

RH PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION



Endicott College

EXECUTIVE SEARCH PROFILE
PROVOST

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ENDICOTT
COLLEGE



The Opportunity

The Endicott College community announces the creation of the position of Provost to serve as the College's Chief Academic Officer and provide leadership to advance this entrepreneurial, student-centered, highly collegial institution to its next level of academic excellence.

Endicott's next Provost will join the College at an exciting time under the leadership of Dr. Steven R. DiSalvo, who joined Endicott as its 7th President on July 1, 2019. Both the Endicott community's and Dr. DiSalvo's records of success through strategic growth and an unwavering commitment to students positions Endicott to continue its forward momentum as an innovative and entrepreneurial leader in higher education.



THE COLLEGE

Mission

Shaped by a bold entrepreneurial spirit, Endicott College offers students a vibrant academic environment that remains true to its founding principle of integrating professional and liberal arts with experiential learning including internship opportunities across disciplines. The College fosters a spirit of excellence by creating a challenging yet supportive and inclusive environment in which students are encouraged to take intellectual risks, pursue scholarly and creative interests, contribute to the community, and explore diverse career paths. Endicott is committed to supporting the personal and professional development of its students, preparing them to assume meaningful roles within the greater community both domestically and internationally.



Overview

In the eight decades since its founding, **Endicott College** has grown significantly and is nationally recognized as an educational innovator. Its long-standing commitment to integrating professional and liberal arts learning with experiential learning has distinguished it among its peers. Since Endicott opened its doors in 1939, its mission has been to transform the lives of students through its entrepreneurial spirit. Its four-year internship program and 99% student placement rate have helped it earn a reputation as an institution effectively positioned for the future. This spirit of bold entrepreneurship, coupled with a commitment to excellence, continues to guide the College through the complexities of twenty-first century expectations in higher education

Dr. DiSalvo, in collaboration with the Endicott community, is committed to maintaining and accelerating Endicott's established pattern of continuous transformation and innovation, building upon the integration of hands-on learning and liberal arts education at the undergraduate level, and the strategic development of additional programs responding to graduate and professional needs. This approach has resulted in significant enrollment growth, financial strength, and institutional distinction and visibility in recent years. Dr. DiSalvo is additionally committed to Endicott's ethic of diversity and inclusion, as well as its pursuit of new directions and opportunities.

History



In 1939, Dr. Eleanor Tupper and her husband, the Rev. Dr. George O. Bierkoe, founded Endicott with the shared vision of creating a college to educate women for greater independence and an enhanced position in the workplace – a radical idea in the days near the end of the Depression and before America's entry into World War II. The College offered distinctive professional programs and pioneered internship as an integral part of every program of study.

The College was issued its first charter by the Commonwealth of Massachusetts in 1939, was officially approved by the Commonwealth to grant Associate in Arts and Associate in Science degrees in 1944, and was accredited by the New England Association of Schools and Colleges (NEASC) in 1952. In 1975, the College changed its name from Endicott Junior College to Endicott College, and in 1988, the College was approved to award baccalaureate degrees. After 55 years as a single-gender college, Endicott welcomed its first coeducational class in the fall of 1994, beginning a new era.

From its first graduating class of just 20 students in 1941, Endicott's growth has been remarkable. Today, the College enrolls more than 2,900 traditional undergraduate students, and nearly 2,300 students are enrolled in graduate degree programs. Living alumni total more than approximately 29,216.

National Recognition

- For the ninth consecutive year, one of 84 institutions nationally identified as a “Great College to Work For” (Chronicle of Higher Education)
- #1 College in Massachusetts (and #8 nationally) for employment outcomes (Zippia.com)
- #2 nationally for providing career preparation through internships (Wall Street Journal)
- #7 nationally for best undergraduate teaching program (US News & World Report)
- #9 nationally for internship opportunities (US News & World Report)
- #10 nationally for best colleges for veterans (US News)
- #11 nationally for most innovative schools (US News)
- #46 nationally for best value schools (US News)
- Ranked #23 (out of 194) Northern Regional Universities (US News)
- One of MONEY Magazine's Best Colleges for 2018-19
- One of The Princeton Review's 399 environmentally responsible schools

Location



Located on the North Shore of Massachusetts, 26 miles northeast of Boston, Beverly has a unique personality—small town charm coupled with a city identity. With miles of coastline, public parks and open spaces, Beverly is aptly called the “Garden City.”

Beverly has a first-class public school system, five commuter rail stations, a municipal golf course and airport making it an easy place to work, visit or live. A strong partnership between business, government and community coupled with a thriving downtown and many business hubs, attracts a wide range of businesses to Beverly. It is also a hub for creativity that supports many artists who own their own businesses and studios.

With a direct economic impact of \$105.9M, Endicott is an important driver of the local community and committed partner in engaging with Beverly and the other local communities.



Facts & Figures

- 235 oceanfront acres
- 56 total buildings
- 34 residence halls
- 3 private beaches
- The second-largest solar parking canopy system in New England
- Misselwood is in The Knot’s “Best of Weddings” Hall of Fame
- 91% of students live on campus



Campuses

Endicott's picturesque oceanfront 235-acre main campus in Beverly consists of 56 buildings supporting its academic, athletic and residential programs. From its original Victorian estate, purchased in 1939, which accommodated both classrooms and living quarters, to Endicott's current footprint, complete with a new academic center, activity centers, athletic facilities, conference centers, and residence halls, Endicott is continually renewing its commitment to providing a rich learning environment for students.

Endicott has invested nearly \$300 million over the last 30 years to achieve the academic, residential, and student-centric goals of the College. The Beverly campus has seen the addition of 35 new buildings since 1988. Major improvements to the campus within the last several years include renovations to several residence halls and the addition to the Ginger Judge Life Science Building. With minimal deferred maintenance and a beautifully-maintained campus, Endicott's faculty, staff and students take great pride in where they learn, work and live.

In the Fall of 2019, the first phase of the newly rebuilt Samuel C. Wax Academic Center opened to great enthusiasm from both faculty and students. By late 2020, the second phase will be completed. Once finished, the two new academic buildings will total approximately 110,000 square feet. The two interconnected buildings will house the traditional undergraduate college, a new 900-seat auditorium, and the Van Loan School.

The Beverly Campus is also home to:

- The Halle Library, which houses the Office of the Provost
- The Manninen Center for the Arts, a state-of-the-art facility that supports a variety of visual and performing arts in an environmentally friendly building design with a green-roof patio
- Misselwood and the Wylie Inn and Conference Center, which offers 140,000 square feet of meeting space for weddings, corporate and social events
- Athletic venues including the Raymond Borque Ice Arena, Hempstead Stadium, MacDonald Gymnasium and the 86,000 square foot Post Center

In addition, Endicott College has a location in downtown Boston. Located on Tremont Street in the shadow of Boston Common, convenient to all of the city's public transportation, Endicott College Boston offers Boston-area students higher education options that are affordable, convenient, and accessible. Endicott Boston offers associate's and bachelor's degree programs, English language learning, and flexible class schedules. One of President DiSalvo's strategic priorities is to increase the connection, physically and otherwise, between the main campus in Beverly and Endicott Boston.

Academics



Endicott's success derives from its integration of the professional and liberal arts, with experiential learning opportunities across all fields. The College seeks to educate the whole student through dynamic academic and co-curricular programming, and it is the effectiveness and agility with which programs are implemented that makes Endicott unique.

Endicott's curriculum has changed to reflect the needs of the 21st century, encompassing developments in technology, world trade, and heightened professional competition. Approximately 2,900 undergraduate students pursue degrees on the Beverly campus, with nearly 2,300 students enrolled in doctoral, master's, and accelerated undergraduate programs in Boston and international sites through Endicott's Van Loan School of Graduate and Professional Studies.

Endicott has the distinction of being the first College in the country to require internships of all students in all majors. The internship experience is the foundation of an Endicott education, which integrates its commitment to both the professional and the liberal arts. At Endicott, internship is linked to the curriculum in a way that is unique in higher education. It is a comprehensive part of every student's academic program, with each student completing at least three applied learning experiences, including a full-semester internship during senior year.

The undergraduate college offers Bachelor of Arts, Bachelor of Fine Arts, and Bachelor of Science programs through eight distinct schools: Arts & Sciences, Business, Communication,

Education, Hospitality Management, Nursing, Sports Science & Fitness Studies, and Visual and Performing Arts. Endicott's traditional undergraduate programs are noted for their integration of classroom learning with hands-on career experience. Experiential learning at Endicott takes several forms, including internships for the majority of students and student teaching in the early childhood, elementary, and physical education programs. The Internship and Career Center supports the experiential learning programming that permeates all four years of the College curriculum, and that enables students to graduate "career ready" with robust resumes and dynamic employment opportunities.

The Van Loan School of Graduate and Professional Studies offers more than 80 adult education programs, including accelerated undergraduate, graduate, and doctoral programs. All programs offer rolling admissions and flexible scheduling. The Van Loan School offers master's programs in Business Administration, Education, Information Technology, Interior Architecture, and Nursing and doctoral programs in Applied Behavior Analysis, Educational Leadership and Nursing are offered. The Van Loan School also supports the Institute of Behavioral Sciences, three executive education programs, many online degree and certificate options, and programs at off-campus sites in Boston as well as international locations for graduate summer classes in Spain, Switzerland, and the Czech Republic.

Academics



Endicott's faculty is an immense source of institutional pride. Highly committed to teaching and learning, they foster the College's educational experience: a collaborative, close-knit learning community. The College's faculty are well-rounded individuals who share a commitment to hard work and a passion for discovery. They are not only outstanding educators; they are also distinguished practitioners in their respective fields and consistently demonstrate genuine care and concern for student success.

Endicott College is accredited by the New England Commission of Higher Education (NECHE). Recent accreditation visits and reports have included the 10-year comprehensive evaluation, an articulation agreement with the New York Film Academy, and a visit to Madrid. Endicott's next comprehensive accreditation activity will be a five-year interim report in 2022.

In addition, Endicott holds specialized accreditation in the following academic programs:

- Nursing (ACEN)
- Hospitality Administration (ACPHA)
- Athletic Training (CAATE)
- Sport Management (COSMA)
- Interior Design (CIDA)
- Education (Mass. Department of Elementary & Secondary Education)
- Visual Arts (NASAD)

Facts & Figures

- Eight undergraduate academic schools
 - *Arts and Sciences*
 - *Gerrish School of Business*
 - *Communication*
 - *Education*
 - *Hospitality Management*
 - *Nursing*
 - *Sport Science and Fitness Studies\Visual and Performing Arts*
- 126 full-time faculty, Deans and Chairs
- 82 full-time administrators who teach
- 236 part-time teaching faculty (traditional undergraduate)
- 216 part-time teaching faculty (graduate/adult undergraduate)
- 72% full-time instructional faculty with a terminal degree



Student Success



A Commitment to Student Success

- 12:1 student to faculty ratio
- An average class size of 17 for the undergraduate college
- An average class size of 9 for undergraduate programs and 10 for graduate programs in the Van Loan School
- 86% first-year retention
- 75% six-year graduation rate
- 56% of students and over 120 faculty and staff participate in service to the community
- 33.6% blended tuition discount rate

Student Outcomes

- 99% of recent graduates are employed or pursuing graduate school
- 90% of recent graduates are employed in a position related to their major
- 88% of employed alumni say their internships prepared them for their first job
- 100% of students complete three or more internships
- 100% pass rate for both the Athletic Training certification and the Massachusetts Test of Education Licensure
- 92% pass rate for the Nursing National Council Licensure Exam
- 38% of students graduate with international experience



Leadership



President

President Steven R. DiSalvo joined Endicott July 1, 2019, as its seventh president. He is widely recognized as a higher education leader with a track record of transformative success. He brings to the position a commitment to advancing Endicott's growth trajectory and its unique character.

President DiSalvo is a nationally recognized voice in the ongoing conversation about college affordability and student debt. He maintains a deep belief in providing college access to all students and ensuring that the college community is diverse, inclusive, and reflective of the world in which we live. His philosophy is centered on one common question: "Are we doing our best to serve our students?"

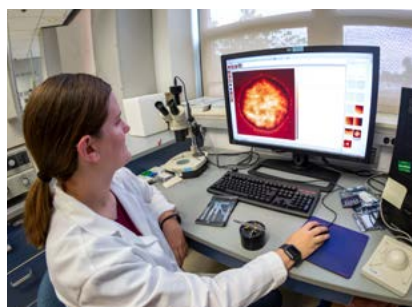
Most recently, President DiSalvo served as the president of Saint Anselm College in Manchester, New Hampshire. At Saint Anselm, his tenure was marked by enrollment and endowment growth, a successful capital campaign, increased retention and graduation rates, and significant capital improvement projects. Previously, Dr. DiSalvo was president of Wisconsin's Marian University, where he bolstered the university's endowment, upgraded its facilities, and launched new programs.

President DiSalvo holds three degrees from Fordham University: a Ph.D. in educational leadership and administration, an MBA, and a B.S. in psychology.



The Position

The Provost is Endicott's Chief Academic Officer and reports directly to the President along with six vice presidents, General Counsel, and Chief of Staff. The Provost is also a member of President's Council and will work extensively with the eight academic deans to advance the academic mission of the institution.



Opportunities



Working closely with the President, President's Council, deans, faculty and the broader Endicott community, strategic opportunities for the next Provost include:

- Collaboratively developing and implementing Endicott's academic vision and agenda;
- Leading and empowering the academic deans in the implementation of that vision and agenda;
- Assuming academic leadership for a growing, innovative, financially strong institution;
- Reviewing and assessing the current academic structure in partnership with the deans;
- Providing leadership, vision, and advocacy to ensure a culture of excellence in programs and services across delivery modalities and geographical sites;
- Investing in and fostering the development of academic programs;
- Investing in faculty development initiatives to support teaching and learning excellence;
- Defining areas of growth potential in graduate and undergraduate programs;
- Developing unanimity in the approval processes for new academic programs;
- Establishing institution-wide academic assessment processes;
- Engaging with all campus stakeholders in sustaining a collaborative campus environment that supports students and their success;
- Utilizing a variety of program delivery modalities to meet the needs of the evolving student market;
- Collaborating with the Vice President of Admission & Financial Aid in response to market needs to attract and retain the highest quality students;
- Working collaboratively with the Endicott College Faculty Assembly (ECFA), the faculty union, organized under the NEA, which is responsible for negotiating and maintaining the collective bargaining agreement, as well as acting as a faculty senate and mentorship program.
- Collaborating with President DiSalvo, President's Council, the deans, and the faculty to increase diversity across the campus community.

Qualifications



Under Dr. DiSalvo's leadership, the Endicott community is committed to accelerating the entrepreneurial spirit on which it was founded with the appointment of the Provost as chief academic officer. The president, faculty, and broader Endicott community seek an energetic and dedicated leader who is prepared to move the institution forward in meeting its ambitious goals and aspirations. Expected qualifications of the Provost include:

- An earned doctorate and distinguished record of teaching, and research and/or creative activity consistent with appointment at the rank of professor;
- Progressively responsible, successful experience in senior academic leadership;
- Familiarity with market trends and emerging opportunities in higher education;
- Substantive budget management experience;
- Demonstrated commitment to student success and outcomes;
- Appreciation for internship and experiential learning programs;
- Experience with adult education and graduate programs, including on-line and accelerated modalities;
- Significant experience with development, implementation and assessment of academic programs;

Personal Qualities

- A commitment to active listening, open communication and transparency with all constituencies;
 - A strategic thinker and innovator;
 - Strong interpersonal and relational skills;
 - An advocate for academic rigor;
 - Comfort with innovative academic program development;
 - Exhibits transparency, collegiality and integrity;
 - Sense of humor.
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- Experience with regional and national accrediting bodies;
 - Understanding of clinical, internship, and compliance issues in professional programs;
 - Experience building strategic external partnerships;
 - Familiarity with external grants processes;
 - Demonstrated success in promoting diversity;
 - Experience with a unionized faculty preferred, but not required.

Key Indicators



	Investment in Plant, less depreciation	\$262.8M
	Plant Replacement Insured Value	\$347.3M
	Deferred Maintenance	Plan for \$3M annually
	Endowment & Invested Funds	\$97.3M
	Budget	\$173.2M (gross)
	Tuition Income	\$109.6M
	Total Student Enrollment (Fall 2019)	5,189
	Average SAT Score	1170
	Tuition Discount Rate	First Year: 42% Blended: 33.6%
	High School Rankings	Top 10% = 19% Top 25% = 45% Top 50% = 78%
	First-Year Retention Rate (2018 cohort)	86%
	Graduation Rate [six-year]	75%
	Living Alumni	29,216
	Number of Regular Faculty	105 (4:4 load) • Three-year provisional period • unionized full-time faculty • no tenure
	Average Faculty Salaries	Professor: \$109,545 Associate Professor: \$91,928 Assistant Professor: \$80,242
	Student : Teacher Ratio	12:1
	Degrees Awarded (2018-19)	866 degrees — undergraduate programs 578 degrees — graduate program 9 degrees — doctoral program



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APPLICATION PROCESS

Applications are due by **December 13th, 2019**. To ensure full consideration, you will be required to submit:

1. A current resume or CV
2. A cover letter addressing the position; and
3. The contact information for three professional references.

Submit your application securely through our website by clicking [here](#), or at the email address listed below.

For Further Information:

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RH Perry Policy

RH Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

Endicott College Policy

Endicott College is an affirmative action/equal opportunity employer and is committed to the principles of equal employment and complies with all federal, state, and local laws and regulations advancing equal employment. The College's objective is to employ individuals qualified and/or trainable for open positions by virtue of job-related education, training, experience, and qualifications without regard to sex, race, religion, color, age, physical disability, sexual orientation, national or ethnic origin or citizenship, veteran status, genetic information, pregnancy, or any other status protected by law.

www.endicott.edu