



**University of Dayton  
Executive Director, Hanley Sustainability Institute**

**THE SEARCH**

The University of Dayton (UD) seeks a visionary and strategic leader to serve as the inaugural Executive Director (ED) of the University's Hanley Sustainability Institute (HSI). This is an exceptional opportunity for a collaborative and innovative individual to join an inclusive and collegial community to advance UD's aspiration to become a national leader in sustainability education and research through the leadership of this interdisciplinary institute.

The inaugural Executive Director joins UD at an important moment in its history. Eric F. Spina, PhD, formerly the vice chancellor and provost at Syracuse University, became the 19<sup>th</sup> President of UD in 2016. President Spina arrived with an ambitious agenda and spent his first year bringing the historically collaborative community together in a visioning process that has positioned the University for years to come. President Spina has signaled strongly that sustainability will play a significant role in that vision and the ED will be an influential leader across campus and the Dayton community on these issues. In his installation address, he identified three research priorities in the strategic vision. In particular, he called for UD to build upon its cross-University strengths in energy efficiency, biofuels, batteries, energy integration and management, and energy informatics and to pay special attention to opportunities where sustainable energy and human rights researchers can work together to advance the common good.

UD enrolls 10,828 students, including 7,890 full-time undergraduates, and is one of the nation's largest Catholic universities and the largest private university in Ohio. A Catholic Marianist institution, UD provides education to develop the whole student and is committed to experiential learning. The University comprises five academic units: the College of Arts and Sciences and the Schools of Business Administration, Education and Health Sciences, Engineering, and Law. It is also the home of the nationally-recognized University of Dayton Research Institute (UDRI).

A generous gift from the George and Amanda Hanley Foundation established HSI in September of 2014 to further decades of sustainability-related work with the ambitious goal of making UD a

leader in sustainability. Since its founding, HSI has developed a cross-disciplinary network of innovative researchers and educators, stimulating and supporting dynamic collaboration among many units on campus. As is the culture at UD, students have responded with enthusiasm and are involved at all levels of HSI. A unique and distinctive aspect of the institute is its many student-initiated and student-operated programs.

The Executive Director will be a visible leader working closely with senior leadership, the Dean of the College of Arts and Sciences and the Associate Dean for Interdisciplinary Research and Experiential Initiatives. The Executive Director will work collaboratively to establish the vision and research focus of the Institute; foster widespread faculty and student engagement; build research capacity among the faculty; nurture broader community relationships; engage stakeholders across the University and serve as a campus leader around areas of sustainability; and fundraise in support of the Institute. The Executive Director will join a talented and dedicated team that is deeply engaged with teaching, research, service, and linking the mission of the Institute across campus. Contingent on qualifications, the Executive Director may be appointed at a tenured faculty rank (associate or full professor) in the appropriate academic department at the University of Dayton.

A representative Search Committee has been convened to conduct the search and to recommend finalists to the provost. The University of Dayton has retained Isaacson, Miller, a national executive search firm, to assist in this search. All applications, inquiries, and nominations should be directed to them as indicated at the end of this document.

## **UNIVERSITY OF DAYTON**

### *Background*

The origins of the University of Dayton date to 1850, when members of the Society of Mary (Marianists) purchased a hilltop farm a short distance outside the growing town of Dayton, Ohio and established a small school for boys, known first as St. Mary's Institute and later as St. Mary's College. The school continued to grow and became the University of Dayton in 1920. In 1935, women were admitted as full-time students, 40 years ahead of many other Catholic universities. The mission of the school evolved as it grew into being a fully-accredited, comprehensive university with an excellent College of Arts and Sciences and distinguished professional schools.

Today, UD is recognized as a top ten Catholic institution of higher learning and a top tier Catholic research university. As a Marianist university, UD strives to educate for formation in faith; to provide an integral, quality education; to educate in family spirit; to educate for service, justice, and peace; and to educate for adaptation and change. It has both preserved and adapted its core values as it has grown, redefined itself, and achieved remarkable success over more than a century and a half. It is deeply committed to pursuing diversity within a common mission, building consensus, and fulfilling its founding vision of educating the whole person through the union of learning and scholarship with leadership and service. The institution's hallmark is learning that spans the boundaries of the liberal arts and the professions, integrates theory and practice, and reaches out to the greater community in order to strengthen public and civic life. UD's culture is defined by a strong commitment to collegiality, excellence in serving students and one another, and a sense of inclusive community.

UD is Carnegie classified as a doctoral intensive university. The University of Dayton comprises five academic units: the College of Arts and Sciences and the Schools of Business Administration, Education & Health Sciences, Engineering, and Law. More than 82 academic programs are available at the undergraduate level. Over 35 centers and institutes, including the nationally-recognized UDRI, provide faculty, students, and staff with tremendous opportunities for research and experiential learning. In 2015 the university received Carnegie Community Engagement Classification and partnerships within the Dayton community allowing UD faculty and students to successfully collaborate with neighbors to serve the community, to create learning opportunities beyond the classroom for students, and to connect theory with practice. At the graduate level, master's degrees and doctoral programs are offered in a range of liberal arts, education, engineering, and interdisciplinary fields. Professional degree programs are offered within the Schools of Business Administration, Education & Health Sciences, Engineering, and Law. In addition, the University supports many centers that provide a variety of distinctive programs and opportunities. Across all programs, University faculty are committed to providing students with excellent classroom and real world experiences, and value the inclusive leadership style that has been the tradition at the University. UD has 550 full-time faculty members (407 tenured/tenure-track; 213 library and non-tenure track), 391 part-time faculty, and 1,856 full-time staff members.

The University serves approximately 10,828 students including more than 7,890 full-time undergraduates. The average SAT score for the entering class of 2016 was 1133; the average ACT score was 26.6, and 85.8 percent of the entering class were in the top 50 percent of their high school graduating classes. In 2016, approximately 43.3 percent of undergraduate students are Ohio residents, with an additional 46.8 percent coming from other states. International students comprise 9.9 percent of the student population. African American students represent 2.8 percent, Latino/a students represent 3.7 percent, and members of other diverse student populations also constitute 2.2 percent. The University's commitment to residential living means that almost 94 percent of first-year students and 72 percent of students overall live in university-owned housing.

The inclusive nature of the UD community is a key differentiator. The institution embraces a wide variety of students and faculty who embody religious, ethnic, cultural, and other differences. These differences are recognized and celebrated on campus. The Office of Multicultural Affairs, featured lectures and artistic events, a postdoctoral fellowship in diversity and creative writing, a Muslim Prayer Chapel, housing accommodations for international students, and increased handicapped access represent just a sample of the institutional commitments the University has made to build and sustain this inclusive and welcoming community.

### *Divestment*

In 2014, UD took the bold step of announcing the divestment of coal and fossil fuels from its \$670 million investment pool in accordance with its commitment to environmental sustainability and social justice. The University's divestment has occurred over several phases and includes the elimination of fossil fuels from both domestic and international holdings, investment in green and sustainable technologies or holdings, and restricting future investments in private equity or hedge funds whose investments support fossil fuel or significant carbon-producing holdings. UD was the first Catholic university to make a comprehensive divestment commitment. As a follow-on to this commitment HSI assembled the Divest/Invest Conference and convened over 120 representatives of diverse Catholic institutions—colleges and universities, healthcare systems,

social service and relief agencies, and religious orders—to discuss the practical implications of the Church’s teaching and of the climate crisis for institutional investment practices.

### *Location and Campus*

The Dayton metropolitan area has a population of about 850,000 and is a diverse community boasting renewed downtown and historic neighborhoods and a highly favorable cost of living. Dayton is noted for its long history of innovation and inventions and is a center of technological development. It is home to corporations such as Teradata Corp, Reynolds and Reynolds, Standard Register, and LexisNexis, and to the U.S. Air Force Research Laboratory at Wright-Patterson Air Force Base. Keeping with its history, a large innovative health network is growing in the city and region. More information on the Dayton region can be found at <http://daytoncvb.com/>.

The University is spread out on a beautiful 388-acre campus comprising over 40 academic, recreational, athletic, and administrative facilities. The University has invested considerably in its physical plant in recent years, including the construction of a \$25.3 million fitness and recreation center, a \$22 million renovation of the science center, a \$12 million renovation of the Chapel of the Immaculate Conception, major renovations of classrooms, studios, and offices for fine and performing arts programs and for the School of Education and Health Sciences, and the refurbishment of its athletic fields and facilities.

For more information about the University of Dayton, please visit [www.udayton.edu](http://www.udayton.edu).

### *Leadership*

Eric F. Spina, Ph.D., the 19th president of the University of Dayton, took office July 1, 2016. He brings to UD a reputation for scholarship, teaching and research and has gained both depth and breadth of experience in top-tier, higher education leadership. He joined from Syracuse University where he served for 27 years, most recently as the vice chancellor and provost for nine years. He earned doctor’s and master’s degrees in mechanical and aerospace engineering from Princeton University and a bachelor’s degree with university honors in mechanical engineering from Carnegie Mellon University. Since joining UD President Spina has led a campus wide visioning process that embraces issues of sustainability across campus and beyond. The installation address can be found at: <https://www.udayton.edu/president/resources/docs/inaugural-address.pdf>.

## **THE COLLEGE OF ARTS AND SCIENCES**

The College of Arts and Sciences is the largest academic unit on campus and offers a diverse range of programming in the arts, humanities, sciences, and social sciences while focusing on personal attention and close faculty-student interaction in the context of a large comprehensive university. Profoundly committed to undergraduate education and research, the College delivers 64 percent of the undergraduate curriculum and is home to strong undergraduate major programs. It also provides the bulk of instruction within the Common Academic Program, an innovative and integrative undergraduate general education program, and supports the University’s graduate programs and its professional schools of Business Administration, Education and Health Sciences, and Engineering. Dr. Jason Pierce serves as the Dean of the College.

More information about the College of Arts and Sciences can be found at:  
<https://www.udayton.edu/artssciences/index.php>.

## **The Hanley Sustainability Institute (HSI)**

In September 2014, former President Dan Curran announced a \$12.5 million gift for the University from the George and Amanda Hanley Foundation to establish the Hanley Sustainability Institute. The gift, the largest in University history, is an investment in the future of the planet and will position the University as a national leader in sustainability education. In keeping with UD's commitment to interdisciplinary learning, the Hanley Sustainability Institute will integrate sustainability education into UD's entire curriculum and will impact science, business, engineering, social sciences, humanities, education, law, and human rights.

HSI builds on decades of sustainability-related education, research and outreach through existing University programs, degrees, courses, and experiential programs including Environmental Biology and Geology degrees, a master's degree in Renewable and Clean Energy, an undergraduate minor in Sustainability, Energy and Environment (SEE), and UD's Rivers Institute. Since its founding, HSI has developed a cross-disciplinary network of innovative people and projects, stimulating and supporting dynamic collaboration between the College of Arts and Sciences, School of Engineering, School of Education and Health Sciences, School of Business Administration, the University of Dayton Research Institute, and within the community. Evolving areas of focus and expertise include energy and sustainable solutions, water resources initiatives and local food insecurity projects. Faculty research and expertise are integral parts of the Institute, which help foster the "campus as a laboratory", cultivating student engagement with cutting-edge sustainability solutions. Drawing upon UD's long-standing community-oriented, collaborative spirit, HSI is building new on-campus academic programs for sustainability research and education and is partnering with forward-thinking organizations to impact communities locally, nationally and internationally.

A summary of HSI's accomplishments over its first two years in the areas of curriculum, research, community engagement, scholarship, conferences convened, campus sustainability, and experiential learning and student leadership development can be found at:

<https://www.udayton.edu/artssciences/ctr/hsi/about/news-reports/annual-reports.php>.

### *Finances*

The College and the University have made significant budget allocations to the Institute and are committed to increasing budgetary support. The Institute's budget is not contingent on external dollars, although the Executive Director is encouraged and will have institutional support to pursue external funding. The anticipated budget for the coming year is approximately \$1M. As the work of the Institute continues to expand, the budget will grow from both institutional and external sources.

## **THE ROLE**

The Executive Director provides vision and leadership for the Hanley Sustainability Institute. Duties and responsibilities include: shaping and executing shared strategic goals and a cohesive vision for HSI; inspiring partnerships both internal and external to the University;

promoting the reputation of the HSI, its faculty, staff, and student affiliates; facilitating collaboration with external scholars and research centers; managing the Institute's budget and leading its fundraising work in partnership with University Advancement and senior administrators; and collaborating with the university's sustainability-connected academic and facilities management programs. As President Spina's installation address indicated, given how the fields of sustainability and human rights intersect, the successful candidate will have the opportunity to forge innovative and prescient collaborations with the Human Rights Center (<https://www.udayton.edu/artssciences/ctr/hrc/>) and the Hanley Sustainability Institute.

The new Executive Director will identify Institute priorities and build the necessary team and structure. The Institute's team is presently composed of the Research Director, Director of Student Engagement, Scholar for Faith and Environment, other visiting scholars and artists, an administrative assistant, HSI visiting assistant professor(s), and multiple graduate and undergraduate students leading initiatives on behalf of the Institute. The Executive Director will work collaboratively with the College of Arts and Science's new Sustainability Studies Program Director and will consult with other on-campus stakeholders through an Executive Council that includes representatives from Facilities Management, Advancement, and students from campus sustainability organizations. The Executive Director will create an HSI Advisory Council, composed of key external partners, for broader strategic guidance.

## **OPPORTUNITIES AND CHALLENGES**

Primary opportunities and challenges for the Executive Director will include the following:

### **Work collaboratively to define the Institute: sharpen and strengthen the focus**

The work of HSI has already taken root both on campus and in the surrounding community; however, the greater aspiration is for the Institute to emerge as a national leader in sustainability education and research. The inaugural Executive Director will have the opportunity to work collaboratively with both the internal and external stakeholders of HSI to develop a compelling vision for the Institute and identify the institutional priorities that best position the Institute in the emerging and dynamic landscape of sustainability education and research. The Executive Director also will provide valuable leadership to establishing a shared vision for how sustainability is lived out on campus.

With a number of existing partners on campus and the advantage of being embedded in an environment dedicated to interdisciplinary research, the research arm of HSI is poised for growth. In addition to the environmental and sustainability research of UD's outstanding faculty, UD has already invested in and achieved notable progress in renewable energy and energy efficiency, specialized energy labs, and new interdisciplinary academic programs. The Human Rights Center presents an unparalleled opportunity to conduct research at the intersection of sustainability and human rights. The Executive Director will also have the opportunity to leverage the capabilities at the University of Dayton Research Institute. The Executive Director will strategically sharpen and strengthen the Institute's research focus so that it aligns with its vision.

### **Foster widespread student engagement**

Student engagement is at the core of UD's educational mission; the same is true for HSI. Both graduate and undergraduate students are leading essential work for the Institute, and the

Executive Director is expected to support and expand this work across the campus and the surrounding community and build structures to ensure the work is passed on as students move on from UD. The Executive Director will lead the effort to raise the awareness of the HSI among the student body and facilitate greater engagement to deepen a culture and practice of sustainability across the University. The Executive Director will create an environment fertile with opportunity for community-engaged student learning as it relates to sustainability, transforming the campus into a living laboratory.

### **Develop broader community, industry, and academic relationships**

The Executive Director will be tasked with strengthening existing partnerships with the Institute's many stakeholders both on and off campus. In addition, the Executive Director will be expected to establish new, collaborative relationships in higher education, industry and the community that have overlapping missions. The Executive Director also will serve as an ambassador of the Institute and the University and as a national and international thought leader and collaborator in the field of environmental sustainability. S/he will also serve as the lead communicator for HSI, articulating the vision of the Institute and communicating the important works of those at the Institute to a variety of audiences in a wide range of venues. As a result of these efforts, HSI will receive increased visibility and position among national and international advocacy organizations and academic institutions engaged in this work.

### **Be a formal and informal campus leader around areas of sustainability**

The Executive Director will partner with University leaders across campus to build on the President's commitment to strengthen critical mass in sustainability research with faculty and staff hires in each school and to be involved in developing a process to create joint hires across departments and schools. Working with a variety of talented and committed faculty, students, and staff, the Executive Director is also expected to foster an environment where sustainability education and scholarship extend beyond the Institute to the broader campus and community. The Executive Director will serve as a champion for environmental sustainability and Institute-supported efforts, and will ensure that the University's commitment to sustainability is integrated across all fields and disciplines.

### **Fundraise in support of the Institute**

HSI was founded through the generosity of the George & Amanda Hanley Foundation and receives significant institutional support. However, there are opportunities to secure external funding to enhance the Institute's research and other activities. The Executive Director will partner with the advancement office to sustain positive reporting and relationships with the Hanley Foundation, will cultivate and steward relationships with other individuals and organizations dedicated to the University's sustainability effort, and will successfully make the case for increased investment in the Institute. Additionally, the Executive Director will support faculty and staff in procuring grant funding. The Executive Director will skillfully manage the Institute's resources and allocate funds strategically.

## **QUALIFICATIONS**

The successful candidate will possess the following **required qualifications**:

- A demonstrated record of leadership success and administrative experience in higher education, not-for-profit, or government organizations
- Experience supervising faculty or professional staff
- Experience developing budgets and managing program expenses
- Doctoral or terminal degree

Additionally, while no candidate will embody every quality, the successful candidate will possess many of the following **preferred qualifications**:

- A record of research and teaching commensurate with the expectations for tenure and appointment at the rank of associate or full professor at the University of Dayton
- A commitment to diversity, empathy and sensitivity to the needs of others and a track record of individual action and institutional leadership to advance diversity and inclusion
- National recognition for distinguished research, teaching or professional accomplishment in sustainability
- Successful experience crafting, implementing, and supporting existing and new programs or initiatives related to sustainability
- Record of securing extramural funding for projects
- Capacity to teach and mentor students in sustainability-connected academic programs
- Experience collaborating with operational or facilities management professionals
- Demonstrated successful experience working with community partners, advisory boards, and alumni
- Ability to articulate how environmental sustainability is in dialogue with human rights concerns
- Successful experience collaborating with advancement and foundation relations personnel
- Effective oral and written communication skills, including presentation skills
- Effective interpersonal skills
- Expressed willingness to engage with the Catholic and Marianist educational values of the University

## TO APPLY

The University of Dayton has engaged Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as directed below:

Jackie Mildner, Principal  
Natalie Leonhard, Managing Associate  
Brian Nwachukwu, Associate  
Isaacson, Miller  
1300 19<sup>th</sup> St., NW  
Suite 700  
Washington, DC 20036  
[www.imsearch.com/6089](http://www.imsearch.com/6089)

**Electronic applications strongly encouraged.**

***The University of Dayton, founded in 1850 by the Society of Mary, is a top ten Catholic research university. The University seeks outstanding, diverse faculty and staff who value its mission and share its commitment to academic excellence in teaching, research and artistic creativity, the development of the whole person, and leadership and service in the local and global community.***

***To attain its Catholic and Marianist mission, the University is committed to the principles of diversity, inclusion and affirmative action and to equal opportunity policies and practices. As an Affirmative Action and Equal Opportunity Employer we will not discriminate against minorities, females, protected veterans, individuals with disabilities, or on the basis of sexual orientation or gender identity.***