

RH PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION



Siena College

EXECUTIVE SEARCH PROFILE

PRESIDENT



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The Opportunity

The Siena College Board of Trustees and campus community seek in the 12th President of the College a visionary, innovative, and decisive servant leader whose life exemplifies strong Catholic and Franciscan values. Working in close collaboration with the College's stakeholders, the President will move Siena to new heights of academic, institutional and reputational excellence in the context of its Catholic heritage and its Franciscan tradition.



The College



RANKINGS & RECENT SUCCESS

#1 Best College for Employment in New York State with an employment rate of 95%
- Zippia.com

#16 in Regional Universities North
- U.S. News & World Report

#14 Best Value
- U.S. News & World Report

Siena College is a Franciscan and Catholic four-year, private, coeducational liberal arts college. Founded in 1937 by seven Franciscan friars from St. Bonaventure University, the College has grown into a thriving institution with more than 3,100 undergraduate and 110 graduate students, 36 majors, 2 master's degrees, and more than 80 minors and certificates. 206 full-time and 132 part-time faculty provide an education that is rigorous, personal, and hands-on. The College's beautiful 175-acre campus is located in the residential community of Loudonville, NY, a few miles from the New York State Capital of Albany as well as air and rail transportation.

The **Franciscan** identity and mission permeate campus life. All constituencies of the College—students, faculty, staff, Friars, alumni, and Board members--describe the community as caring, compassionate, and supportive. The presence and work of the Friars on campus provide support for students as well as daily examples of the Franciscan values of humility, service, and care. At Siena, education is person-centered, and faculty and staff engage with students individually to help them accomplish their academic and personal goals.

Siena provides high impact experiences to its students, preparing them for careers while instilling in them the principles of liberal arts education and Franciscan values. Education for a Lifetime is more than a slogan. It is a guiding principle. High retention and graduation rates, employment success, strong student engagement, and alumni pride testify to the success of the College's educational experience. Siena College is outward-looking and highly regarded regionally, where employers seek out Siena students for internships and post-graduate employment.

Significant headwinds are impacting private higher education in the United States, specifically in the northeast and New York State. Declining numbers of high school graduates, public

skepticism about the cost and value of higher education, the Excelsior Scholarship, which offers free tuition at the state's public colleges and universities to many New Yorkers, and the concentration of colleges and universities in the Capital Region all pose challenges to Siena College. The college community has committed itself to an aggressive program of institutional creativity and discipline designed to position Siena College for ongoing success. Tradition, Transformed—The Siena College Strategic Plan 2017-22 states that it is “about being relevant, aligned, cost-effective and sustainable.” The next President will build on Siena's Catholic and Franciscan heritage and that plan to chart the future course of the College.

FACTS & FIGURES

- Total enrollment of approximately 3,210
 - Over 3,100 undergraduate students
 - Over 110 graduate students
 - 53% female and 47% male
 - Approximately 20% students of color
- Total institutional budget of over \$100M
- Endowment of over \$130M
- In Fall of 2019, Siena enrolled its largest-ever freshman class of approximately 840, while decreasing the discount rate and maintaining student academic quality
- A redesign of the College's website has resulted in a 52% increase in inquiries, 20% increase in overall traffic and 82% increase in website “stickiness”
- 2019 Summer visits increased by 45% over 2018

The College



Mission

Siena College is a learning community advancing the ideals of a liberal arts education, rooted in its identity as a Franciscan and Catholic institution.

As a learning community, Siena is committed to a student-centered education emphasizing dynamic faculty-student interaction. Through a blending of liberal arts and professional education, Siena College provides experiences and courses of study instilling the values and knowledge to lead a compassionate, reflective, and productive life of service and leadership.

As a liberal arts college, Siena fosters rigorous intellectual development of its students through a healthy exchange of ideas both inside and outside the classroom. It provides opportunities to develop critical and creative thinking; to make reasoned and informed judgments; to appreciate cultural diversity; to deepen aesthetic sensibility and to enhance written and oral communication skills. It develops in each individual an appreciation for the richness of exploring knowledge from a variety of perspectives and disciplines.

As a Franciscan community, Siena strives to embody the vision and values of St. Francis of Assisi: faith in a personal and provident God, reverence for all creation, delight in diversity, appreciation for beauty, service to the poor and marginalized, a community where members work together in friendship and respect, and commitment to building a world that is more just, peaceable and humane.

As a Catholic college, Siena seeks to advance not only the intellectual growth of its students, but their spiritual, religious and ethical formation as well. To this end, Siena is composed of and in dialogue with people from different religious and cultural traditions; fosters a critical appreciation of the Catholic intellectual heritage in conversation with contemporary experience; provides ample opportunities for worship and service; explores the moral dimensions of decision-making in business and the professions; and affirms the dignity of the individual while pursuing the common good.



The College

Core Values

Siena College's Franciscan, liberal arts community is committed to creating a more just, peaceable and humane world by providing tomorrow's leaders the Education for a Lifetime. This transformative journey of intellectual, social and spiritual discovery is expressed through our core values:

Person Centered

We develop the whole person through engaging relationships and formative experiences across all aspects of campus life.

Lifelong Learners

We foster intellectual curiosity and the passionate pursuit of knowledge to lead meaningful, successful, and fulfilling lives.

Inclusive

We respect and care for the dignity of all people while celebrating the diversity that enriches our community.

Compassionate Leaders

We lead by putting others first, through our commitment to social justice, service with others, and concern for the poor and vulnerable.

Innovative

We identify, develop, and implement imaginative, forward-thinking ideas with the foresight to meet emerging needs.



The College



The Franciscan Tradition

The intellectual and spiritual heritage of St. Francis and his followers that inspired Siena's founders is distinguished by the following features.

Franciscan education at Siena is incarnational. Because God became human in Jesus of Nazareth, our tradition affirms that the Creator is found in creation, the divine in the human, the spiritual in the material, the abstract in the concrete, the theoretical in the practical, and the exalted in the humble.

Franciscan education at Siena is personal. Because God is personal, and we are made in the divine image, our tradition affirms the dignity of the human person and values each individual as a unique gift of priceless worth.

Franciscan education at Siena is communal. Because God is a communion of love who draws us into divine and human relationships, our tradition promotes common worship; fosters welcoming, inclusive communities of brothers and sisters; and seeks to understand and sustain the profound interdependence of all creation.

Franciscan education at Siena is transformative. Because God has given us an inexhaustible capacity for truth, goodness, beauty and love, our tradition is devoted to on-going, life-long intellectual, moral and spiritual growth and development.

Franciscan education at Siena engages the heart. Because God is the source of all compassion and the fulfillment of all our desires, our tradition cultivates habits of the heart as much as dispositions of the mind, interpersonal skills as well as intellectual abilities, compassion for one's neighbor as well as passion for one's work.

FACTS & FIGURES

- The **St. Bernadine of Siena Friary** is home to 17 Franciscan friars who minister to both the Siena and local communities.
- Siena is home to the **Franciscan Center for Catholic Studies**.
- To further support the Franciscan mission and values across all the College's functional areas, the V.P. for Mission (Fr. Mark Reamer, OFM) position has been enhanced and elevated to a Cabinet-level position
- With the elevation of the V.P. for Mission to a Cabinet-level position, there has been an effort to reimagine and strengthen the commitment to mission across the organization.





The College



Franciscan education at Siena develops servant-leaders. Because God the Most High became “most low” in the poverty and humility of Jesus of Nazareth, our tradition seeks to instill in our students a perception of their life’s work as service in solidarity with their brothers and sisters, especially the least among us.

Franciscan education at Siena pursues wisdom. Because God calls us to live rich, full lives in communion with our brothers and sisters, our tradition seeks to discern what constitutes human happiness and what is of real and enduring value, and to apply this knowledge to the practice of making a good living and living a good life.

Visitors and those new to campus often comment on how warm, friendly and helpful they find Siena students, staff and faculty. What they are experiencing is the Franciscan tradition, not as a set of abstract values and ideas, but as a mode of living, learning and working together. The Siena community, as modeled by the friars, bear witness to the Franciscan tradition by the way they interact with one another and with visitors to our campus. That is the Franciscan difference and what makes Siena a unique and special living and learning community.





The College



Strategic Plan

Tradition. *Transformed*—The Siena College Strategic Plan 2017-22 established five Key Priorities and Goals to guide decision-making, strengthen the College's position in the marketplace and put Siena on a sound financial footing. Based on extensive SWOT analysis and an understanding of the challenges facing higher education today, the plan identifies five Key Priorities and Goals:

- **Academic Excellence** - create innovative academic programs that provide students with more interdisciplinary learning opportunities while strengthening the link between academic skills and employer needs.
- **Institutional Excellence** - Develop institutional disciplines and a culture that fosters innovative problem solving to achieve long-term financial sustainability.
- **Distinctive value** - Enhance our value and brand and broadcast to all stakeholders to maximize our Franciscan liberal arts advantage.
- **Inclusive Community** - Foster campus climate that promotes and supports diversity as a catalyst for learning and engagement.
- **Purposeful Community Engagement** - Develop and integrate transformative service opportunities to develop the whole person and inspire students to become better citizens and compassionate leaders.

An extensive implementation plan establishes specific tactics to address each goal, identifies quantifiable targets where appropriate, and assigns responsibility for each to the appropriate senior administrator. While there is still work to be done, there are significant signs of success. The freshman class entering in fall 2019 is the largest ever and net tuition revenue increased from 2018 to 2019. The College's second graduate degree, an MBA, admitted its first class in 2019.

FACTS & FIGURES

- \$2.8M has been invested in initiatives articulated in the strategic plan, including the hiring of 12 new faculty to support Siena's new programmatic offerings
- Siena has introduced nine new academic programs in the past five years, resulting in 20% of the student population being enrolled in those programs

The College



Location

Siena College's location in New York's **Capital Region**, a vibrant area, provides students, faculty, staff and alumni a rich array of cultural, professional and recreational opportunities. In addition to Albany, the Capital Region includes the cities of Troy, Schenectady, and Saratoga and abundant rolling and fertile farmland. In downtown Albany, the magnificent Capitol Building, completed in 1899, including a Million Dollar Staircase with 444 granite steps reaching 119 feet high and 300 carved stone portraits of famous New Yorkers, is an attraction. The recreational opportunities in Lake George and Saratoga Springs are less than an hour's drive from Albany, the high peaks of the Adirondacks are two hours away, and the major metropolitan areas of New York, Boston, and Montreal are within a three hour drive.

Siena College is well respected in Albany and the Capital District. Many alumni have made their careers in the area, seeing the Capital District as a great place to raise a family. Employers seek out Siena students and graduates for internships and full-time jobs, and community organizations look to Siena College for leadership. The President of Siena College is regarded as a leader in the Region.

The Albany Advantage

- As the State capital, Albany is home to the legislators and decision-makers who influence the third-largest state economy in the United States. If New York State were an independent nation, it would be the 12th-largest economy in the world.

- Looking at the job market (especially in tech and business) and high quality of life (including 21 parks in Albany County alone), Albany was ranked the 36th best place to live in the country by U.S. News & World Report.
- Out of 200 metropolitan areas, the Capital Region was placed as the 6th best city for music fans. With music festivals every season (like Lark Street's Lark Fest and Pearl Street's Pearlpalooza), a growing open mic circuit and small and large venues, live music is everywhere.
- The dining scene is top-notch. Peck's Arcade in Troy (just a 10-minute drive from our campus in Loudonville) and Yono's in Albany (about 15 minutes) are among the top 100 restaurants in the country, according to OpenTable.
- Albany is a great place to be if you're young and starting out your career. Citizen Bank named it one of the 5 Best Cities for Young Professionals in the Northeast for its affordability, parks and recreation, local festivals and entertainment venues.
- Saratoga County has 583 farms, Rensselaer County has 495 farms, Albany County has 494 farms, Schenectady County has 169 farms. That means the more than 30 farmers markets are pretty amazing.
- The New York State Capitol Building took 28 years, 5 architects, and over \$25 million to build from 1867-1899.

The College



The Campus

The breaking of ground for Siena Hall in 1938 marked the start of a constant campaign to provide students with facilities designed to complement their learning and living experience. New academic buildings, the Friary, and St. Mary of the Angels Chapel were added between 1930 and 1950. The program to provide residence halls began in 1959 and has continued throughout the decades. Among the most prominent buildings on the Siena College campus today are the following:

Siena Hall, the College's signature building, the focal point of teaching and learning on campus and home to many of the administrative offices. It was renovated in 2014 to upgrade infrastructure, classrooms and offices.

Roger Bacon Hall built in 1967 and renovated in 2009, and **Morrell Science Center**, built in 2001, house the College's science laboratories, classrooms and offices. As one of the priorities in the newly approved facilities master plan, Bacon Hall will undergo another renovation.

The J. Spencer and Patricia Standish Library, a 72,000 square foot structure opened in 1999, contains 20 miles of wire in its walls, providing students, faculty and staff access to 100 computer stations, 500 internet connections, a computer lab and a 40-seat screening room.

The Sarazen Student Union, opened in 2001 and named in honor of legendary golfer Gene Sarazen, is home to Casey's

Student Lounge, Student Communications Center, Student Senate Offices, Student Affairs Offices, and the Siena College Bookstore.

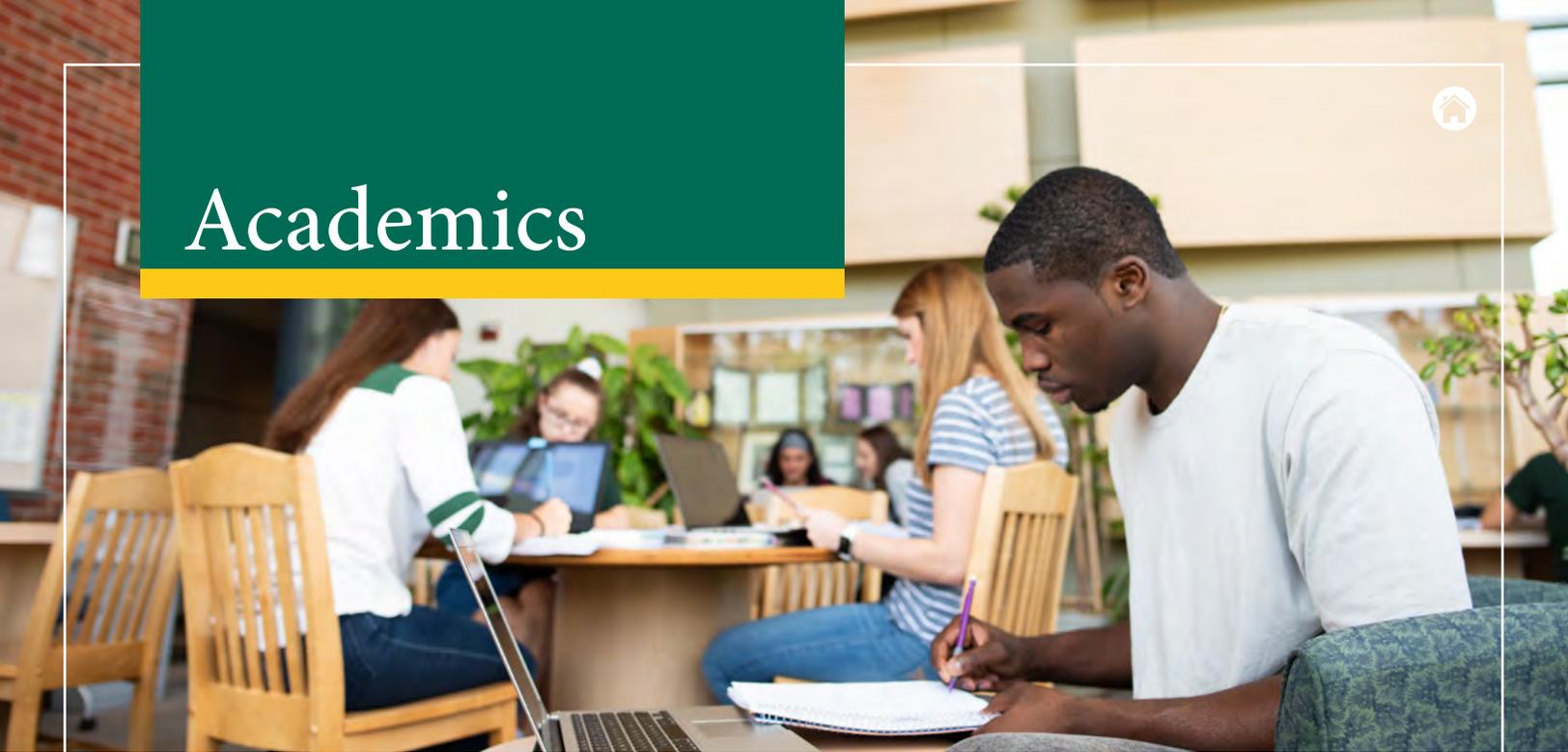
The Alumni Recreation Center (ARC), opened in 1972, houses Siena's indoor athletics program and major social, cultural and academic programs. In 1992, the ARC expanded to include the Marcelle Athletic Complex (MAC), doubling the space available for student recreational use. The MAC includes a pool, aerobics/dance studio, weight room, indoor track, squash and racquetball courts, as well as a field house. A renovation of these facilities, including new men's and women's basketball practice facility, ARC seating, student athlete strength and conditioning and sports medicine suites, and an expanded and enhanced student, faculty and staff fitness center has just been completed.

Snyder Hall, the newest of Siena's residence halls, opened in 2010. It provides living space to upper-class students in double rooms with baths in each room.

The **Siena College campus** continues to be improved and to grow through construction of new buildings and renovations. The enhancements provide Siena students with comfortable and efficient learning spaces that are equipped with the latest technology and create a welcoming learning and living environment. The College has developed a Master Plan to guide facilities development in the years to come.



Academics



Siena College is accredited by the Middle States Commission on Higher Education (MSCHE) to offer undergraduate and master's degrees. Its programs hold accreditation from AACSB (the Association to Advance Collegiate Schools of Business) and the Council on Social Work Education, and the education programs are transitioning their accreditation from CAEP to AAQEP (Association for Advancing Quality Educator Preparation).

The three schools of Siena College: the School of Liberal Arts, the School of Science, and the School of Business offer a combined 36 majors and minors and certificates in more than 80 fields. The curriculum includes a required Franciscan Core of four courses in the areas of Heritage, Diversity, Social Justice, and Nature. Joint or dual degree programs with partner institutions are available in medicine, engineering, law, social work, and nursing. In the past four years, Siena has added new undergraduate programs in Health Studies, Nursing, Communications, and Business and an MBA.

Facts and Figures

- Three academic schools:
 - **School of Liberal Arts**
 - **School of Business**
 - **School of Science**
- 36 majors and over 80 minors, certificates, and concentrations
- 206 full-time faculty
 - 174 tenure/tenure-track
 - 32 annually contracted faculty
- 132 part-time, adjunct faculty
- 535 academic, administrative and support staff

The faculty and staff at Siena College instill into their students the idea that education is not simply something you get, but something you get to do. That is reflected in an array of in-depth, high impact, hands-on educational experiences where Saints get career, research, service, and entrepreneurial experience now, not later. Those experiences include:

- The **Standish Honors Program**, which requires coursework, a research colloquium, a thesis or honors project, and a service experience.
- **Study abroad** opportunities in 55 countries on 6 continents for a semester, a year, a short-term program or a post-graduate experience.
- **Community-engaged learning**, in which students build meaningful long-term relationships with non-profit partners in the capital region and address such issues as poverty, hunger, homelessness, and social injustice.
- Internships in professional settings in the Capital Region and beyond
- Undergraduate research and creative activity through independent study, summer work with faculty members, and grant funded research.
- **The Stack Center for Innovation and Entrepreneurship**, which offers more than 300 students annually an interdisciplinary program focused on business creation from idea development through commercialization.

The numbers are impressive. In 2017-18, 244 students had internships, 140 had clinical experiences, 154 participated in independent, studies, research or practica, and 136 studied abroad.



Student Success



High impact practices are central to Siena's holistic program to ensure student success, and they are complemented by an array of offices and services that address specific needs. The admission process takes into account the high school record of participation in activities known to predict college graduation rate. The ten offices of **Student Academic Success and Engagement (SASE)** provide a wide variety of resources and services including academic advising, group and individual tutoring, and assistance navigating the administrative processes of Siena College.

The **Writing Center** provides students with help on individual assignments and presentations and the Career Education and Professional Development Center serves all students in all classes and alumni as they prepare to seek admission to graduate school or fulfilling positions after graduation. Consistent use of the National Survey of Student Engagement (NSSE) gives the College ongoing and comparative data on the degree to which students are engaging deeply with their courses and faculty and the level of satisfaction they feel with the Siena experience. The efforts yield positive results. The average freshman to sophomore retention rate for the past five years is 88.3% and the six-year graduation rate is 76.5%.

Facts & Figures

- 12:1 student to faculty ratio
- 88% first-year retention rate (IPEDS)
- 72% four-year and 75% six-year graduation rates (IPEDS)
- **The Four-Year Guarantee**, which guarantees that full-

time first-time freshman students who maintain full-time status and the minimum GPA in their declared major will graduate in four years or the College will pay for the remainder of their Siena education.

- **The Siena College Scholarship Guarantee**, which guarantees a minimum of \$52,000 in scholarship and financial aid over four years for all admitted freshman who submit their FAFSA.
- 785 internship opportunities, including 62 new internship sites in Spring of 2019.
- Over 90% of students will have an applied experience or a significant capstone project in their major. Over 90% of recent graduates report that their career is related to their field of study.
- Siena graduates earn \$500,000 more in lifetime earnings than SUNY graduates.
- Siena College has dual degree programs in Nursing with Maria College and the Belanger School of Nursing, ensuring the colleges' commitment to a holistic approach to nursing and the mindful delivery of authentic patient-centered care.
- Over 350 students participate in more than 130 study abroad opportunities on five continents.

Campus Life



Siena is a **residential college community** with 85% of freshmen and 75% of all students living on campus in traditional rooms, suites and townhouses. More than **100 clubs and organizations**, and an array of club sports and intramurals offer students opportunities to explore their interests, create new ones, and make lifelong friends.

True to its Franciscan identity, Siena College encourages students to be actively engaged in service to their community and beyond—to be agents of change and advocates of justice. Through the Sr. Thea Bowman Center, students address the problems of violence against women and human trafficking and participate in the Grow Girls Mentoring Pen Pal Program. Bonner Service Leaders lead community change through service across the four years of college, dedicating 8-10 hours a week to a non-profit organization, working to address American Council on Education (ACE) signature issues in the areas of housing, hunger, health, justice and education. Several service trips each year extend the reach of Siena students, and their learning opportunities, beyond the Capital Region.

Siena celebrates its diversity. The **Damietta Cross-Cultural Center** works to provide support, services and events that promote diversity in an engaging way. Those events include

Fall Fusion and Expoze, student run culturally themed talent shows, Heritage month and cultural celebrations, speakers and performances, social justice dialogues, ALANA and Lavender Celebration of Achievement, Hip Hop Week and MLK Week. The Sr. Thea Bowman Center for Women strives to promote innovative initiatives that educate, engage and empower students in collaboration with the Siena community to advocate for social justice, gender equality and women's development.

FACTS & FIGURES

- Over 130 student organizations and clubs
- The international student population has increased 312% since 2010

Athletics

A member of the NCAA Division I Metro Atlantic Athletic Conference (**MAAC**), Siena fields teams in seventeen sports for men and women. Approximately 11% of men and 11% of women participate in varsity athletics. 43 Siena teams have won MAAC Championships. In particular, the men's **basketball** team has achieved national recognition as a prominent Mid-Major. With six appearances in the NCAA Tournament since 1989, the team plays in the Times Union Center to large, passionate crowds and significant press coverage locally and regionally.

The Saints are competitive in the classroom, too. The Graduation Success Rate (GSR) of the last class for which information is available was 92%, four points better than the NCAA rate. Eleven programs achieved 100% graduation rates, the second-best number in the MAAC. Nine teams achieved the NCAA Public Recognition Award for having Academic Progress Rates (APR) in the top 10% for their respective sports nationally.

FACTS & FIGURES

- Men's sports (seven total)
 - Basketball
 - Baseball
 - Cross country & track
 - Golf
 - Lacrosse
 - Soccer
 - Tennis
- Woman's sports (10 total)
 - Basketball
 - Cross country & track
 - Golf
 - Lacrosse
 - Soccer
 - Softball
 - Swimming & Diving
 - Tennis
 - Volleyball
 - Water Polo
- Approximately 330 total student athletes
- 115 first-year student athletes (out of a total enrollment of approximately 840)
- A record 172 student-athletes (52%) were named to the MAAC Honor Roll
- Men's basketball average attendance ranked 94th (out of 351) in the nation
- Siena will host the first and second rounds of the NCAA Division I Men's Basketball Tournament in March of 2020
- Intramural club sports include men's and women's rugby, men's ice hockey, and Equestrian



Leadership



President

Brother F. Edward Coughlin, O.F.M., Ph.D., the 11th President of Siena College, passed away unexpectedly from complications of heart surgery on July 31st of this year. He is deeply mourned by the Siena College community, the Friars of Holy Name Province, the greater Albany community, and all who knew him.

A Buffalo, N.Y. native, Br. Ed had a distinguished career in Catholic higher education. He was named Interim President of the College in 2014 and was officially appointed its 11th President that November. At the time of his appointment as interim president, he was a Siena trustee and vice-president for Franciscan mission at his alma mater, St. Bonaventure. He served twice as director of St. Bonaventure's Franciscan Institute where he oversaw the research program's academic course offerings and extensive publications, and was a member of the Institute's summer faculty.

Author of more than 20 articles and book reviews, Br. Ed held a doctorate from the Catholic University of America, a master's from Boston College, and a bachelor's from St. Bonaventure. He presented at academic and pastoral conferences across the United States and around the world and served on numerous boards of directors and trustees.

During his five years in office, Br. Ed oversaw marked successes in new academic programming, enrollment and marketing, fundraising and facility development, including:

- Putting Siena on track to enroll the largest freshman class in its history in fall 2019
- Introducing, then expanding, the St. Francis Scholarship to ensure greater socio-economic diversity among the student body

Remembering Br. Ed



- Adding eight new majors and an MBA in five years, more additions in academic programming than in any other period since the founding of the College
 - Growing net total assets by more than \$35 million since 2013, raising the endowment to more than \$130 million, and overseeing Siena's largest non-campaign fundraising year ever in 2018-19, with gifts totaling more than \$10 million
 - Forming a groundbreaking partnership between the Siena College Research Institute and the New York Times to track real-time political polling
 - Opening the Breyo Observatory, which houses the third largest telescope in New York
 - Completing a \$13.5 million renovation of athletics facilities
- Br. Ed is remembered for his leadership and his achievements at Siena College. But, most of all, he is remembered as a humble and compassionate servant-leader, the embodiment of Franciscan charism and values, a friend to all, and a man who genuinely cared for, and was present to, students – from living in student housing to giving them rides in his golf cart to joining them in the dining hall to share a meal and hear what was on their minds.

Leadership



Interim President

Dr. Margaret Madden was named Interim President of Siena College in July 2019, becoming the first woman and the first layperson to lead the College. A skilled and experienced academic leader, Dr. Madden came to Siena as Vice President for Academic Affairs in 2015 from SUNY Potsdam, where she had served as Provost and Vice President for Academic Affairs since 2002. Her previous positions include Dean of Academic Affairs at Long Island University's (LIU) Southampton College, University Dean for Learning and Technology at LIU, Acting and Associate Dean of the Faculty at Lawrence University in Appleton, WI, and Professor of Psychology and Assistant to the Academic Vice President of Franklin Pierce College in Rindge, NH.

A social psychologist specializing in gender issues, Dr. Madden has authored more than 40 publications and has been a frequent presenter at academic conferences and workshops. She was elected a Fellow of the American Psychological Association and is a former chair of its Board of Educational Affairs. She has served as President of the Society for the Psychology of Women, where she received the Sue Rosenberg Zalk Award for Distinguished Service.

Dr. Madden received her bachelor's degree in Psychology from the University of Wisconsin, Madison, and her master's and Ph.D. in Social Psychology from the University of Massachusetts, Amherst.

With her service to the College as Interim President complete

upon the 12th permanent President of Siena assuming office, Dr. Madden will return to her previous position as Vice President for Academic Affairs. She will not be a candidate for the presidency.

Board of Trustees

Currently comprised of twenty-four members, including five Friars, the **Board of Trustees** has ultimate authority and responsibility for all acts of the College. John F. Murray '79, the Chair of the Board through 2020-21, is the Chairman and CEO of Rose & Kiernan, Inc. Other Board officers include two vice chairs, a secretary, and a treasurer.

Siena's Board of Trustees is comprised of a mix of Friars and both alumni and non-alums who are prominent civic and business leaders. In addition to strong identification with, and commitment to, the school's mission and Franciscan Catholic values, Siena's Board members possess strategic skills, business acumen, substantive success in their chosen profession, cognition of the importance of appropriate shared governance, inclusion and transparency, and putting students and their success top of mind. The Board takes seriously its role in the governance of the College and its long-term sustainability and growth.



The Position

Reporting directly to the Board of Trustees, the President is the Chief Executive Officer of Siena College. Direct reports to the President include the Vice President for Academic Affairs, the Vice President and Director of Athletics, the Vice President for Development and External Affairs, the Vice President for Enrollment Management, the Vice President for Finance and Administration, the Vice President for Mission and the Vice President for Student Life. The President maintains a close working relationship with the Provincial Minister of the Order of Friars Minor of the Province of the Holy Name and the Franciscan Friars.



Opportunities



Siena College's next President will build on the College's Catholic Franciscan liberal arts mission and the momentum created by Br. Ed Coughlin. Understanding the competitive environment in American higher education generally and New York State in particular, the President will position the College to thrive and to expand its reputational footprint beyond the Capital District, regionally, nationally, and internationally. The strategic priorities for Siena's next President include:

- Ensuring the continuing commitment to Siena's Franciscan Catholic mission, heritage and values in every area of the organization and across the life of the college;
- Establishing a vision for the College that is mission-driven, innovative, and distinctive, and a Strategic Plan to realize that vision;
- Implementing the Master Plan for facilities development;
- Taking a leadership role in the upcoming comprehensive campaign to support the Strategic Plan and the Master Plan and provide resources for innovation;
- Developing a sustainable financial model that strengthens the College for future generations;
- Continuing the expansion of academic programs, identifying new markets and modalities that are consistent with the core identity of the College and responsive to market trends;
- Building connections with business and political leaders in the Capital District and beyond; accepting a leadership role in the community and serving as the face of Siena College;
- Reaffirming and reinforcing the good will that exists among faculty, staff and trustees to strengthen shared governance and engage collaboratively regarding the appropriate roles of all constituencies;
- Maintaining strong and positive relationships with the Friars, recognizing and valuing the essential contributions they make to campus life and ensuring that the Franciscan identity of Siena College remains strong; and
- Reviewing the organizational structure of the College, aligning it with the plans of the College going forward, supporting a culture of accountability, and leveraging the expertise of Siena's people.

Qualifications



The Board of Trustees and the Siena College community seek in the 12th President of the College an entrepreneurial servant leader with a passion for Franciscan values demonstrated in his or her life and a deep personal understanding of the academic endeavor. The President will have these qualifications:

- Deep resonance with, and substantive understanding of, the Franciscan Catholic mission and core values of Siena College; the ability to model and clearly articulate that mission internally and externally
- Comfort with, and understanding of, the faith tradition of Siena College, including participation in the religious life of the college; personal and professional experience that exemplifies Franciscan heritage and values
- Ability to articulate a vision for the future of Siena College in the competitive environment of American higher education, and a commitment to collaboratively charting the future course of the College
- Demonstrated success through relational, person-centered and collegial leadership and management
- A demonstrated passion for student engagement and success, the education of the whole person, and serving the traditionally underserved
- Experience with planning and a record of leading continuing innovation and development
- Financial acumen and ability to make difficult, evidence-driven decisions in a timely way
- A strong track record in fundraising and external relations and excitement at the prospect of leading Siena College's next campaign
- Enthusiasm for interacting with all of Siena College's constituents—faculty, staff, students, Friars and religious leaders, alumni, and community and political leaders; confidence in marketing the College
- Emotional intelligence, cultural competence, and ability to build consensus and to inspire the Siena College community
- A demonstrated commitment to shared governance, proactive communication, and appropriate transparency
- Rigorous experience in an academic setting is required; and
- An advanced degree is required, with a terminal degree preferred

RH PERRY & ASSOCIATES

SEARCH COUNSEL TO HIGHER EDUCATION



Application Procedures

Completed applications are due by December 6th, 2019. To ensure full consideration, candidates are asked to submit their application materials through our secure website [here](#).

For Further Information:

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RH Perry Policy

RH Perry and 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 the consent of the applicant prior to her or his becoming a candidate.

Siena College Policy

Siena College is a Franciscan and Catholic institution and expects members of its community to understand its mission and to make a positive contribution to that mission.

Siena College is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation or gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

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