



## Vice President for Enrollment Management

Albertus Magnus College seeks an energetic, talented, and collegial leader to serve as its next Vice President for Enrollment Management. With the arrival of President Dr. Marc M. Camille in June 2017, the College is enjoying a time of extraordinary growth and momentum, from which the Vice President will benefit and to which she/he will contribute. The Vice President will have the opportunity to help shape the strategic direction of Albertus as a whole and to provide important leadership to an emerging enrollment management operation.

Located on a park-like campus in a residential neighborhood of New Haven, Connecticut, Albertus Magnus is a Catholic college in the Dominican tradition. The College is a diverse and dynamic institution serving 1,500 students at the traditional undergraduate, accelerated adult undergraduate, and master's degree program levels. Building on a long tradition of excellence in student-centered, values-based education, Albertus Magnus is proud to provide a personalized and practically oriented liberal arts-based education to its students, for many of whom an education of the same quality might not otherwise be accessible.

### MISSION

The mission of Albertus Magnus College is to provide men and women with an education that promotes the search for truth in all its dimensions and is practical in its application. Founded by the Dominican Sisters of Peace, Albertus Magnus College, faithful to its Catholic heritage and the Judeo-Christian tradition, remains dedicated to providing an opportunity for learning which responds to the academic needs and ethical challenges of its students and society.

The mission of Albertus Magnus College derives from the intellectual tradition of the Dominican Order whose essential charism is the search for truth (*Veritas*). Reflective of the dedication and commitment to service of our founder and sponsor, we at Albertus assume responsibility for the fulfillment of our particular service as an academic community. Principles which guide our mission and purpose include the following:

- The College embraces the Liberal Arts tradition and is committed to a vibrant curriculum, including a General Education program, that is both scholarly and humanistically enlarging.
- The College encourages students to participate in academic internships, practica and relevant work experiences as preparation for meaningful careers.
- The College strives to bring together a richly diverse student body and cultivates an atmosphere of mutual respect and ethical behavior.
- The College fosters close, positive interaction between faculty and students, thereby offering broad opportunities for challenge and growth.
- The College provides an educational environment dedicated to enhancing each student's development, both as an individual and as a member of society.
- The College prepares students to become responsible, productive citizens and lifelong learners, encouraging them to contribute to their communities and to become moral leaders in a complex world.

## COLLEGE OVERVIEW

In 1925, the Dominican Sisters of Peace (then known as the Dominican Sisters of St. Mary of the Springs) founded Albertus Magnus College - the first Catholic, liberal arts, residential college for women in New England. The Albertus heritage is grounded in the Dominican pillars of study, prayer, community, and service. The Dominican motto, *contemplata aliis tradere* – to give to others the fruits of one's contemplation – truly describes the spirit of Albertus.

Today the College thrives as a growing, diverse, and dynamic institution serving 1,500 students at the traditional undergraduate, accelerated adult undergraduate, and master's degree program levels. Since the early 1970s and continuing today, Albertus has been a pioneer in the education of adults who seek to complete or begin a college degree. In 1985, the College admitted men to all programs. Albertus welcomes veterans and their families and participates fully in the Post 9/11 GI Bill. In February 2019 Albertus Magnus became the first Purple Heart School in Connecticut, recognized by the Military Order of the Purple Heart for its efforts to create a Veteran-friendly culture on campus. Albertus Magnus College is proud to be a leader in educating students who come from diverse backgrounds, with 43% of undergraduates being the first in their families to attend college, 60% being Pell-eligible, and 65% identifying as being from backgrounds historically underrepresented in higher education.

The College's 50-acre, park-like campus, within walking distance to downtown New Haven, is strategically located at the intersection of three distinct communities: one of the city's architecturally distinguished neighborhoods, Prospect Hill; Newhallville, an historic African-American neighborhood; and the Town of Hamden, which borders the north side of the College's campus. On campus, former mansions serve as residence halls and administrative offices. A \$12.5 million, extensive renovation of the Hubert Campus Center is currently underway, and solar panels

were recently installed across campus. In addition to the New Haven campus, adult undergraduate and graduate students are able to take classes at the College's East Hartford campus center.

## **ACADEMICS AND STUDENT LIFE**

An inclusive and student-centered community, the College serves approximately 500 full-time traditional undergraduate students and nearly 1,000 adult students in accelerated adult undergraduate, and master's degree programs. Students are supported by a caring faculty who understand the challenges students face as they juggle rigorous coursework, demanding jobs, and family responsibilities.

The College's diverse student body is currently drawn from 17 states and five countries. Albertus employs 59 full-time and 79 part-time faculty members, with a primary focus on teaching. Ninety percent of full-time faculty hold a Ph.D. or the terminal degree in their field. Albertus enjoys a 13:1 student to faculty ratio along with the support of 230 full- and part-time administrators and staff, providing a highly individualized education experience for every student.

Albertus' commitment to student success is evident across all aspects of campus life. With a liberal arts and sciences curriculum at its core and a strong professional focus, Albertus delivers a network of relevant undergraduate and graduate programs, including more than 50 undergraduate majors, minors, and concentrations; six five-year bachelors-to-master's programs; and fourteen graduate and professional degree programs.

Outside the classroom, students participate in a wide range of activities on campus, ranging from clubs and student government, to volunteer and social justice outreach, to intramural and varsity athletics. Approximately 50% of Albertus traditional undergraduate students are members of a varsity team. Albertus is a member of NCAA Division III and participates in the Great Northeast Athletics Conference. The men's basketball team has progressed to the first round of the NCAA Division III National tournament seven times since 2010.

## **LOCATION**

Albertus is located in New Haven, Connecticut, a coastal city located approximately halfway between New York City and Boston. With a population of nearly 130,000, New Haven is considered the cultural capital of the state: site of world-class theaters (Long Wharf, Yale Repertory, and Shubert); the Yale Center for British Art; the Yale University Art Gallery; and the New Haven Symphony Orchestra. The city is also known for its wide variety of highly-rated restaurants and its iconic pizza.

In addition to Albertus Magnus College, New Haven is home to Yale University, Southern Connecticut State University, and Gateway Community College; Quinnipiac University in Hamden and the University of New Haven in West Haven are nearby. New Haven also offers renowned healthcare and medical research facilities including Yale-New Haven Hospital, the Yale School of Medicine, Alexion Pharmaceuticals, Arvinas, and the Pfizer Clinical Research Unit, to name a few.

A transportation hub, New Haven is home to historic Union Station serving Amtrak and Metro North rail service, and Tweed New Haven Airport is minutes from downtown.

## **LEADERSHIP AND STRATEGIC DIRECTION**

Dr. Marc M. Camille took office as the 14th President of Albertus Magnus College in June 2017. His thirty-year career includes nearly two decades of senior administrative experience at Catholic colleges, and his leadership for Albertus is inspired by the distinct, values-based Catholic mission and Dominican tradition. Prior to joining Albertus Magnus College, Dr. Camille earned a national reputation for strategic enrollment management and marketing success and thought-leadership.

Dr. Camille's first year as president was marked by an ambitious agenda of engaged listening, meeting with members of the Albertus trustees, faculty, staff, students, parents, alumni, and friends, as well as numerous corporate, civic, religious, and education leaders throughout the Greater New Haven area. In Dr. Camille's first year, Albertus Magnus College took initial steps toward realizing its bright future. Applications to the first-year class increased by nearly 40% to a new record total, and the incoming class was the largest in a decade, nearly 50% larger than the previous year's. Annual giving donors and contributions increased, and as part of his inauguration events through gifts exceeding \$250,000, the new Silver Horn Scholarship was created to assist enrolled students who fall into financial hardship with completing their Albertus degrees. Improvements to campus facilities also commenced: refreshing Dominican Hall, the first-year student residence; opening a new East Hartford campus for Albertus adult student programs; a new campus coffee shop, featuring Starbucks; launching an intramural sports and wellness program; and opening the new Shea Softball Complex.

The 2018-19 academic year, Dr. Camille's second as president, has seen the College community embark upon a shared strategic visioning and planning process, setting its sights on 2025, the Centennial for Albertus Magnus College. A new undergraduate major in Urban Studies and a master's degree in Public Administration were launched, and five new full-time faculty members were hired. Also this year, the College received three Federal Grants totaling more than \$2.3 million to support commitments to the success and wellbeing of every student. Important facilities enhancements continue, including a campus-wide solar panel installation and a comprehensive renovation of the Hubert Campus Center, designed to foster engagement between and among students, faculty, and staff and including new lounge and study spaces, wellness and fitness spaces, community gathering and presentation space, new dining spaces, and a second floor rooftop patio featuring outdoor seating. In addition, Dr. Camille's second year featured the start of varsity field hockey; varsity swimming and ice hockey teams begin in 2019.

Prior to his election as President at Albertus, Dr. Camille served as Vice President for Enrollment Management and Communications at Loyola University Maryland and supervised the offices of undergraduate and graduate admission, financial aid, institutional research, and university marketing and communications.

Dr. Camille earned his Bachelor's degree in English from Rollins College, his master's degree at the University of Miami, and his doctorate in higher education management from the University of Pennsylvania.

## **ROLE OF THE VICE PRESIDENT FOR ENROLLMENT MANAGEMENT**

Reporting directly to President Camille, the new Vice President for Enrollment Management will be pleased to discover a strong sense of positive momentum both on the senior leadership team and across the campus as a whole. The Vice President's primary charge will be to continue with the noticeable momentum of implementing a College-wide enrollment management philosophy and model, as well as to design a forward-looking strategic enrollment plan for the College, supporting the division's staff in executing it by providing mentorship, resources, and hands-on assistance as required. Since Dr. Camille's arrival in summer 2017, the two subsequent admission cycles have seen applications grow by nearly 50% and, with the current trend for the fall 2019 incoming class, the size of the first-year class grow by 100%.

The Vice President manages a budget of approximately \$4 million and a staff of 28 admissions and financial aid professionals and 11 full-time athletics professionals, of whom the following report directly to the Vice President:

- Director of Admissions (Traditional Undergraduate)
- Director of Admissions (Professional and Graduate Studies)
- Director of Athletics
- Director of Enrollment Operations
- Director of Financial Aid
- Coordinator of International Admission

As an integral member of the President's Cabinet, the Vice President for Enrollment Management will also be expected to work closely and collegially with her/his peers and to contribute to the overall strategic leadership of the College. The Vice Presidents are actively engaged in the life of the College and throughout the greater New Haven community. The President's Cabinet is defined by collegial, mutually respectful relationships, where laughter and candor are encouraged, and the Vice Presidents support each other in progressing toward shared goals. The other members of the President's Cabinet include:

- Vice President for Academic Affairs and Dean of the Faculty
- Vice President for Advancement
- Vice President for Communications and Marketing
- Vice President for Finance and Administration, Treasurer
- Vice President for Library and Information Technology Services
- Vice President for Student Services

Periodically, the Vice President will also be asked to update the College's Board of Trustees, and at all times to serve as a persuasive and credible advocate of Albertus Magnus' mission to a wide range of internal and external audiences including faculty and staff, prospective students and families, peer institutions, alumni, and regional/national peers and influencers.

## OPPORTUNITIES AND CHALLENGES

The new Vice President for Enrollment Management will play a critical role in addressing the following opportunities and challenges as Albertus continues its exciting and positive trajectory into the future:

- **Developing and executing a comprehensive enrollment management plan appropriate to Albertus' mission and strategic direction.** The College is currently in the middle of a campus-wide strategic planning effort, in which the new Vice President will participate. The Vice President will design a strategic plan for the Enrollment Management division that harmonizes with and supports the College's overall mission and goals. In doing so, the Vice President will balance the needs and priorities of prospective students for the traditional undergraduate day program with those of the non-traditional adult undergraduate and graduate programs. The Vice President will also keep a close eye on the rapidly changing regional and national higher education landscape in order to ensure that Albertus remains well-positioned for the future.
- **Embracing the College's mission of welcoming and supporting a wide range of students from backgrounds historically underrepresented in higher education:** Given its roots in the Catholic intellectual tradition and its Dominican mission, the College is deeply committed to providing a practically oriented liberal arts-based education to students who might not otherwise find it accessible. Approximately 43% of Albertus Magnus students are the first in their families to attend college, 60% are Pell-eligible, and 65% identify as being from backgrounds historically underrepresented in higher education. The College celebrates its current students and aspires to identify additional traditional day and non-traditional evening students who will similarly thrive at Albertus.
- **Recruiting, mentoring, and retaining the division's talented and dedicated staff:** The Vice President will take a personal approach to identifying and building upon the strengths of each individual working within the division through ongoing professional development. In addition, the Vice President will work to ensure that the staff as a whole reflects the demographic diversity of the prospective students with whom they work.
- **Sustaining the currently strong and productive relationship between enrollment management and athletics:** As an NCAA Division III institution, Albertus Magnus offers prospective students the opportunity to play intercollegiate sports as one of many reasons to enroll. The coaches and athletic administrators and staff at Albertus Magnus work closely with the admissions and financial aid offices to help recruit students who will thrive at the College. The Vice President will oversee the athletics department and be expected to ensure the continued health and success of this critical partnership.
- **Continuing the use of data-informed decision making to inform the College's enrollment strategies.** The Vice President for Enrollment will benefit from numerous strategic assets already operationalized by the College in its enrollment management efforts, including a dynamic partnership with EAB and the recently implemented Slate CRM platform. With the help of dedicated enrollment operations staff who leverage Slate's data and capabilities into actionable information and strategy, admissions staff currently use

Slate to plan their travel, manage prospective student outreach, and coordinate coverage for events. The Vice President will similarly use Slate and other data sources to develop and inform high-level priorities for the division.

- **Communicating the mission and value of an Albertus Magnus education to a wide range of constituents:** Working closely and collaboratively with the Vice President for Communications and Marketing and other colleagues across campus, the Vice President will serve as a champion and advocate for Albertus' mission and vision objectives. The Vice President will be skilled at connecting with audiences ranging from prospective students and parents, local and national organizations, the College's faculty, staff, and, students, alumni, and many others. The Vice President will also recognize the importance of listening as a critical aspect of communication and have the patience and humility to do so well and often.

## DESIRED QUALITIES AND CHARACTERISTICS

The College's next Vice President for Enrollment Management will be an optimistic, energetic, competent, and collegial leader who is eager to sustain and enhance the momentum of an emerging enrollment management operation. As a key representative of Albertus Magnus College both on and off campus, the Vice President must be committed to upholding the key principles of the College's mission, which derive from its Catholic identity and Dominican charism. Individuals of all backgrounds and faiths are welcome and encouraged to apply. The ideal candidate will also bring many of the following abilities and experiences to their work:

- A proven track record of success in executing best practices within enrollment management, ranging from recruitment to financial aid to retention, particularly in the context of a talented, diverse, high financial need student population at the undergraduate and graduate/professional levels;
- The ability to switch easily between high-level strategic visioning and hands-on engagement as necessary, in keeping with Albertus Magnus's culture and needs;
- Experience leading and mentoring a talented and diverse staff;
- Understanding of and appreciation for the critical role that athletics administrators and coaches play in student recruitment on a NCAA Division III campus, as well as the demands of being a student-athlete;
- Experience developing data-informed recruitment and financial aid strategies as well as the ability to persuasively and clearly present both qualitative and quantitative information to the senior colleagues, faculty, staff, students, the Board of Trustees, and others;
- The ability to build new and strengthen existing relationships across campus with students, faculty, staff, alumni, and other stakeholder groups in support of student recruitment and retention efforts;

- The willingness to embrace a campus culture characterized by serving its students and each other with a high degree of personal care and attention;
- A heartfelt commitment to supporting Albertus Magnus's mission of supporting students, many of whom come from underrepresented and/or lower socioeconomic status backgrounds, in pursuit of a dreams elevating, life-changing, potential fulfilling, practical, values- and liberal arts-based education.

**Contact**

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*Albertus Magnus College has a strong commitment to the principles and practices of diversity throughout the College community. Albertus Magnus College is an equal opportunity employer and invites all qualified applicants to consider this opportunity and to apply.*