Search for the Next President

SETON HALL UNIVERSITY

1856

What great minds can do.
Seton Hall University
An Overview

Seton Hall University, one of the nation’s leading Catholic universities, seeks a president to lead the institution into a new era. Embracing new opportunities while simultaneously enhancing its core strengths, Seton Hall seeks a transformative leader of people and programs to serve as its 27th president.
Seton Hall’s president will be a practicing Roman Catholic with a proven record as a leader and administrator within complex organizations. The president will clearly understand, be able to articulate, and work to enhance the interconnected values of higher education and the Roman Catholic Church, with a particular understanding and commitment to social justice and the Catholic intellectual tradition. A student-centered approach to higher education and a commitment to academic freedom are essential. While leadership experience specifically in higher education is preferred rather than required, candidates who have personal experience with undergraduate, graduate, and professional education, including those with a personal history of or passion for teaching, scholarly research, faculty governance, and the rank and tenure process, will be advantaged. As would be expected, the president will possess the personal characteristics necessary to be an effective spokesperson and fundraiser for Seton Hall.

The new president will join the University at an opportune time, when it has begun to achieve and implement elements of the vision for its future. The president will inherit vibrant new programs in the health sciences and have the opportunity to build the awareness and reputation of what is already a nationally recognized institutional brand. To accomplish these ends, Seton Hall’s new president will benefit from a symbiotic working relationship with a highly motivated board and with His Eminence, Joseph William Cardinal Tobin, the sixth Archbishop of Newark.

Seton Hall is already one of the nation’s foremost Catholic archdiocesan universities; its new president will work to enhance its stature as an R-3 institution grounded in the liberal arts while maintaining its commitment to academic quality and, especially, to its compelling mission and values.

Background
From its founding in 1856 as Seton Hall College to the present day, Seton Hall has been dedicated to supporting the vision of its founder, Bishop James Roosevelt Bayley, to provide “a home for the mind, the heart, and the spirit.” Over 150 years later, the University is a home for people of all faiths, creeds, and ethnic backgrounds.

The seeds of diversity at Seton Hall were planted during its first 12 years, when it enrolled more than 500 freshmen from 17 states and six foreign countries. The University continues to reflect the broad range of its students’ backgrounds and the increasing diversity of the Church and the society it serves.

The College was organized into a university in 1950 following an unprecedented growth in enrollment due to the G.I. Bill. The University comprises the College of Arts and Sciences, the Stillman School of Business, the School of Nursing and the College of Education and Human Services; the School of Law opened its doors in 1951, with Miriam Rooney as the first woman dean of law in the United States. Seton Hall became fully coeducational in 1968.

In 1984, Immaculate Conception Seminary School of Theology returned to its original home at Seton Hall. With the construction of four new residence halls between 1986 and 1988 and the purchase of an off-campus apartment building in 1990, the University solidified its identity as a residential campus. Seton Hall now provides residential accommodations for approximately 2,300 students.

Academic growth and physical development continued throughout the 1990s into the new millennium. The Law School’s facility in downtown Newark opened its doors in 1991, and Walsh Library followed in 1994. The School of Diplomacy and International Relations was founded in 1997 as the result of an alliance with the United Nations Association of the United States of America. In 2015, the University launched the College of Communication and the Arts and the School of Medicine, with its partner Hackensack Meridian Health.

The consistent growth and improvement of facilities exemplifies Seton Hall’s commitment to both undergraduate and graduate education.
Location and Campus
Seton Hall University's 58-acre main campus lies 14 miles from Manhattan in South Orange, New Jersey, a charming, culturally active community, which is just 25 minutes from New York Penn Station on Midtown Direct. The University is west of Newark, a city experiencing a burgeoning renaissance under dynamic political leadership. Over the last several years, Seton Hall has strengthened its relationships with its neighbors by its affiliation with the South Orange Performing Arts Center and the Prudential Center in Newark, where the men's basketball team competes in the BIG EAST Conference. The Law School is located within easy walking distance of federal and state courthouses, as well as the Prudential Center and Newark Penn Station.

The Interprofessional Health Sciences campus in Nutley and Clifton, New Jersey, represents the University's largest expansion in recent years. This campus houses the new Hackensack Meridian School of Medicine at Seton Hall, the Seton Hall College of Nursing, and the Seton Hall School of Health and Medical Sciences. This campus opened in September 2018.

Students
Seton Hall enrolled 1,524 freshmen for the academic year 2018-2019—the largest freshman class in University history. The total undergraduate enrollment is about 6,200 students, and the total number of graduate students is approximately 4,000. Seton Hall celebrates the diversity of its student body, with approximately 46 percent of students coming from underrepresented minority groups, and over a quarter of undergraduate students being Pell eligible and identifying as first generation. The student body is increasingly geographically diverse, with almost 40 percent of undergraduates coming from out of state. Seton Hall also has students from more than 70 countries. The average SAT score for incoming freshmen is approximately 1220 and the average ACT score is 25.

In the last half dozen years, Seton Hall has increasingly improved the profile of its incoming students, sustaining a nearly 100-point increase in average SAT scores during this period as well as a record number of applications. This has corresponded with a decrease in the admit rate by nearly 10 points over this time and greater net tuition revenue. In 2017, 97 percent of undergraduate students received grants or scholarships from Seton Hall.
Seton Hall University is dedicated to the belief that life skills are as important as those developed in the classroom, and students are encouraged to embrace community and pursue co-curricular activities. Student Life is enriched by the many departments within the Division of Student Services. The Student Life program is designed to foster excellence in academics, as well as spiritual and personal growth, so all are empowered to reach their full potential as servant leaders.

Students share their experience with others by taking on leadership roles as peer advisors, resident assistants, and executive board members of student organizations; by becoming student employees; by participating in interest groups and student governance; and by engaging in the numerous activities offered on the campus. From the initial contact during Pirate Adventure orientation in June, new members of the Seton Hall community are informed about the importance of diversity and social justice.

Approximately 80 percent of freshmen live on campus. The University also has a large and engaged commuter population that is supported by the Commuter Council. Early in September, more than 100 culturally and ethnically diverse clubs and organizations participate in the Involvement Fair, where students meet members of many active student groups. These include Greek organizations; University-sponsored organizations, such as FOCUS (Fellowship of Catholic University Students) and SPO (Saint Paul’s Outreach), whose missionaries help students live their Catholic faith; DOVE (Division of Volunteer Efforts), which facilitates community service opportunities; ROTC; and other groups that help make the student experience a unique and rich one. Law students similarly join together in a number of student organizations. Many law students participate in legal clinics and work with nonprofit organizations, allowing them to give to their community while applying their legal skills in real-world settings.

**Academic Life**

Seton Hall University prepares students intellectually and ethically to be servant leaders in a global society. Students are exposed to a world of ideas from great scholars, with curricula grounded in the perspectives, histories, and achievements of many cultures.

Seton Hall offers courses in a broad range of disciplines within 10 schools and colleges including: the College of Arts and Sciences; the College of Education and Human Services; the College of Nursing; the School of Diplomacy and International Relations; the Stillman School of Business; the School of Law (graduate only); Immaculate Conception Seminary School of Theology; the School of Health and Medical Sciences (graduate and post graduate); the College of Communication and the Arts; and the School of Medicine. Seton Hall offers more than 60 advanced degrees, as well as certificate and adult education programs at both the master’s and doctoral levels. The University is also proud to host the
St. Andrew's College Seminary, with 29 undergraduate seminarians from six dioceses, as well as the St. Rose Thering Fund for Jewish-Christian Studies, the Joseph A. Unanue Latino Institute, the Bernard J. Lonergan Institute, and other significant academic centers and institutes.

The Stillman School of Business has been ranked among the top 10 undergraduate business programs at Catholic colleges and universities and among the top 110 of all undergraduate business programs by U.S. News and World Report. The Gerard P. Buccino ‘63 Center for Leadership Development currently holds the #1 ranking in the LEAD Awards for Certificate Program with Emphasis on Leadership and Organizational Development. The Law School is ranked 59th nationally, and its Health Law program is ranked in the nation’s top 10. The Law School has also achieved national distinction in a number of other areas, such as intellectual property law, public interest and government service, international law, and corporate practice.

The University’s Middle States Commission accreditation was reaffirmed in 2014; the next report will be the Periodic Review Report, due in 2019. One of the most significant changes since the previous accreditation was the faculty’s response to the then-president’s challenge in 2001 to devise a “signature Seton Hall educational experience” with a new Core Curriculum that draws together the University’s academic mission and its Catholic identity. A unique feature of undergraduate study at Seton Hall, the Core Curriculum comprises three signature courses rooted in questions central, but not exclusive to, the Catholic intellectual tradition as well as a set of universal proficiencies, which aim to equip students for 21st-century lives.

**Faculty**

Seton Hall has a diverse faculty in its schools and colleges, one that is qualified to devise, develop, monitor, and support instructional, research, and service programs. Seton Hall has 467 full-time faculty members, 90 percent of whom have terminal degrees from top-tier institutions in the United States and abroad. Members of the faculty have received Fulbright, U.S. Department of Education, and National Institute of Health awards. There are Fellows from the American Bar Foundation and Gibbons, governmental appointees to the New Jersey Historical Commission, and representatives to the executive committees of numerous state and national academic associations. Recently, one of our faculty earned a Guggenheim Award, the third such award for Seton Hall and the second in ten years.

The impressive level of faculty scholarship is due, in part, to intentional faculty development, which includes incentive programs and teaching reductions for those conducting research. A Faculty Development Center was established in 2015 to further the accomplishments of faculty.

Seton Hall is committed to diversity and to increasing the diversity of its faculty. Presently, women comprise 50 percent of the faculty, and members of historically underrepresented social groups comprise 22 percent.
Immaculate Conception Seminary
Immaculate Conception Seminary School of Theology (ICSST) is the school of theology of Seton Hall University and the major seminary of the Catholic Archdiocese of Newark. It is the fourth largest Catholic seminary in the country. The School of Theology admits both seminarians studying for the Catholic priesthood and lay students.

As a house of formation, the Seminary offers men preparing for the priesthood the personal, academic, ministerial, and spiritual formation essential for conversion to Jesus Christ and for a commitment to a life of service to the Church.

As a school of theology, ICSST provides a theological and philosophical foundation for men and women pursuing undergraduate studies; a theological foundation and a pastoral and spiritual formation for men and women preparing for ministries among the People of God; a theological foundation for men and women desiring to pursue doctoral studies; and varied opportunities for continuing theological education. The School of Theology welcomes members from many religious orders, such as the Salesians, Augustinians, and Franciscans.

Priest Community
Among the approximately 230 Catholic colleges and universities in the United States, Seton Hall distinguishes itself as one of only nine colleges sponsored by diocesan clergy rather than members of a religious order, such as the Jesuits or Dominicans. The priests of the Archdiocese of Newark have staffed and animated Seton Hall since its founding. Today, the priests residing on campus number 49, including three religious order priests. They not only staff campus ministry and the seminaries, but they also serve as University administrators and faculty. Highly credentialed faculty members, they teach not only religion and in various theological disciplines but also in widely divergent disciplines such as mathematics and English, chemistry and education, diplomacy and philosophy.

Athletics
Seton Hall athletics has played a prominent role on the national scene for more than a century. Today, Seton Hall sponsors 14 men’s and women’s NCAA Division I programs and is committed to competing at the nation’s highest level as a member of the BIG EAST Conference, a league Seton Hall helped found as a charter member in 1979. In 2013, Seton Hall was part of spearheading a new era in the BIG EAST, which transformed into a 10-member conference and returned it to its basketball roots.

Seton Hall’s men’s basketball team won a national championship in 1953 and made a national championship game appearance in 1989. The team also has three BIG EAST Tournament championships. In 2007, the men’s basketball program named the state-of-the-art Prudential Center as its new home arena, further boosting the Pirates’ credentials as a viable national contender. In 2015-16, both the men’s and women’s teams vaulted into the top 25 national rankings and advanced to the NCAA Tournament with the men’s team capturing the BIG EAST title for the first time since 1993. The men followed with a second and third consecutive NCAA Tournament appearance in 2017 and 2018. Through the BIG EAST partnership with FOX Sports, men’s basketball attains unprecedented exposure with 30 nationally televised games annually.

Proving that Seton Hall student-athletes are multi-dimensional, athletic success has been complemented by Pirate student-athletes’ achievement in the classroom. In 2017-18, six programs received NCAA Public Recognition Awards for outstanding multi-year Academic Progress Rates (APR), and all 13 of the 14 programs scored higher than the national average. Seton Hall closed the 2017-18 academic year with a new record high student-athlete cumulative GPA of 3.405, marking the eighth consecutive year that the department has ended the year with a new record high.
Seton Hall is not just known for its varsity athletics programs, but also for efforts to sponsor club sports, an array of intramural activities for all students, and myriad opportunities that support the physical fitness of the University community as a whole. The physical fitness experience of the general student body was enhanced in 2014 with the opening of a 12,000 square foot state-of-the-art fitness center that provides exercise opportunities for students, faculty, and staff.

Alumni
Seton Hall’s comprehensive alumni relations program provides opportunities for more than 100,000 alumni around the globe to become engaged with the University. While the majority of alumni (62,000) call New Jersey home, members of the Pirate network reside in all 50 states and more than 60 countries.

Event programming, volunteer opportunities, athletic events, 35 regional chapters, a number of alumni clubs, boards, committees, benefits, and campus services allow alumni to connect with Seton Hall in personal and meaningful ways. More than 1,000 alumni participate in the Alumni Volunteer Program, which includes recruiting students, advising academic programs, mentoring and hiring students and recent graduates, and providing service to their communities on behalf of Seton Hall.

The Law School’s alumni serve in elected and judicial offices, as heads of law firms and major corporations, and in leadership positions in nonprofit organizations. Many alumni work closely with the Law School’s dean and faculty to enrich students’ educational and employment opportunities.

Staff
The majority of Seton Hall support staff are covered by one of two collective bargaining agreements. Unionized employees in the Department of Facilities Engineering are members of the International Union of Operating Engineers, Local 68. Unionized clerical support staff are members of the Office and Professional Employees International Union, Local 153. The unions are certified by the National Labor Relations Board to bargain on behalf of their members.

Leadership and Governance
Seton Hall University has two governing boards: the Board of Trustees and the Board of Regents. The Board of Trustees has 16 members and stands in place of the original incorporators. The Archbishop of Newark serves as the chairman and president of the Board of Trustees and the president of the Board of Regents. The Trustees have five reserved powers, including preserving the Catholic identity of the University and having final authority to approve the sale of any University real estate.

The Board of Regents consists of no less than 32 and no more than 46 members. Of this number, 11 are members ex officio, including the six Catholic diocesan bishops of New Jersey. The Board of Regents has the authority to govern the University under the law. The Regents maintain the exclusive hiring authority of the president.

Reporting to the president is the Executive Cabinet, consisting of the provost and executive vice president, the vice president for finance, the vice president for administration, the vice president for student services, the vice president for enrollment, the vice president for advancement, the vice president & general counsel, the vice president & director of athletics and recreational services, and the vice president for mission and ministry.

The faculty participates in the general governance of the University through its membership in the Faculty Senate, in college governance organizations, and in committees of the University. In a shared governance model, the Faculty Senate represents the interests of the faculty in matters of academic policy and procedure and faculty welfare.
Opportunities and Expectations for Leadership

The next President will be expected to:

**Articulate a strategic vision and lead its implementation**
Seton Hall's new president will assume office at an important moment in terms of the strategic vision for the future of the University. The Board of Regents is prepared to support actively the president in the development of a new strategic plan to guide the University for the next 10 years and beyond. The new president will engage the University community in an exercise to articulate a widely-embraced vision for Seton Hall's future and to begin to frame the initiatives and decisions that will be required to realize that vision. Critical to any such plan will be embracing its Catholic heritage and guiding the University's strategic efforts and vibrant initiatives in the years ahead. As part of the strategic planning process, the president will lead a discussion of the opportunities for the future, including a wide array of educational activities that represent mission-centered and market-smart directions for the University.

**Generate additional revenue**
Seton Hall's president must be its fundraiser-in-chief. The president will commit considerable time and personal energy to both closing gifts and engaging more broadly and creatively with alumni, parents, friends, and other potential supporters of the University. To this end, the new president will have the opportunity to hire a chief advancement officer with whom to partner in this critically important exercise. The University's 2008 campaign raised nearly $153M, more than two weeks in advance of its targeted closing date. With the advent of a new presidency and the honing of a strategic vision and plan, the institution is positioned to initiate another campaign, with the new president playing a leading role.

**Ensure the continued integration of the medical school into the life of the University**
Seton Hall's medical school is its most public and among its most strategically critical initiatives. Through its partnership with Hackensack Meridian Health, Seton Hall is creating one of the only new, private medical schools in the country. The new president will begin immediately to build a strong, symbiotic working relationship with the leadership of Hackensack Meridian. In addition, the president will work within the campus community to realize the full potential of the physical move of the Seton Hall University College of Nursing and School of Health and Medical Sciences to the new medical school site. The president will take personal ownership of this project and ensure its success.

**Build and lead a strong team**
The president will have the benefit from the outset of choosing a provost and chief advancement officer whose skills, experiences, and styles complement those of the president. Seton Hall is fortunate to retain the services of several long-serving and highly effective senior administrative leaders in key positions. The president will shape and lead this senior team, leveraging its abilities to provide robust leadership for the institution.
Qualities and Qualifications of the Ideal Candidate

The next president will be a practicing Roman Catholic in good standing with a proven record of accomplishment as a leader and administrator within complex organizations. The president will demonstrate a command of and personal investment in the Catholic intellectual tradition, be committed to shared governance, and be a champion of academic freedom.

Additionally, the 27th president of Seton Hall should possess many of the following qualities and qualifications:

- Inspirational leadership skills that build momentum and encourage others toward action and the pursuit of excellence;
- The ability to develop, articulate, and implement a vision and maintain a sense of direction towards strategic goals;
- Ability to navigate the increasingly competitive, dynamic, and fluid field of higher education with an innovative and energetic mindset;
- Experience and success in building relationships, raising funds, and enhancing resources;
- Experience developing and managing large budgets and seeking out new revenue streams;
- Familiarity with teaching, scholarly research, faculty governance, and the rank and tenure process;
- The ability to work effectively with a wide range of constituencies and speak to various stakeholders with clarity, passion, and credibility;
- An open and approachable demeanor and the capacity to listen, receive, and incorporate input from all campus constituencies effectively;
- The ability to prioritize transparency and communication across stages of strategic planning and around consequential administrative decisions;
- Unwavering dedication to student success and an unyielding passion for the transformative quality of a Seton Hall education;
- Commitment to cultivating a nurturing campus environment that provides “a home for the mind, the heart, and the spirit” while also encouraging students to venture forth as servant leaders in a global society;
- Proven ability to serve as an authentic spokesperson for an institution or organization;
- Dedication to creating a diverse, equitable, and inclusive academic community;
- An ability to balance fundraising and representing the University nationally with being actively engaged with the campus community;
- A facility for maintaining and developing strong positive relationships between the University and local community;
- An ability to help shape and work effectively with a Board of Regents in ensuring the University’s future and financial sustainability;
- Embody the personal qualities of integrity, unquestionable fairness, trustworthiness, outstanding judgment, energy, humility, generosity of spirit, diplomacy, and courage of convictions—along with a sense of humor; and,
- Flexibility and openness to new ideas and changing circumstances.

For best consideration, please send nominations, inquiries, and expressions of interest in confidence to:

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For more information, please visit Seton Hall University’s home page at https://www.shu.edu/.

Seton Hall University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.