Vice President for Diversity, Equity and Inclusion

Leadership Profile

Fall 2020
Executive Summary

Santa Clara University, an institution that blends high-tech innovation with a social consciousness grounded in the Jesuit, Catholic educational tradition, seeks a strategic, collaborative, and courageous leader and change agent to serve as its inaugural vice president for diversity, equity and inclusion.

Founded in 1851, and located in the heart of Silicon Valley, Santa Clara University is committed to the Jesuit, Catholic tradition of educating the whole person — mind, body and soul — and preparing students to create a more just, humane, and sustainable world. Today, the University includes more than 8,600 students (5,600 undergraduates; 3,000 graduate students), over 900 faculty, over 1,050 staff members, and more than 104,000 living alumni.

Reporting to President Kevin O'Brien, S.J., who was appointed in July 2019, the vice president for diversity, equity and inclusion will join Santa Clara at a pivotal and transformational time in the University’s history. Santa Clara acknowledges and seeks to end bias and exclusion on campus and in the world beyond, and welcomes recent challenges and calls to action for the ending of anti-Black racism and other forms of racial injustice. In response, the president has reinforced his strong commitment to leading the SCU community to racial and restorative justice:

“No work is more important than our efforts to realize a more inclusive, welcoming and safe campus where all are respected and valued.... As president, I will prioritize making Santa Clara an anti-racist institution. I invite you to join with me in this vital priority, for such transformation requires many hearts, hands, minds, and souls.”

The vice president for diversity, equity and inclusion will build on past efforts, including the recommendations from the Blue Ribbon Commission on Diversity and Inclusion (2016), the Task Force on Diversity and Inclusion (2017), and the Campus Climate Team (2018-19), to drive meaningful change in campus culture.

The new vice president will be a bold, visionary and strategic thinker, someone who will rise to this moment and shape the future of diversity, equity and inclusion for Santa Clara. Harnessing the insights and energy of faculty, staff, alumni, and students, as well as its culture of innovation, commitment to social justice, and dynamic relationship with the entrepreneurialism of Silicon Valley, the vice president will set the tone and build a strategic plan for an environment that educates leaders of competence, conscience and compassion while fostering a strong sense of belonging for all.

The ideal candidate will have a proven record of innovative applications of emerging practices around equity, diversity and inclusion in a higher education context and success in leading positive culture change in complex organizations. The vice president will listen with empathy and concern; nurture positive, transparent and cooperative relationships; navigate difficult conversations and tough situations with compassion and astuteness; demonstrate
skill in motivating and unifying people across campus around a strategic vision; and utilize data and research to inform analysis leading to the development of measurable goals and systems of accountability. An earned doctorate or other terminal degree is preferred. While the successful candidate will serve full-time as the vice president for diversity, equity and inclusion, the candidate could be eligible to hold a faculty appointment at Santa Clara University concurrent with serving in the vice president’s position.

For information on how to apply for this position, inquire, or submit nominations, please refer to the section “Procedure for Candidacy” at the end of this document.
The Role of the Vice President

The creation of the vice president for diversity, equity and inclusion position comes from the recommendations of a number of committees, campus climate surveys, and at the urging of the campus community. Over the years, many efforts have laid the foundation for the work needed to continue strengthening our community by fostering a strong sense of belonging for all members of the SCU community. As a top, cabinet-level position reporting directly to the president, the vice president will envision, champion, coordinate, coalesce, and advance efforts around diversity, equity and inclusion for Santa Clara University, while maintaining accountability for continued progress and prompting systemic change.

The vice president's responsibilities include but are not limited to:

▪ Provide vision, leadership, management, direction, and strategic planning for diversity, equity, and inclusion initiatives that support Santa Clara University's mission, Jesuit Catholic tradition, and long term strategic goals.

▪ Guide and coordinate across divisions, collaborative governance bodies, and a broad range of stakeholder groups that include the Board of Trustees, faculty, staff, students, alumni, and administrators to deepen the University's commitment to diversity, equity, and inclusion as an educational and institutional priority.

▪ Partner with other members of University leadership to focus and develop recruitment and retention programs to increase diversity of faculty, staff, and students, at the graduate and undergraduate level.

▪ Serve as a strong and visible ambassador for diversity, equity, and inclusion on campus and beyond.

▪ Create a culture of continuous improvement and accountability through planning and assessment for diversity, equity, and inclusion initiatives.

▪ Contribute to the fundraising strategy, advocate for, allocate, and manage necessary financial resources to invest in and sustain effective diversity, equity, and inclusion efforts and programs.

▪ Lead changes in policy, process, practice, and campus climate where necessary in an effort to promote diversity, equity, and inclusion and prompt positive systemic change.
▪ Identify, develop and maintain active partnerships with university community groups, alumni affinity groups, and various civic and professional organizations as needed to advance diversity, equity, and inclusion efforts.

▪ Represent SCU in local, regional, national and international activities intended to advance diversity, equity, and inclusion efforts.

▪ Collaborate with other university offices to support diversity, equity, and inclusion initiatives, including but not limited to: University Relations for fundraising, Marketing and Communications for internal and external communications, Enrollment Management, Student Life and the academic units for student/faculty recruitment and retention program development.
Diversity, Equity and Inclusion at Santa Clara

Advancing inclusive excellence is a campus-wide imperative inherent in Santa Clara University's Jesuit values and traditions. As stated in the Fundamental Values of the University's Strategic Plan, "We cherish our diverse and inclusive community of students, faculty, staff, administrators, and alumni, a community that is enriched by people of different backgrounds, respectful of the dignity of all its members, enlivened by open communication, and caring and just toward others."

Nevertheless, there have been various times in SCU’s history when students, staff, faculty, and alumni have challenged the institution and demanded change. From the late-sixties to present day, several student movements have reminded the University that the work of diversity, equity, and inclusion must continue to address the many concerns related to curriculum, student and residence life, transparency, faculty and student recruitment, and new student orientation.

In fall 2007, the Provost's Office established what became the Council on Inclusive Excellence and the Office for Multicultural Learning to advance inclusive excellence on the SCU campus. In 2013, the Office for Diversity and Inclusion (ODI) was formed. The Office for Diversity and Inclusion (ODI) fosters Santa Clara University's commitment to the education of the whole person in the Jesuit tradition through support for the recruitment, retention, and success of a diverse community of faculty, staff and students, and through collaborations with other offices to promote inclusive excellence in every aspect of University life.

Blue Ribbon Commission on Diversity and Inclusion
In March 2016, then President Michael Engh, S.J., convened a formal Blue Ribbon Commission on Diversity and Inclusion. This group of community leaders, alumni, campus representatives worked over the course of 2016 to consider how to improve the recruitment and retention of students, faculty and staff of color, and how to help the University become a more inclusive and diverse community for all populations.

Task Force on Diversity and Inclusion
Following the release of the Blue Ribbon Commission Report, the University Coordinating Council (UCC) convened a formal Task Force on Diversity and Inclusion to review the Blue Ribbon recommendations and to develop a strategy for implementation. The Task Force consisted of members from the faculty, staff and students. It started meeting in mid-March
2017 and throughout the spring quarter and submitted its final report in early July 2017. The formal Task Force Report on Diversity and Inclusion can be found [here](#).

**Campus Climate Survey**
In 2018, Santa Clara conducted a Campus Climate Study as a direct response to the recommendations from the Blue Ribbon Commission on Diversity and Inclusion and the Task Force on Diversity and Inclusion. The climate survey offered members of the university community the opportunity to describe their personal experiences and observations, and to offer suggestions for change. Nearly 3,000 students, faculty, and staff participated. Ten priorities were identified, and progress has been made towards them. The latest updates can be found [here](#).

**Racial and Restorative Justice at SCU**
Events nationally and on campus in the summer of 2020 raised important questions and needed discussions about racial equity and justice. Several critical steps have already been taken and much more is being done. To keep the campus community informed on the actions towards advancing racial equality, [this website](#) is actively being updated and contains the history of recent concerns, the University’s responses, and next steps towards restorative justice.

**Diversity Resources**
In addition to a host of student organizations, the University has a number of offices on campus that support students, faculty and staff from a wide range of backgrounds, beliefs and viewpoints so that SCU might continue to learn and grow as an institution.

- Campus Ministry
- Council on Inclusive Excellence
- Office of Accessible Education
- Global Engagement Office
- Ignatian Center for Jesuit Education
- Human Resources Office
- LEAD Scholars
- Multicultural Center
- Markkula Center for Applied Ethics
- Office for Multicultural Learning
- Office for Diversity & Inclusion
- Office of EEO and Title IX
- Unity RLC
Opportunities and Expectations for Leadership

The inaugural vice president for diversity, equity and inclusion will report directly to President Kevin O’Brien, S.J., and be an integral part of the Santa Clara University leadership team. The vice president will be responsible for upholding SCU’s mission of creating an academic community that educates the whole person within the Jesuit, Catholic tradition.

At his inauguration on October 11, 2019, President O’Brien’s stated his top priorities for the University:

1) **Access and affordability**: Make an SCU education more affordable for qualified students who want to come here, no matter their socioeconomic background or family circumstances. Support SCU’s talented and dedicated faculty and staff to live, work, and thrive in this expensive region of the country.

2) **Building a deeper culture of trust, respect and shared mission**: Build an administration marked by transparency, accountability and clarity of decision-making. A community as large, diverse and vibrant as SCU’s will have differences, but the university should focus on its shared commitment to the mission.

3) **Innovating With a Mission Campaign**: Focus on fundraising for financial aid and faculty development through SCU’s $1 billion campaign.

4) **Outreach to Silicon Valley**: Intensify and coordinate outreach to neighboring communities and the technology giants in Silicon Valley who change the world and employ SCU graduates.

Within this strategic vision, the vice president for diversity, equity and inclusion will be expected to:

- **Provide visionary and strategic leadership for the future of diversity, equity and inclusion at SCU.**

This is a pivotal and transformational time in Santa Clara’s history. Santa Clara’s new senior leadership is looking toward the future with ambition and optimism, and expects the vice president for diversity, equity, and inclusion to meet this moment and move the institution forward.

While race, ethnicity and gender remain important because of this nation’s history and
continuing struggles for change, an opportunity exists for a broader construct of diversity that includes ability, socioeconomic diversity, sexual orientation, mental health, thought, and religion. Likewise, "equity" and "inclusion" will need to be articulated in a way that provides clear direction for programs and initiatives to be designed to foster inclusive excellence.

A strategic plan for diversity, equity and inclusion for SCU should have a university-wide impact. In close partnership with the president, provost and the senior leadership, the vice president will create an ethos of mutual trust and respect, openness, transparency, communication, and collaboration. The vice president must also assess and prioritize needs including, but not limited to, faculty, staff, students recruitment and retention; inclusive classrooms and curricula; financial and programmatic resources for students to facilitate a greater sense of engagement; bias incident response; and ongoing education and training to foster an environment where all members of the community feel welcomed.

- **Unify and build a team from the many people who are doing diversity work and engage all segments of the campus community in diversity, equity and inclusion initiatives.**

Working closely with the president and other senior leaders, the vice president will develop the infrastructure for diversity, equity and inclusion efforts, including considerations for reorganizing offices engaged in the work where appropriate, establishing goals and metrics, forging collaborative relationships with the academic units, and developing strategies to ensure regular, clear and transparent communication about the progress of initiatives.

There are already a number of entities across campus working on diversity issues. These include independent offices as well as units, programs and groups within the schools and College. Coordinating efforts, publicizing best practices and existing resources such as incident reporting systems or funding sources for diversity-related programs, fostering connections, and raising awareness of actions being taken and the results will be essential to promote a sense of urgency and forward momentum.

SCU's mission provides a strong foundation for diversity and equity work. Establishing a true sense of belonging for all requires active and full participation from the entire community. The vice president will work to ensure that individuals, departments and organizations see the impact their actions can have on one another and the immediate and larger environments and understand the
importance and benefit of diversity, equity, and inclusion for the University. When the search for the vice president for mission and ministry resumes and the position is filled, this new role can serve as a significant partner to the vice president to demonstrate the alignment of diversity efforts and the mission of the institution.

- **Prompt positive systemic change to enhance the campus culture.**

Santa Clara University has conducted multiple examinations of diversity, equity and inclusion needs and concerns on campus as evidenced by the Blue Ribbon Commission, Task Force on Diversity and Campus Climate Survey. Additionally, recently, the institution committed additional resources to support initiatives to address a lack of a true sense of inclusion experienced by diverse students, faculty and staff. The vice president will need to move with tenacity and resolve to ensure that concrete actions will be implemented to advance racial justice and a sense of belonging for all.

The vice president will focus on the assessment and implementation of strategies recommended by the Blue Ribbon Commission and Task Force on Diversity and Inclusion, and execution of actions to continue to advance the priorities articulated in the Campus Climate Survey. The vice president must be able to prioritize, recognize opportunities, and take action that will produce results in a timely manner, balancing short-term results that will be visible to students while they are enrolled at Santa Clara with longer-term initiatives that may require more time to materialize fully.

- **Serve as a champion for diversity, equity and inclusion.**

The vice president needs to be able to empower muted voices. The new leader must seek to understand the stakeholders' perspectives, and be able to communicate that to others at the University in an appropriate, effective and positive way. Students desire a champion who will put their concerns front and center, and someone who will help them navigate administrative structures and facilitate dialogue between students, faculty and staff.

As the central spokesperson for diversity, equity and inclusion, the vice president will be a resource for the campus community, providing insight, guidance and feedback on those issues. The vice president will be able to address controversy in a diplomatic way, and facilitate the University’s bias incident response so that all parties feel heard and valued and individual grievances and institutional inadequacies are addressed thoughtfully and thoroughly.

SCU recognizes the opportunity to both contribute to and learn from its neighbors in Silicon Valley and the greater Bay Area. Developing pipelines and networks with industry, organizations and individuals can augment the University's diversity efforts and expand its role in Silicon Valley. The vice president would also be instrumental in conceiving approaches to reconnect alumni from underrepresented groups and engage them in the life of the University in ways that are meaningful and relevant.
Professional Qualifications and Personal Qualities

Santa Clara University seeks a bold, visionary and strategic thinker who can give shape to and define the future of diversity, equity, and inclusion. Ideal candidates will have expertise on diversity, equity and inclusion issues with a proven record of creative thinking around inclusive excellence and innovative applications of emerging and promising practices in higher education. The vice president will have demonstrated success in leading efforts for meaningful change in a complex organization. An earned doctorate or other terminal degree is preferred. While the successful candidate will serve full-time as the vice president for diversity, equity and inclusion, the candidate could be eligible to hold a faculty appointment at Santa Clara University while serving in the role.

In addition, SCU seeks a leader with the following attributes:

▪ **Appreciation of the Jesuit, Catholic Tradition**: Demonstrated commitment to embrace the Jesuit, Catholic mission, identity and values of SCU. Broad, nuanced understanding of how diversity, equity and inclusion theory and practice apply to higher education generally and to the Jesuit, Catholic mission of Santa Clara University specifically.

▪ **Change Management**: Demonstrated experience leading change management efforts including the contexts, cultures, and barriers within institutions that impact the implementation and management of effective diversity efforts.

▪ **Effective Communication Skills**: Highly developed written and verbal communication skills, ability to communicate with clarity and transparency, skill in listening with empathy and concern so that all parties feel heard, and comfort with representing SCU's commitment to diversity, equity and inclusion to various constituencies, including community leaders, industry personnel and the media.

▪ **Relationship Builder**: Ability to build trusting and mutually respectful relationships with students, administrators, faculty, staff, alumni as well as the surrounding community. Political astuteness.

▪ **Deep Understanding of Data**: Experience in using data and research to inform analysis, develop measurable goals and create systems of accountability.

▪ **Other Desired Qualities**: Sense of urgency, creativity, resourcefulness, resilience, initiative, caring, trustworthiness, and diplomacy.
About Santa Clara University

Overview
Founded in 1851, Santa Clara University has grown in size and stature and is increasingly recognized as one of the top Catholic universities in the United States. A comprehensive Jesuit, Catholic university located 40 miles south of San Francisco in California’s Silicon Valley, SCU offers its nearly 9,000 students rigorous undergraduate curricula in arts and sciences, business, theology, and engineering, plus master’s and law degrees and engineering doctoral degrees. Distinguished nationally by one of the highest graduation rates among all U.S. master’s universities, California’s oldest operating higher-education institution demonstrates faith-inspired values of ethics and social justice.

Mission and Vision
Santa Clara University challenges its students to move out of the classroom and contribute to the community. The University also challenges students to understand the moral and ethical implications of their academic work and to bring creativity to bear in solving real-world problems.

Mission
The University pursues its vision by creating an academic community that educates the whole person (cura personalis) within the Jesuit and Catholic tradition, making student learning the central focus, continuously improving the curriculum and co-curriculum, strengthening scholarship and creative work, and serving communities in Silicon Valley and around the world.

Vision
Santa Clara University will educate leaders of competence, conscience, and compassion, and cultivate knowledge and faith to build a more humane, just, and sustainable world.
Fundamental Values

The University is committed to these core values, which guide the institution in carrying out its mission and realizing its vision:

**Academic Excellence**
SCU seeks an uncompromising standard of excellence in teaching, learning, creativity, and scholarship within and across disciplines.

**Search for Truth, Goodness, and Beauty**
SCU prizes scholarship and creative work that advances human understanding, improves teaching and learning, and adds to the betterment of society by illuminating the most significant problems of the day and exploring the enduring mysteries of life. In this search, Santa Clara University's commitment to academic freedom is unwavering.

**Engaged Learning**
SCU strives to integrate academic reflection and direct experience in the classroom and the community, especially to understand and improve the lives of those with the least education, power, and wealth.

**Commitment to Students**
Teachers and scholars, mentors and facilitators all endeavor to educate the whole person; nurturing and challenging students intellectually, spiritually, aesthetically, morally, socially, and physically, preparing them for leadership and service to the common good in their professional, civic, and personal lives.

**Service to Others**
The University promotes a culture of service, not only to those who study and work at Santa Clara University, but to society in general, especially to its most disadvantaged members as work is done with and for others to build a more humane, just, faith-filled, and sustainable world.

**Community and Diversity**
Santa Clara University cherishes a diverse and inclusive community of students, faculty, staff, administrators, and alumni(ae) "a community that is enriched by people of different backgrounds, respectful of the dignity of all of its members, enlivened by open communication, and caring and just toward others."
Jesuit Distinctiveness
The University treasures a Jesuit heritage, which incorporates all of these core values. This tradition gives expression to the Jesuit educational mission and Catholic identity while also welcoming and respecting other religious and philosophical traditions, promoting the dialogue between faith and culture, and valuing opportunities to deepen religious beliefs.

Academics
Santa Clara University offers students more than 50 majors, minors, and special programs for law and teaching. The graduate programs span business, engineering, education, counseling psychology, law, theology, and pastoral ministries.

Santa Clara University has six nationally recognized schools and colleges. Of those, five are located on the main campus in Santa Clara:

- College of Arts and Sciences
- School of Engineering
- Leavey School of Business
- School of Education and Counseling Psychology
- School of Law

The sixth is located in Berkeley, about 50 miles away:

- Jesuit School of Theology

The College of Arts and Sciences, the School of Engineering, and the Leavey School of Business offer undergraduate degrees.

All Santa Clara University schools have graduate programs, though the College of Arts and Sciences supports only one, the Graduate Program in Pastoral Ministries. All of the Schools and the College have activities that include a focus on global learning and social justice. Over one-third of the University’s students participate in at least one program abroad during their time at Santa Clara University. The University also offers minors in International Business and International Studies, as well as a full range of study-abroad options to grow students’ global perspectives.
Centers of Distinction
Santa Clara University has three Centers of Distinction that encourage the pursuit of knowledge in service of humanity and create opportunities to share the Jesuit values and talents within SCU, throughout the communities, and around the world.

- **Ignatian Center for Jesuit Education**: The Ignatian Center brings together Santa Clara University's most characteristically Jesuit programs to communicate and share the University's core values both on and off campus. The Center also sponsors neighborhood engagement and immersion projects throughout the surrounding communities and the world.

- **Markkula Center for Applied Ethics**: The Markkula Center supports campus engagement with ethical issues and brings the University's resources to bear on real-world problems faced by individuals and organizations in Silicon Valley and around the world.

- **Miller Center for Social Entrepreneurship**: The Miller Center focuses on accelerating entrepreneurship to end global poverty and protect the planet.

At the Center of Innovation
Santa Clara University is distinct in its blending of a 169-year commitment to faith-inspired values of ethics and social justice, with an ongoing focus on entrepreneurship and innovation. The University’s Silicon Valley location puts students in the heart of a global center for advanced technology and innovation. Santa Clara University students learn from professors who are business leaders and entrepreneurs in Silicon Valley, as well as through real-world internships that give them direct, hands-on experience in emerging technologies.

The addition of the **Sobrato Campus for Discovery and Innovation** will further student opportunities to grow technical expertise, an entrepreneurial mindset and collaborative approaches to tackling society’s most urgent challenges. In addition, the College of Arts and Sciences launched the REAL program, allocating over half a million dollars to fund 127 undergraduate students in the summer of 2018 as they pursued creative work, undergraduate research, paid internships, or individualized projects of their own choosing.
Academic Excellence
Over the past 10 years, Santa Clara University has attained new levels of academic achievement. Expanding academic offerings by creating nearly 20 new degrees, certificates and online degree programs, the size, diversity and caliber of the student body has increased. Many academic programs have been ranked among the top in the country.

**U.S. News & World Report (2021)**
- #53 in best national universities
- #25 in best undergraduate teaching
- #104 in best value schools
- #12 in undergraduate entrepreneurship programs
- #132 in best undergraduate engineering programs
- #138 overall undergraduate computer science programs
- #44 in undergraduate accounting programs
- #67 in best undergraduate business programs
- #11 in executive MBA programs
- #25 in part-time MBA Programs
- #40 in international law programs
- #4 in intellectual property law programs

**Forbes (2020)**
- #51 in "650 Top Colleges"

- #87 out of more than 800 U.S. colleges and universities

**Payscale (2019-20)**
- #22 in best universities for a bachelor's degree

**Poets & Quants (2020)**
- #2 for undergraduate accounting degree
- #33 in undergraduate business programs

**Niche.com (2021)**
- #5 best Catholic university in the U.S.
Santa Clara University
Vice President for Diversity, Equity and Inclusion

Student Life

The Division for Student Life invests in programs and services that directly impact the student experience. The Division provides transformative experiences for first- and second-year undergraduates; delivers innovative learning opportunities that integrate the intellectual, social and personal development of students throughout their time at SCU; advocates for the development and sustainability of an inclusive and respect-filled campus community; and responds to the welfare needs and conduct issues of students. Santa Clara University’s approach to student life reflects its Ignatian values of respecting its students as individuals and working with them to maximize their personal development and academic pursuits.

Complementing current academic programs, Santa Clara Athletics is a key component of the Jesuit philosophy of the education of the whole person – body, mind, and spirit. Through participation in intercollegiate athletics and recreation, students learn critical life lessons and values, including sportsmanship, discipline, teamwork, overcoming adversity, preparation, trust in others, and selflessness, to name just a few. With 20 intercollegiate sports, SCU’s Division I teams have a history of excellence in the West Coast Conference and on the national stage, with national championships and student athletes going on to become All-Americans, Olympians, World Cup champions, and Hall of Famers. With the building of the Stephen C. and Patricia A. Schott Athletic Excellence Center, student athletes will have a new dedicated space to work out, train, practice, eat, and study together, while also opening much-needed facility options for events and for all students participating in clubs and intramural sports.

Key Student Facts

Applicants
Undergraduate applications have grown by nearly 60% over the past 10 years. For the Class of 2024, SCU welcomed 1,274 first-year students from a pool of 16,500 applicants. These students come from 37 states, Washington DC, Guam, and 30 non-US regions. The university enrolled a transfer class of 199 students from a pool of 1,000 applicants.

Top Students
Santa Clara University consistently attracts high caliber students in the top rungs of their class. The most recent official measure of class ranking shows that 88% of Santa Clara first-year students were in the top 25% of their high school classes, up from 82% the previous year. In addition, 52% of the class were in the top 10% of their high school class.
Demographic Profile
The Class of 2024 includes 56% men and 44% women; 2% are African American, 24% are Asian American, 15% are Hispanic/Latino, less than 1% are Native Hawaiian/Pacific Islander, 40% are White, 10% are two or more races, and 2% are not indicated; 10% percent are the first in their family to attend college; 9% are Pell eligible.

Tuition & Fees and Financial Aid
In 2020-21, tuition and fees for undergraduates is $54,322. Seventy-seven percent of SCU students receive financial aid.

Retention Rate
Ninety-five percent of first-year students return to SCU for their second year.

Graduation Rate
The four-year graduation rate of SCU undergraduate students who entered in 2014 was 87.9% – the highest rate among comprehensive universities nationally. Last year, the University achieved its highest six-year graduation rates on record. The six-year graduation rate for the cohort entering in 2013 was 91%. SCU's high retention and graduate rates continue to reflect Santa Clara University’s long-standing excellence in degree outcomes.

Student-Centered Teaching and Learning
SCU has an average class size of 21 students. The student to faculty ratio is 10.5 to 1.
Leadership

Kevin O’Brien, S.J., President

For eight years, Father O’Brien served at Georgetown University, including five years as vice president for mission and ministry. Before becoming president, he served as dean of Santa Clara University’s Jesuit School of Theology, an international center for the study of theology and ministry located in Berkeley. He has served on the boards of four Jesuit universities—Fordham University, Seattle University, Marquette University, and Boston College—and on the faculty of the Jesuit Leadership Seminar, a summer program which forms leaders at Jesuit universities from around the country.

In 2011, O’Brien published The Ignatian Adventure, Experiencing the Spiritual Exercises of Saint Ignatius in Daily Life, an award-winning book that has sold more than 40,000 copies and has been translated into three languages. The book presents for modern day life the 500-year-old tradition of Ignatian spirituality.

O’Brien also is a regular and thoughtful speaker and writer on the intersection of theology and contemporary society, including appearances on MSNBC and columns in the Washington Post and CNN.com. A video on the news site, mic.com, in which he gently debunked the notion of a “war on Christmas,” was the most-viewed video on the site in 2017, with more than 10 million views. After the recent sexual abuse scandals, O’Brien leads SCU’s efforts to work towards authentic and lasting reform of the Catholic Church.

O’Brien was born in Montreal, Quebec, to an Irish-Catholic family of five, which moved to southern Florida when he was four. His late father, Larry, spent 35 years as personal manager to the legendary golfer Jack Nicklaus—for whom O’Brien’s older brother Andrew still works. His late mother Elizabeth worked in the home. His older sister Cathy is a special education teacher in Denver. O’Brien joined the Society of Jesus in 1996 and was ordained to the priesthood in 2006.

He holds a master’s degree in philosophy from Fordham University and a Master of Divinity and a Licentiate in Sacred Theology from the Weston Jesuit School of Theology, now part of Boston College. He has a B.A. in government from Georgetown and a law degree from University of Florida, where he served as an editor on the Florida Law Review.

During his first year in office, O’Brien has prioritized improving access and affordability of SCU’s distinctive education; supporting faculty and staff who live and work in an area with high cost of living; fostering a culture of respect, transparency, and accountability on campus; completing the University’s $1 billion comprehensive campaign; and extending outreach to Silicon Valley and neighboring communities.
Lisa Kloppenberg, J.D., Provost and Vice President for Academic Affairs

Previously serving as dean of Santa Clara University School of Law and interim provost at SCU, Lisa Kloppenberg brings extensive administrative experience and a strong commitment to Jesuit, Catholic values.

Lisa Kloppenberg was chosen to serve as Santa Clara University's provost and vice president for academic affairs effective March 1, 2020. As the University's chief academic officer, she provides leadership and management for all aspects of academics and academic support services, ensuring that SCU's educational programs and strategic initiatives are consistent with the University’s vision, mission, and values. Kloppenberg reports directly to University president, Kevin O'Brien, S.J.

Kloppenberg served for a decade as dean and professor of law at the University of Dayton, a Catholic and Marianist university which received national recognition for the “Lawyer as Problem Solver” curriculum under her leadership. She joined Santa Clara University in 2013 as dean of the School of Law. Kloppenberg was attracted to the Jesuit mission and values of SCU, its location at the heart of global transformation in Silicon Valley, and the people she encountered at the University. During her time as dean, SCU's School of Law accomplished a number of strategic priorities, including right sizing enrollment, balancing budgets, designing a more competency-based curriculum with greater experiential learning opportunities to prepare students for the changing workforce, developing stronger connections to Silicon Valley, and completing the successful fundraising for the Howard S. and Alida S. Charney Hall of Law, which opened in 2018. Kloppenberg has also served on numerous committees at SCU and formed many collaborative relationships across campus.

Kloppenberg earned tenure at the University of Oregon and is a national expert in conflict resolution and constitutional law. She is the co-author of a popular text which teaches law students to be effective advocates in negotiation, mediation, and other methods of resolving disputes without going to court. She has also written several other books and many articles.

Kloppenberg enthusiastically supports Fr. Kevin O'Brien's first year priorities as president: improving access and affordability of SCU's distinctive education; supporting faculty and staff who live and work in an area with high costs of living; fostering a culture of respect, transparency, and accountability on campus; completing the University's $1 billion comprehensive campaign; and extending outreach to Silicon Valley and neighboring communities. She sees opportunities for curricular innovation, increased research addressing the world’s complex interdisciplinary problems, and strengthening our collective work to advance Santa Clara University's Jesuit mission. Kloppenberg was born and raised in California. She and her husband, Mark Zunich, are blessed with three adult children. She is very grateful to be a member of the Santa Clara University community.
Located 40 miles south of San Francisco in California’s Silicon Valley, Santa Clara University has built a community that distinctly blends entrepreneurialism and innovation with a 169-year commitment to faith-inspired values of ethics and social justice.

Silicon Valley, the area that runs south of San Francisco through the city of San Jose, is known globally as a place where ideas are born. Many of the most significant scientific and technological advances in computing, as well as a broad range of fields from medicine to law, have come from this region. The Silicon Valley location contributes significantly to making the University a growing center for technology, innovation, and entrepreneurship. Its students benefit from being immersed in the innovation and energy of Silicon Valley and from faculty along with internship and study opportunities drawn from businesses in the area.

SCU’s campus spans 106 lush acres with world-renowned gardens and beautiful, state-of-the-art facilities surrounding the iconic Mission Church. The campus is adjacent to San Jose, the 10th largest city in the United States, and is a short drive to the beaches of Santa Cruz and to San Francisco, situating the University in one of the most culturally and environmentally diverse regions in the world.

Integral to SCU’s mission is a deep and ongoing engagement with the surrounding communities in Silicon Valley and well beyond. Santa Clara University’s community programs, activities, and initiatives are distinct in that they help strengthen the connection between the University, its neighbors and the world, while creating opportunities for all Santa Clara University students to learn, serve, and grow.
Santa Clara's Jesuit School of Theology is located in nearby Berkeley, California. The Jesuit School of Theology is both a graduate school of Santa Clara University and a member of the Graduate Theological Union, a vibrant consortium encompassing eight graduate schools of theology in the Bay Area, most of them within a few minutes' walk of Santa Clara's campus in Berkeley. JST education is enhanced by its world-famous consortium library, its close relationship with the nearby University of California, and proximity to the artistic and cultural diversity of the San Francisco Bay Area.

Santa Clara University plays a unique and vital role in Silicon Valley. The Thriving Neighbors Initiative of the University's Ignatian Center and the Leavey School's My Own Business Institute run a joint program aimed at creating new businesses in economically disadvantaged neighborhoods in San Jose. The University also operates the Entrepreneurs’ Law Clinic to deliver high-quality legal services to area entrepreneurs. Santa Clara University welcomes its neighbors to experience campus culture through a varied list of enrichment programs and public events, such as exhibits, performances, athletics, and public forums featuring some of Silicon Valley's most notable visionaries — often its own alumni.

The global community is also central to Santa Clara University's culture and curriculum. The University's quest to understand and interpret global issues permeates its academic programs. For example, Miller Center is the largest and most successful university-based social enterprise accelerator in the world. Founded in 1997, Miller Center has mentored more than 900 social enterprises, which in turn have positively impacted more than 320 million lives in developing countries. The Markkula Center for Applied Ethics is the largest center of its kind in the nation, with over ten focus areas, including business ethics, government ethics, internet ethics, and bioethics. In addition, the Jesuit School of Theology in Berkeley has established and is expanding a Global Theology Initiative that connects the University with the six other Jesuit-sponsored, English-speaking theology centers in Manila, Nairobi, Toronto, Boston, New Delhi, and Pune.

The University recognizes its obligation to transform how students see the world and their places in it. Grounded in ethics and social justice, a Santa Clara University education empowers students to help find solutions to global problems and to effect change in their communities.
Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the responsibilities and requirements described in this profile.

WittKieffer is assisting Santa Clara University in this search. For fullest consideration, candidate materials should be received by November 2, 2020.

Applications, nominations and inquiries can be directed to:

Shelley Arakawa, J.D., Christine Pendleton and Suzanne Teer at
SantaClaraCDO@wittkieffer.com

Equal Opportunity/Notice of Nondiscrimination
Santa Clara University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and California State laws, regulations, and executive orders regarding non-discrimination and affirmative action. Applications from members of historically underrepresented groups are especially encouraged. For a complete copy of Santa Clara University’s equal opportunity and nondiscrimination policies, see
https://www.scu.edu/title-ix/policies-reports/

Title IX of the Education Amendments of 1972
Santa Clara University does not discriminate in its employment practices or in its educational programs or activities on the basis of sex/gender, and prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internally or externally. The Title IX Coordinator and Section 504 and ADA Coordinator is Belinda Guthrie, Director of Equal Opportunity and Title IX, 408-551-3043, bguthrie@scu.edu, www.scu.edu/title-ix. Inquiries can also be made to the Assistant Secretary of Education within the Office for Civil Rights (OCR).

Clery Notice of Availability
Santa Clara University annually collects information about campus crimes and other reportable incidents in accordance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. To view the Santa Clara University report, please go to the Campus Safety Services website. To request a paper copy please call Campus Safety at (408) 554-4441. The report includes the type of crime, venue, and number of occurrences.

Americans with Disabilities Act
Santa Clara University affirms its' commitment to employ qualified individuals with disabilities within the workplace and to comply with the Americans with Disability Act. All applicants desiring an accommodation should contact the Department of Human Resources, and 408-554-5750 and request to speak to Indu Ahluwalia by phone at 408-554-5750 or by email at iahluwalia@scu.edu.
Appendix

Below are links to key campus communications that have been issued since inauguration of President Kevin O'Brien, S.J., in October 2019.

Although no one could have predicted the events of the last few months, the University continues to move forward with pace, purpose and determination. As Fr. O'Brien, noted in a recent communication to the campus community, "We also rest on the sturdy foundation of our 169-year-old tradition of Jesuit education at Santa Clara, which has endured through many challenges across the decades. Though we did not ask for this moment, together, we have risen to the challenge, and we will be stronger for it."

October 11, 2019
Inauguration of Kevin O'Brien, S.J., as the 29th President of Santa Clara University

January 23, 2020
Press release announcing Joseph G. Muller, S.J., as the Dean of the Jesuit School of Theology

February 4, 2020
President's message announcing the launch of the search for the institution's inaugural chief diversity officer

February 7, 2020
Press release announcing appointment of Lisa Kloppenberg as Provost

March 3, 2020
Message from the search committee regarding the search for the VP for Diversity Equity and Inclusion

March 9, 2020
President's update on COVID-19

March 16, 2020
President's update on COVID-19

April 8, 2020
Press release announcing appointment of Daniel Press as the Dean of the College of Arts and Sciences

April 28, 2020
President's financial update to employees

June 1, 2020
President's message on racial injustice

June 2, 2020
Press release announcing appointment of Brigit Helms as the Executive Director of the Miller Center for Social Entrepreneurship

June 2, 2020
A Virtual Vigil for Racial Justice and Community Conversation
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<td>Press release announcing appointment of Eva Blanco Masias as Vice President for Enrollment Management</td>
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<td>June 19, 2020</td>
<td>Bridging the Distance Videos: Glimpses of campus, brief interviews with students, faculty, staff and alumni, and some spiritual reflections</td>
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<td>President's financial update</td>
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