stabilize its financial situation. While innovation in the academic program and enrollment growth are central to this strategy, the president needs to be an astute financial manager to understand the complexities of the college’s operating budget. The next president must also be resourceful, look for opportunities to generate new forms of revenue and possess a keen understanding of changes in higher education financial models. The president needs to work effectively with the CFO and the Board’s Finance & Facilities Committee to develop sound operating budgets that provide for more regular compensation increases and also successfully continue the execution of the Facilities Master Plan.

Strategic Alliances. The Board of Trustees is committed to exploring strategic alliances that could take the college in new directions. The president needs to be a visionary leader in exploring such opportunities, developing proposals and driving change.

Fundraising. Canisius concluded its last major comprehensive campaign in 2012 and is poised to embark on a new campaign to advance its mission for academic excellence. The next president must support and position the Institutional Advancement division to undertake successfully the next major campaign.

Catholic and Jesuit Issues. Preserving and enhancing Canisius’ Catholic, Jesuit identity are of critical importance. The next president will need to work closely with the USA East Province of the Society of Jesus and establish a relationship with the Bishop of the Diocese of Buffalo to maintain and advance the mission and identity of Canisius.

Campus Culture. The new president must understand that the college has been through a difficult period and needs to shepherd healing, unity and meaningful engagement within the campus community. Openness and transparency will be essential qualities for the president, as well as an ability to engage varied and sometimes divided voices through difficult conversations. The next president must be a convener and facilitate genuine shared governance in order to advance shared responsibility, commitment to accountability and alignment of institutional priorities.
Strategic Planning Highlights

Canisius is concluding its current strategic plan, *Canisius 150: Excellence, Leadership, Jesuit*. Over the past five years, the college has taken a focused look at 1) Academic Excellence, Innovation and Student Success; 2) Engaging Students, Alumni and External Partners; 3) Advancing Institutional Effectiveness and Sustainability; and 4) Deepening our Catholic, Jesuit Identity.

Despite its financial challenges, the college successfully implemented the plan. The highlights of our outcomes include:

- The development of 30 new majors, minors or certificate programs, including high demand offerings such as the MS in physician assistant studies, cybersecurity, finance and data analytics. The college has also modified nearly 30 programs and discontinued nearly as many low-enrolled programs.
- NSSE results indicate that the college’s efforts to strengthen student engagement paid off. The latest results from 2019 demonstrate that 97 percent of seniors report that they have participated in at least one “High Impact Practice.” Service learning, internships and research with faculty are among the most highly reported experiences.
- Increases in the number of faculty development programs and grant funding.
- The college saw gains in fundraising closing out the FY21 with $8.8 million in cash collected, 40 percent higher than 2016 reports.
- **Facilities Master Plan** (2019) and Sustainability Plan (2020) developed.
- Institutional effectiveness practices improved.
- Revised Title IX structure and practices.
- **New Buffalo Institute** established and operating plan developed.
- Established an **Office for Diversity and Inclusion**, completed a Campus Climate Survey on Race (2019) and developed a new and a Strategic Plan for Racial Equity & Inclusion.

Canisius has an annual operating plan in place and is using this transitional year to lay the foundation for a new strategic plan. Last year, the college’s Strategic Planning Committee developed a collaborative process for the campus community to envision the future of the college. The Strategic Planning Committee also intends to examine the challenges the college is facing and identify possible solutions. The Committee will focus on issues such as recruitment and retention, diversity, equity and inclusion, new program development and campus culture, among others. This work would be summarized in a report that would be a starting point for the development of a plan early in the new president’s term.
Qualities & Expectations for Leadership

The president of Canisius should be a servant leader who is preferably Catholic and demonstrates a commitment to the mission, Jesuit charism and liberal arts traditions of the college, as well as a proven history of collaborative leadership and successful innovation.

The 25th president of the college shall not only be an excellent professional in higher education but an exceptional human being with outstanding leadership skills on campus, within the City of Buffalo and beyond.

Canisius’ next president will demonstrate the following leadership attributes:

Jesuit Education Advocacy:

The president will demonstrate a personal and professional commitment to Catholic and Jesuit values and ideals, including the intellectual, moral and spiritual development of its community. The president will advance the pursuit of academic excellence and *eloquencia perfecta* (polished expression in thought, writing and speaking), the advancement of *cura personalis* (care of the whole person) and the development of men and women for and with others. With foundations in the Catholic Intellectual Tradition and Catholic Social Teaching, Canisius seeks a president who has a clear understanding of the integration of faith and reason, recognizes the complementary nature of the essential intellectual and analytical skills established by the study of the liberal arts and appreciates the value of professional and pre-professional education that prepares students to participate as citizens in a global society. The president of Canisius College is a director of a ministry of the Society of Jesus, and as such, will commit to maintaining and advancing the college’s relationship with the Society.

Innovative Vision and Proven Higher Education Leadership:

The college seeks a humble leader who will be an energetic innovator, considering and embracing the needs of staff, students and faculty. With an acute understanding of the issues facing 21st Century Catholic education, the next president ideally will have earned the terminal degree in their field and be capable of partnering with the Board of Trustees and other constituents. It is imperative that any candidate have creative, yet sustainable, plans to increase enrollment to a number that best utilizes the college’s existing resources.
Administrative Leadership:
As a proven and decisive leader, the president shall have the ability to unite coherently the interests of administration, faculty, staff, students and alumni – the core of the college community. The president must be attuned to the needs and interests of students, faculty, and administrators and work to provide the resources that enable the entire academic community to thrive. Ideally, candidates will have experience in a top executive role in higher education, with an entrepreneurial mindset that fosters creativity, openness and intellectual excitement. The president must be comfortable with collaboration and collegiality and respect the principles of shared governance, tenure and academic freedom.

Commitment to Student Success:
The president will embrace campus life for students: residential and commuting, undergraduate and graduate. He or she will value great teaching, diverse instructional and learning modalities, scholarship with a strong commitment to academic excellence and a focus on curricular and extracurricular programs that develop leaders whose education is transformative in their lives. Moreover, the president must have a desire to communicate openly with students on a regular basis and strive to understand the challenges of their personal and academic lives.

Diversity, Equity, and Inclusion:
The college seeks a leader who is prepared with demonstrable experience to advance the college’s goals for promoting diversity, equity and inclusion. They must be a president who values the unique background, life experiences and beliefs of all Canisius students, staff and faculty. The president shall collaborate with student organizations and college administrators to actively promote the college’s existing efforts and expand upon them. As the college envisions the next chapter of its story, becoming a shepherd of diversity is one of the greatest priorities.

Financial Competence:
The president will have the financial acumen necessary to oversee an institutional budget comparable in size and complexity to that of Canisius. To ensure financial sustainability, the president will be fiscally responsible, action-oriented, forward thinking and creative in considering alternate revenue sources. The president must utilize data and assessments to inform decision making and be capable of making courageous, sometimes difficult decisions in allocating finite resources among competing needs. He or she must be prepared to participate actively in fundraising, endowment management, long-term strategic financial planning and oversight of treasury. As it relates to the college’s physical resources, experience with evaluating real property use and development is ideal. The next president shall have skills to increase the size of the college’s endowment by creating a culture of philanthropy among alumni, friends and other constituents of the college.
Exceptional Communication Skills:
The president must have outstanding communication skills as a listener, speaker and fluent writer with all of the college’s constituents and the general public. Strong interpersonal skills and a sense of humor are not without value, especially when balancing the position’s professional responsibilities with the social expectations within the college’s community. The president must be able to see the value and have the wherewithal to forge relationships and strategic partnerships in the community, while creating successful programs that advance the academic and strategic priorities of the college.

Alumni Engagement and Successful Fundraising:
The president must have the vision and vocabulary that communicate to prospective donors a sense of Canisius’ compelling vision and excellence worthy of their support. There must be a strong sense of stewardship and effective use of the resources with which the college has been endowed. Moreover, the president shall have the willingness to engage personally with alumni and community members to strengthen the bonds and valued brand of Canisius.

Community Involvement:
In its more than 150-year history, Canisius has been an integral part of Buffalo’s fabric and has embraced its role and responsibility as a contributor to the progress of the city and the region. This has taken many forms over the decades through a wide range of service activities, service-learning in academic courses and programming offered through the college’s institutes, centers and other academic initiatives. The next president will carry on and advance this legacy as an active leader in the City of Buffalo. The president should foster a desire to serve those in need, encourage collaboration among community partners to advance progress on common goals and seek out creative opportunities to facilitate the college’s involvement within the community. The college should continue to distinguish itself as an intellectual, cultural and community resource as it strives to create the next generation of talent and leadership in the city it calls home.

Oversight of Division I Athletics:
Intercollegiate athletics represents an important part of the Canisius experience for the student body and alumni. The president will have a role in institutional oversight of athletics and in conference governance. The president should have a broad understanding of current and emerging issues in athletics and respect the important influence of athletics on the brand and reputation of the college.

Personal Character:
The president will have a record of demonstrated unimpeachable ethics, characterized by good judgment, a high level of emotional intelligence and genuine humility. High standards of honesty, authenticity, sincerity and personal accountability will inform their interactions and professional practice.
Nominations and Applications

The Presidential Search Committee will begin to review applications immediately.

To assure full consideration, applications should be received by **January 4, 2022**. Applications must include the following documents:

1. A letter of interest addressing the position profile’s desired presidential attributes.
2. Curriculum vitae.
3. Five professional references with email addresses and telephone numbers.

References will not be contacted without prior authorization from the candidate.

Application materials should be sent electronically (PDF format) to:

**CanisiusPresident@agbsearch.com**

Please direct nominations and inquiries to:

**Melissa K. Trotta, EdD**  
Associate managing principal  
**melissa.trotta@agbsearch.com**  
**(202) 776-0866**  

or

**Shannon McCambridge, JD, LLM**  
Executive search consultant  
**shannon.mccambridge@agbsearch.com**  
**(206) 310-7560**  

or

**Loren J. Anderson, PhD**  
Executive search consultant  
**loren.anderson@agbsearch.com**  
**(253) 223-3566**