



PRESIDENT



# Our Lady of HOLY CROSS College





## THE OPPORTUNITY

The next president will have an exceptional opportunity to spearhead the transition of this venerable institution of higher education into its upcoming second century. As a highly motivated, strong and collaborative leader, he or she will build enrollment, enhance academic programs and external relations and lead the College to its next level of excellence.

## THE COLLEGE

Our Lady of Holy Cross College (OLHCC) was founded in 1916 as a Ministry of the Marianites of Holy Cross. Founded as a two-year Normal School, OLHCC was created to prepare and educate future teachers across South Louisiana. The College began admitting men in 1967. OLHCC is owned and operated by the Marianites of Holy Cross. Consequently, OLHCC continues to stay connected to the beliefs of the Marianite Sisters. OLHCC's philosophy of education is guiding students towards self-realization and the development of the total person.

Today OLHCC is a private, Catholic liberal arts institution and serves nearly 1,250 undergraduate and graduate students. The College is one of eight Holy Cross institutions nationwide and is the only four-year college on the West Bank of the Mississippi River in New Orleans, Louisiana. Founded in 1718, New Orleans is a major port and is often referred to as the most unique city in the United States. New Orleans has a metropolitan area population exceeding 1.2 million. The city is recognized for its distinct French Creole architecture, cross-cultural and multilingual heritage, jazz music, and Southern cuisine.



## THE COLLEGE *(continued)*

In the wake of the residual damage caused by Hurricane Katrina in 2005, OLHCC partnered with Habitat for Humanity to help rebuild local communities. The College also began a Hurricane Katrina endowment fund that provides special attention to the relief of student needs.

OLHCC is a suburban campus and is situated on 15 tree-lined acres in the Algiers neighborhood of New Orleans. The campus was primarily designed in Southern Colonial style. Recent campus construction resulted in a new art classroom; larger offices for faculty; and a new Mater Dei chapel in the center of campus which supports the spiritual life of students on campus and provides Campus Ministry with a new venue for liturgical events. Upcoming campus improvement projects include enhancing the student lounges and the construction of a new fitness center.

Carnegie lists OLHCC as Baccalaureate Colleges – Diverse Fields. Undergraduate enrollment is 936 and graduate enrollment is 123; post-baccalaureate and non-matriculating enrollment is 155. Approximately 80% of the student population is female and 20% male. The student to faculty ratio is 10:1 and the average class size is 20 students. Nearly 80% of the undergraduate student population receives need-based financial aid and the average scholarship or grant award is \$5,000. The College employs 47 full-time and 77 part-time faculty and 72% of full time faculty hold a terminal degree. OLHCC has no on-campus housing but offers various resources for accommodating students with nearby housing.

OLHCC offers more than 50 programs within the departments of Biology and Physical Sciences; Business Administration; Counseling and Behavioral Sciences; Education; Nursing and Allied Health; and Theology, Philosophy and Fine Arts. The College offers an alternative teacher certification and associate, bachelor, and master's degrees. Master's programs are offered in counseling and education.





## THE COLLEGE *(continued)*

The Commission on Colleges of the Southern Association of Colleges and Schools, with which the institution is in good standing, accredits Our Lady of Holy Cross College. Specialized accreditation includes: the National League for Nursing Accrediting Commission; the International Assembly for Collegiate Business Education; the Council for Accreditation of Counseling and Related Programs; the Joint Review Committee on Education and Radiologic Technology; the Committee on Accreditation for Respiratory Care; and the National Council for Accreditation of Teacher Education. OLHCC is fully approved by the Louisiana State Board of Nursing and by the Louisiana State Department of Education.

While OLHCC does not support an intercollegiate athletic program, students may join the New Orleans Intercollegiate Club Sports League; access a nearby full-facility health club; and participate in soccer, volleyball, bowling, or flag football through the Louisiana College and Intramural and Recreational Sports Association.

OLHCC places strong emphasis on its core values: giving back; family and individualized attention; sense of belonging; commitment and lifelong connections; recognition and celebration of talents; student-oriented; networking and role models; and personal and circular relationships.

### **Mission**

*Our Lady of Holy Cross College participates in the teaching mission of the Catholic Church through the heritage and charism of the Marianites of Holy Cross. The administration, staff and faculty educate the minds and hearts of undergraduate and graduate students through dedicated service and innovative teaching methods. All are challenged to seek truth, goodness and beauty through critical thinking, research and dialogue. Called to be a prophetic presence in an ever-changing world, the College community shares its spiritual, material, and educational resources with all.*

## BACKGROUND

As the College anticipates its second century, which begins during 2016, it is in a strong position academically and financially. It enjoys interim presidential leadership under Dr. Myles Seghers, a long-serving faculty member and former chief academic officer, who was appointed in August 2011.



## **BACKGROUND** *(continued)*

The interim president succeeds Rev. Anthony DeConciliis, a Holy Cross priest, who during the prior six years as president oversaw growth in the College's endowment and stature. As reported in the late August higher education press, the President and then-Board of Regents were removed by the Members of the Corporation of OLHCC, the "main" governing body of the College.

A new Board of Regents subsequently has been constituted and delegated most powers for governing the College. There consequently is a new sense of hope and promise on the College campus and deep gratitude for the leadership of the interim president. Dr. Seghers will retire from the College upon the new president assuming office. He describes his main task as rebuilding trust and "setting a fine table" for the next president.

Like many Catholic colleges and universities, in order to comply with Catholic Church law requirements, and to ensure that the Catholic identity, philosophy, mission, vision and values are lived out in the organization, there are two tiers of governance – the ownership board (Members of the Corporation of OLHCC) and the day-to-day board (Board of Regents) that oversees the institution. Reserve powers are vested in the Members of the Corporation of OLHCC, or main governing board. The most important reserved powers of the Members of the Corporation of OLHCC include approving the mission statement, amending the Articles of Incorporation, setting the standards and qualifications for the Board of Regents and appointing the Regents and the president (CEO) – and if necessary, removing them.

## **CHALLENGES**

### **Major challenges for the next president are:**

- Taking the College to its centennial in 2016 by developing an exciting shared vision for its future; strengthening OLHCC's Catholic identity by emphasizing the charism of the Marianites of the Holy Cross;
- Leading a strategic planning/budgeting process that identifies the most important priorities for the next five years; linking assessment tools to measuring the progress of the plan;
- Developing a climate of trust, transparency, and collaboration; practicing open communication;
- Creating new sources of funding; identifying potential major donors; planning for a major capital campaign for the College's centennial; obtaining grants and foundation funds for faculty teaching and scholarship;
- Engaging greater New Orleans in the life of the College; developing public/private partnerships and incubators; telling widely the story of OLHCC;
- Building enrollment of the College to 1400 students in the next five years; developing more graduate programs, particularly in the health sciences; assisting those students who wish to combine bachelor and master degree programs in a five year sequence;
- Instituting a College-wide integrated enrollment management model that features admissions, financial aid, the registrar, and a retention program; exploring the feasibility of residential life;



## CHALLENGES *(continued)*

- Enhancing technology on campus; developing a data management system for planning and financial decision-making; and,
- Strengthening governance at OLHCC by seeking greater cooperation between the Members of the Corporation of OLHCC and the Board of Regents; inviting faculty and staff input on important decisions affecting them.

## QUALIFICATIONS

**The College community seeks a new president who is a practicing Catholic, a strategic thinker, a person of vision, an entrepreneur, a person who strongly wishes to become an important leader in New Orleans, and who:**

- Believes in and supports the mission of the College;
- Has senior level experience in a college or university (Catholic higher education experience is an added plus);
- Has financial acumen; is a strategic planner, and is experienced in regional and specialized accreditation;
- Possesses an earned doctorate from a regionally accredited institution of higher education;
- Knows and teaches best higher education practices;
- Wishes to be the public face of the OLHCC; has experience in community outreach;
- Is adept in fund raising and desires to ask people to invest in the future of the College;
- Embraces constructive change;
- Engages stakeholders in open communication; is an excellent communicator in speech, listening, and writing;
- Possesses a collaborative and transparent management style;
- Builds trust through strong interpersonal skills; enjoys building relationships;
- Is student oriented and desires to participate in their activities; and,
- Supports diversity throughout the institution.



# OUR LADY OF HOLY CROSS COLLEGE KEY INDICATORS- 2011 FISCAL YEAR

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|---|---|
| Investment in Plant, less depreciation: | \$ 7 million  |
| Plant Replacement Insured Value:        | \$ 11.4 million   |
| Cost of Operating Physical Plant:       | \$ 753,167  |
| Deferred Maintenance:                   | \$ 150,000  |
| Endowment:                              | \$ 24 million   |
| Budget:                                 | \$ 12.6 million   |
| Tuition:                                | Undergraduate: \$9,480 average per year<br>(24 credits)<br>Graduate:\$7,704 average per year (18 credits)     |
| Tuition Discount Rate:                  | 1.15%   |
| Student Enrollment for fall 2011:       | 1214  |
| Average ACT Score:                      | 21  |
| Freshman Retention Rate:                | 60.8%   |
| Graduation Rate:                        | 34%   |
| Living Alumni:                          | 4,500   |
| Number of Full-time Faculty:            | 46  |
| Tenured:                                | N/A   |
| Average Faculty Salaries:               | Professor: \$54,000<br>Associate Professor: \$48,310<br>Assistant Professor: \$48,260<br>Instructor: \$39,000 |
| Student/Teacher Ratio:                  | 10:1  |
| Degrees:                                | Associate, Bachelor, and Master   |
| Library Volumes:                        | Books (print) – 57,031<br>Electronic Books – 70,865 and all other documents<br>Total 418,941                  |



## APPLICATION PROCEDURES

Review of applications begins on **February 6, 2012**. To ensure full consideration, materials should be received by that date. To be considered, candidates should e-mail, as MSWord or PDF attachments, a cover letter that addresses the challenges and qualifications listed above, a current résumé, and the names, phone numbers, and e-mail addresses of three references to: **OLHCC@rhperry.com**.

## FOR FURTHER INFORMATION, CONTACT:

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## POLICY

R. H. 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.

*OLHCC is an affirmative action/equal employment employer.*

**www.olhcc.edu**

