Leadership Profile

President

Spring 2015

This search is being assisted by:
The Mission of Medaille College

Medaille College combines a heritage of teaching excellence with innovation in engaged research and community outreach. Medaille College is known as the leader in preparing learners for career success and a lifelong commitment to a civic and sustainable future in Buffalo, the region and the world. We are dedicated to strengthening our commitment to the success of all students and to extending our strong sense of community. We will build on emerging success in resource development and allocation and continue to develop new—and improve existing—programs to meet the educational needs of a diverse community.

A Contemporary College with a Distinguished History

Medaille embraces the mission to serve diverse learners: first-generation students, working students, and adults returning to the classroom. There is a deep commitment to the community and a belief that student achievement is higher when classroom learning is supported by external experiential learning. Undergraduate and graduate students excel when they can take what they learn in the classroom to their jobs, and bring their work experiences to the classroom. Faculty, staff, students, and business partners help the College fulfill its mission through internships, field projects, and full- and part-time employment.

With a student body of 1,300 traditional undergraduates and 1,000 adult learners and graduate students, and approximately 80 full-time faculty, Medaille offers bachelors’ and associates’ degrees, masters degrees in business and organizational leadership and one doctorate (Psy.D.) through day, evening, weekend, and online programs. Undergraduate degree programs include: Accounting (BS/MS); Biology; Business Administration; Business Administration–Management Information Systems; Communication; Criminal Justice; Education; English; Health Information Management;(AS/BS; Liberal Studies (AS/BS); Psychology; Sport Management; and Veterinary Technology (AS/BS).

Begun as a teachers’ institute in 1875 and founded as a college in 1937, Medaille combines its heritage of teaching excellence with innovation in engaged research and community outreach. Named after Father Jean Pierre Medaille, the founder of the Sisters of St. Joseph, Medaille
traces its roots to 1875, when the Order founded an institute to prepare members for teaching in diocesan schools. In 1937, the Institute received an absolute charter from New York State and was named Mount St. Joseph Teachers College, chartered to grant baccalaureate degrees in education.

In 1968, the Sisters of St. Joseph, led by Alice Huber, SSJ, Ph.D., initiated a change in the charter that would create a new college, accessible to men and women. The State granted this charter and Medaille College was born. Over the last 50 years Medaille has experienced steady expansion and earned an excellent reputation for experience-based undergraduate programs and new degree programs to meet the changing needs of traditional undergraduates, graduate students, and adult learners.

Profile

With locations in Buffalo and Rochester, New York, Medaille College is an independent, liberal arts-based four-year college that serves the higher education needs of Western and Central New York, USA and Southern Ontario, Canada. Well known for flexible delivery systems and a stated commitment to “learning by doing”, the College offers masters, bachelor’s, associate’s and doctoral degrees through day, evening, weekend, and online programs. The annual operating budget is $40 million.

By every measure, Medaille College (www.medaille.edu) is one of the most innovative and competitive small colleges in the region (www.visitbuffaloniagara.com). With student success as the stated cornerstone of its mission, Medaille is a frontrunner in incorporating learning communities into the undergraduate curriculum and providing high-demand online programs that serve the rapidly-growing needs of adult students. The College is recognized throughout the region for successful public-private sector partnerships, outstanding contributions to the educational, civic, and economic development of the region, and an agile approach to strategic planning and assessment.

The Division of Education, the Undergraduate College and the Adult and Graduate programs are offered on the Buffalo campus. The adult and graduate programs are also offered on the Rochester campus. Over the past decade, Medaille has invested nearly $30 million in capital projects, including the construction of two residence halls; the purchase and remodeling of eight houses.
as faculty and administrative office space and state-of-the-art classroom space; and the installation of the quadrangle green space and a beautifully landscaped land ramp, providing access to offices and classrooms.

Central Location

Medaille College’s stately, tree-lined undergraduate campus occupying thirteen acres in the heart of Buffalo is located within the Olmsted Crescent, a historic area of parkways and landscape designed by Frederick Law Olmsted. The campus is just minutes away from the world-famous Albright-Knox Art Gallery (www.albrightknox.org), the Buffalo Historical Museum, the Buffalo Museum of Science, and the Buffalo and Erie County Library. Toronto and Niagara Falls are within a 30-to 90-minute drive http://www.10best.com/destinations/new-york/buffalo. The Rochester campus is strategically situated near the city’s outer loop and consists of nine interactive classrooms and a library that is equipped with state-of-the-art technology.

Buffalo and Rochester have a metro population of 1.2 million, and Buffalo is the second largest city in New York. A hub of high quality education, it is home to four SUNY institutions, five private colleges (including Medaille), and seventy-six public secondary schools, which are undergoing a $1 billion city school rebuilding plan.

Residents love to debunk weather rumors about Buffalo winters. The city averages about twenty-five days of measurable snowfall annually, and the signature of a Buffalo summer is abundant sunshine, mild lake breezes, low humidity, and typical daytime temperatures in July that hover around 80 degrees. Ski resorts within easy driving distance rank among the finest winter recreation centers in the Northeast; summer brings a world-class calendar of activities just 30 miles away at the legendary Chautauqua Institution, a thriving community dedicated to intellectual and spiritual growth and renewal.

Student Profile

Medaille educates immigrants, first-generation Americans, and a highly diverse student population across all collegiate divisions. On-campus residence halls, built in 2001 and 2003, serve nearly 400 students. In keeping with long-standing trends, 60 percent of Medaille alumni reside in Western New York, giving them ready access to their alma mater and to student-mentoring opportunities which they pursue with enthusiasm.
By definition, the student body at Medaille has a distinctive profile:

- 81% of Medaille Buffalo campus freshmen are first-generation college students.
- 92% of all Medaille students receive state, grant or scholarship aid.
- 93% of Medaille graduates are employed within one year after graduation.
- The average age of adult and graduate student is 33.
- 80% of adult and graduate students work part- or full-time while attending Medaille.
- 60% of Medaille first time freshmen are Pell-eligible.
- 82% of first-time freshmen believe that improving their community is a priority.
- 91% of first-time freshmen believe that helping others has a great deal of personal meaning.

An NCAA Division III member for only 10 years, the Medaille Mavericks have achieved 14 regular season championships in the Allegheny Mountain Collegiate Conference (AMCC) and earned a dozen berths in NCAA national tournament play. The men’s soccer team reached the NCAA Sweet 16 in 2010 (only three victories away from a national championship) and the baseball team won the AMCC championship in 2007.

The intercollegiate athletic program is housed in the Kevin I. Sullivan Campus Center, a lively and popular setting for athletic, dining, and recreational activities which is anchored by the iconic Trbovich Alumni Tower.

**Academic Programs**

At Medaille, learning extends far beyond the classroom walls. Our adult students benefit from a commitment to practitioner faculty with a vibrant adjunct roster comprised of professionals from all the major companies in Western New York. Members across all disciplines encourage students to pursue internships, field projects, and summer experiences which spread Medaille’s tradition of learning to the Western New York community and beyond. The faculty-student ratio of 18-1 is a key to the personalized learning experience that students and their families prize.
Project EQUIP, a community-based learning program funded by an Oishei Foundation grant and leveraged with Medaille dollars, is making important changes in the undergraduate curriculum and generating support and passion among students, business leaders, and the community at large. Freshmen explore the community and question their role in it through extended experiential learning projects, leading to an original research project undertaken in their senior year.

The Adult and Graduate learning offers on-campus studies toward associates’ degrees in Business Administration and in Applied Science in Veterinary Technology; bachelors’ degrees in Business Administration (also offered online), and Education; and masters’ degrees in Business Administration (also offered online), Marriage and Family Therapy, Mental Health Counseling (also online), Organizational Leadership (also online), Psychology (also online), Elementary Education, Secondary/Adolescent Education, Education–Literacy, and Education–Students with Disabilities; the Doctor of Psychology; an Advanced Certificate in Marriage and Family Therapy; and post-master’s certification in Literacy and in Students with Disabilities.

All of the adult, graduate and online programs are accelerated in the division of management and leadership – BBA, BBAIS, MBA, MaOL, BPS, HIA wherein students focus on collaborative learning, group projects and building effective teams, developing decision-making skills and self-confidence in a setting that simulates the corporate environment.

Online programs are offered toward the associate’s degree in General Studies; bachelors’ in Business Administration in Information Systems, Professional Studies in Health Information Management, Homeland Security, and General Studies; and an advanced certificate in Mental Health Counseling. Online programs are also offered toward the masters degree in business and organizational leadership.

Medaille highly values the contributions of the U.S. military and demonstrates that support by partnering with veterans, active military personnel, and their families to make academic success a reality. The Veteran Education Tuition Scholarship (VETS) and the Yellow Ribbon Scholarship enable qualifying veterans to attend Medaille without incurring expenses related to tuition and fees. The Medaille website gives servicemen and women easy access to comprehensive information that is tailored for their needs regarding admission, financial aid, student services, counseling, and disability services http://www.medaille.edu/admissions/veterans-military.

International education is also a priority. In 2010 and 2011, Medaille completed negotiations with East Asian universities to offer baccalaureate programs in China and Taiwan. Students in dual-degree programs with Dalian Maritime University (DMU) in Dalian, China, and with Fortune Institute of Technology (FIT) in Kaohsiung, Taiwan, travel to the United States to study...
for one or two years. Students in the DMU-Medaille program earn Medaille degrees in Business Administration, or English while students in the FIT-Medaille program earn degrees in Liberal Studies. A program with Shenyang University involves the integrated delivery of Medaille coursework over four years exclusively in mainland China. Additional opportunities are emerging in South Korea and Europe.

Facilities

Since December 2008, the Buffalo campus has undergone a $9 million investment in facilities enhancement and expansion to meet the growing needs of Medaille’s undergraduate and graduate populations. The Sullivan Campus Center and the Huber Hall Library have been renovated and expanded repeatedly over time. The Huber Hall Student Success Center, which opened three years ago, brings academic and student support services conveniently together under one roof and includes four new state-of-the-art classrooms.

After major capital expansion in 2012, the Kevin I. Sullivan Campus Center now includes:

- a large multipurpose/campus event center with a seating capacity of 600-plus
- a new 3,000-square-foot state of the art fitness center
- four new locker rooms, two for home teams and two for away teams
- an enhanced athletic training room
- an expanded campus bookstore
- a reconfigured student affairs suite with dedicated student group meeting and workroom spaces
- new student lounge space
- a redesigned athletic office suite
- a new snack and food shop
- the President’s Dining Room, which serves as a special event and entertainment suite venue overlooking the multipurpose center and gymnasium

Fundraising and Alumni Support

Annual fund, major gifts, corporate support, and foundation grant revenue continue to increase as the Medaille development office identifies and solicits new gift prospects. Before the most
recent $4.5 million comprehensive capital campaign was announced in March of 2014, 82 percent of the goal had been reached.

Dedicated to service, growth and fulfillment and family, the Alumni Association is led by a highly energetic and talented Board of Directors and is supported by a variety of dedicated volunteer groups (http://www.medaille.edu/alumni). The Alumni Association and Leadership Management Council offers a variety of opportunities that encourage personal and professional growth for Medaille graduates, connecting them to the College and furthering its mission.

Accreditations

Medaille is chartered by the Board of Regents of the University of the State of New York and accredited by the Commission on Higher Education of the Middle States Association of Colleges and Schools. The College’s memberships include the Commission on Independent Colleges and Universities, the Association of Governing Boards of Universities and Colleges, and the Council of Independent Colleges.

Programmatic accreditation includes:

- Associate in Science Degree in Veterinary Technology, accredited by the American Veterinary Medical Association (AVMA)
- Specialized accreditation for Medaille’s business programs through the International Assembly for Collegiate Business Education (IACBE), including the B.S. in Business Administration and in Sport Management at the Buffalo campus and the M.A. in Organizational Leadership, the B.B.A., and the M.B.A. at the Buffalo and Rochester campus and online.
- Medaille College’s Teacher Education Program, which is designed to focus on excellence in teaching with an emphasis on personal attention to diverse learners, is granted accreditation by the Teacher Education Accreditation Council (TEAC).

Governance

The 24-member Board of Trustees conducts its business through the work of standing committees, which meet three times per year. These include Executive, Academic Affairs and
Student Affairs, Finance/Audit/Investment, Advancement, and Membership/Trusteeship. The full Board also convenes three times a year.

The Medaille faculty is governed by a Faculty Council, whose seven members are elected by the full-time faculty. The Council’s standing committees include Education Policy, Academic Standards, and Undergraduate Curriculum. In addition, there are elected committees that include: Promotion & Tenure, Grievance, Faculty Development, Compensation, Sabbaticals, the Adult Learning Council, the Graduate Program Council and the Academic Quality Program Council. The full time teaching faculty meets monthly; the Faculty Council convenes weekly.

A Sophisticated and Diverse Community and Region

Buffalo is a beautiful city with a vibrant skyline and more than twenty parks, including the nation’s oldest coordinated system of public parks and parkways, which were designed by Frederick Law Olmsted and Calvert Vaux. Located on Lake Erie and the mighty Niagara and Buffalo Rivers, Buffalo’s waterfront is being transformed into a focal point for recreation. The new medical corridor and complex and the renewal of downtown Buffalo; the music, art, and architecture, including more than eighty sites on the National Register of Historic Sites and numerous buildings by Frank Lloyd Wright, make Buffalo a popular destination for visitors from around the globe.

With historic roots in railroad commerce, steel, auto production, shipping, and grain storage, Buffalo is becoming a center for bioinformatics, human genome research, and other life science businesses. Light industry, manufacturing, banking, insurance, and high technology jobs are on the rise along with growth in education, health services, biotechnology, and financial services. An important trade corridor between the U.S. and Canada, the region is also experiencing sizable growth in the food manufacturing industry.

Attributes of Leadership

The Presidential Search Advisory Committee seeks an innovative, entrepreneurial President who will be an inspirational, optimistic team-builder on the campus and an effective ambassador with local, state, national, and global partners. Among other desired attributes of excellence:

- Proven recent record of success in leading an academic institution, non-profit entity, or complex business enterprise during times of change, challenge and opportunity;
- Collaborative, accessible and engaging management style and a stated commitment to shared governance and diversity;
- Excellent communication skills and the ability to articulate a clear and ambitious vision of the college for the future; and lead the strategic planning for the short and long term needs of the institution;
Leader who will help to assess, develop and implement more diverse, high quality academic programs that respond to the expectations and needs of the 21st century learner in execution of the role;

A strong moral compass with a reputation for honesty, integrity and accountability;

An experienced manager of people with proven success as a team and community builder, who values staff and faculty contributions and inspires integrity, loyalty and trust;

Sharp financial acumen and a talent for entrepreneurial innovation that translates well to an educational setting;

Experience, enthusiasm and innovative ideas for ambitious fundraising;

Reputation as a community leader with an affinity for forging innovative partnerships with industry, business, government, and the non-profit sector.

Opportunities Awaiting Medaille’s Next President

The next President of Medaille College will assume the leadership of a well-respected independent college that has a long and distinguished history and a 21st century approach to the innovative delivery of instruction. Among the opportunities awaiting the successful candidate:

Continue to grow the academic reputation of the College and further strengthen Medaille’s role as a leading source of traditional and distance instruction to meet the diverse and ever-changing needs of students and adult learners in the region and beyond.

By working collaboratively with faculty and staff, lead efforts to enhance student retention and increase measurable opportunities for student success.

Develop sustainable strategies to grow traditional undergraduate, adult and on-line enrollment, build revenue-positive quality instructional programs in partnership with the region’s high-technology, health services and related industries, and continue to build on the college’s role in the region.

Use experience as an innovative, data-focused decision maker to sharpen Medaille’s stature as the destination of choice for the best and brightest faculty, staff and students.

Build on the College’s rich tradition as a student-centered, liberal-arts focused institution where faculty-student relationships are a hallmark, intercollegiate athletics thrive, and campus life is diverse and robust.
Search Process and Timeline

Medaille College invites nominations and expressions of interest for the position of President. The successful candidate will succeed Dr. Richard T. Jurasek, who is retiring as Medaille’s sixth president after a successful eight-year tenure.

For best consideration, applications and nominations should be received on or before March 27, 2015. Initial interviews will be set in mid-April. The Search Committee will continue to accept confidential applications and nominations until the position is filled.

Please include a letter describing relevant experiences, highlighting a recent record of success, along with your interest in the position; curriculum vitae; and the names of five references with titles, addresses, telephone numbers, and e-mail addresses. Individuals who wish to nominate a candidate should submit a letter of nomination, including the name, position, address, telephone number, and email address of the nominee. Applications and nominations should be electronically submitted via MS Word or pdf to MedailleCollegePresident@academic-search.com.

The search is assisted by John B. Hicks, Senior Consultant Academic Search, Inc.

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Medaille College is strongly committed to a policy of providing equal employment opportunities to all employees and applicants without regard to the following: age, sex, race, color, sexual orientation, religion, national origin, disability, marital status, veteran status, military status, or any other category protected by law. The College also is committed to the practice of reasonable accommodation for qualified persons with disabilities as required by the Americans with Disabilities Act.