



DEPAUL UNIVERSITY

Vice President

Division of Mission and Ministry

PROSPECTUS

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DEPAUL UNIVERSITY: GROUNDED IN MISSION

Founded in 1898 by the Congregation of the Mission, which follows the teachings of St. Vincent de Paul, DePaul University is the nation's largest Catholic institution of higher education. It also is the largest private university in the Midwest. As a Vincentian and Catholic university, DePaul is a mission-driven institution committed to providing superior higher education to all, especially segments of society that previously have not had access to it, including first-generation college students, immigrants, the poor and other underserved groups.

To further this mission, DePaul seeks a proven leader to serve as the vice president for the Division of Mission and Ministry.

A Carnegie doctoral/research institution, DePaul serves approximately 23,000 full- and part-time students. DePaul's Catholic, Vincentian and urban character distinguish it from other universities. Its 916 full-time and 1429 adjunct faculty members pursue the preservation, enrichment and transmission of knowledge and culture across a broad scope of academic disciplines. With one campus in the heart of Chicago's business district and another in the Lincoln Park neighborhood, the university's location in a world-class city offers extensive learning and service opportunities for students, faculty and staff. About 64 percent of DePaul's 181,000 living alumni reside in the Chicago metropolitan area.



Reporting to the president, the vice president for mission and ministry leads the Division of Mission and Ministry. This position also serves as the institution's chief mission officer and as a member of the president's cabinet. The vice president staffs the Mission Committee of the Board of Trustees, and serves ex officio as the chair of the Vincentian Endowment Fund Board. Under the vice president's direction, the division's Vincentian Studies Institute serves as the premiere international center for the study of Vincentian history and spirituality.

The successful candidate will demonstrate a track record as a leader of mission integration, with experience in higher education preferred. He or she will resonate deeply and personally with DePaul's Catholic, Vincentian, urban mission and values, as well as Vincentian history, spirituality and practice. A Master's of Divinity, Theology or Religious Studies is required. A Ph.D or D. Min. degree is preferred. Demonstrated excellence in team-building, communication, strategic planning and assessment also are required. Of critical importance are the passion, experience, intelligence and fortitude necessary to enable and inspire the university community to put DePaul's mission and values into practice.



THE UNIVERSITY

At DePaul University, teaching and service are priorities. It's been that way since the Vincentians founded the university in 1898.

OUR HISTORY

Originally established as St. Vincent's College, DePaul started on a five-acre plot in Lincoln Park with 70 students, mainly the sons and grandsons of Irish and German immigrants. Vincentians primarily taught the students, who commuted to school from urban neighborhoods on Chicago's north side.

Nearly 125 years later, the university has evolved from its humble beginnings as the "little school under the El" to enroll nearly 23,000 students. DePaul is now not only the largest Catholic university in the country, it is also the largest private university with a primary mission of teaching and service.

OUR MISSION

Named after St. Vincent de Paul, the 17th century French priest who devoted his life to serving and caring for others, DePaul always has been an institution that serves first-generation and low-income students.

Currently, first-generation students represent 33 percent of the freshman class. These students will strive to be the first in their families to complete a college education. DePaul enrolls more Pell recipients than 92 percent of all colleges and universities in the U.S. We also graduate them at a higher rate than other universities with a similar number of Pell students.

The Vincentian mission to serve the public good and give people of all ethnicities and backgrounds the opportunity to receive a college education remains at the heart of the university.

“It is not enough to
do good. It must
be done well.”

—St. Vincent de Paul



DEPAUL TODAY

In the past two decades, DePaul continued to rise to new levels of academic achievement and national recognition. The university has 10 colleges and schools spread across two major campuses: Lincoln Park Campus and the Loop Campus.

The 40-acre Lincoln Park Campus is the most active and largest at the university. Approximately 2,400 students live on the Lincoln Park Campus, which is home to the College of Liberal Arts and Social Sciences, the College of Science and Health, the College of Education, the School of Music, The Theatre School, the DePaul Art Museum and the John T. Richardson Library.

A few miles south of Lincoln Park, DePaul's Loop Campus is only steps away from Chicago's financial district and major media outlets. Housed in five adjacent buildings clustered around the corner of Jackson Boulevard and State Street, the campus is home to the Driehaus College of Business, College of Communication, College of Computing and Digital Media, College of Law and the School for Continuing and Professional Studies.

The university has constructed, purchased or completely renovated 18 buildings in 18 years. In 2013, DePaul acquired a new building for the College of Education and constructed new state-of-the-art facilities for The Theatre School. The Wintrust Arena, the new home for DePaul basketball and events center for the City of Chicago, opened just south of the Loop campus in 2017. Most recently, DePaul completed construction on the School of Music's Holtzschneider Performance Center. The new 185,000 square-foot facility opened in fall 2018, offering a world-class space for educating the next generation of musicians and music professionals.

DePaul is a tuition-dependent institution that relies upon an ability to generate favorable operating results to finance its activities. For the fiscal year ending June 30, 2018, the university generated \$585 million in revenues and produced an operating income of \$43.8 million.

The market value of DePaul's endowment holdings at the end of the fiscal year 2018 was \$591 million. The annual operating budget in recent years has been in the range of \$412 million and operating margins have generally been in the range of 7 percent, which is on target with performance metrics for comparably-rated private U.S. higher educational institutions. The university holds current credit ratings of "A2" with a stable rating outlook from Moody's Investors Service and "A" with a stable rating outlook from both Fitch Ratings and Standard & Poor's.



14,507 UNDERGRADUATE STUDENTS

+ 7,930 GRADUATE STUDENTS

22,437 TOTAL STUDENTS



50
states



114
countries

1 in **3** undergraduates are first-generation college students



98%
courses
taught by
professors



15:1
Student-to-faculty
ratio

Study abroad programs in over **30** countries



10
Colleges
and Schools



15
NCAA Division 1
athletic teams

3,400+ students complete service-learning courses annually

ACADEMIC EXCELLENCE

With increased national recognition and accolades earned each year, DePaul looks good on paper. The learning experience and student success are what count though.

DePaul is a teaching university, and faculty scholarship is the foundation. Excellent and innovative teaching stems from academic research, and students may select from more than 300 graduate and undergraduate programs. Faculty members, who often still work in Chicago as consultants, researchers, entrepreneurs and artists, bring their expertise to the classroom. In the Class of 2017, 61 percent of all undergraduates completed at least one internship.

When students graduate, they join a network of more than 181,000 living alumni. Within six months of graduation, 92 percent of the 2017 undergraduate and graduate degree recipients were successfully employed or continuing their education. Approximately 88 percent of graduate and undergraduate students in the Class of 2017 have jobs related to their degrees.

The Fulbright Program listed DePaul among the top producers of award recipients in the country.

The *U.S. News & World Report* ranked DePaul among the 2019 best colleges in the nation and a best value school.

The Peace Corps ranked DePaul among the top volunteer-producing colleges and universities.

Princeton Review ranked DePaul's undergraduate entrepreneurship program No. 13 in the country.



150+

Undergraduate
Majors

100+

Graduate
Programs

College Magazine
ranked DePaul
among the **10**
best schools for
animation.

The Hollywood
Reporter
ranked The
Theatre School's
undergraduate
acting program
No. 24 in the
country.

*U.S. News & World
Report* ranked
the College of
Law's Health Law
program **No. 23 in**
the country.

COLLEGES AND SCHOOLS

Whether a student is just beginning college or seeking an advanced degree, DePaul's schools and colleges adhere to the highest standard of academic rigor and innovation. Spread across its Lincoln Park and Loop Campuses, DePaul has 10 colleges and schools.

Driehaus College of Business

College of Communication

College of Computing and Digital Media

College of Education

College of Law

College of Liberal Arts and Social Sciences

College of Science and Health

School of Music

**School for Continuing and Professional
Studies**

The Theatre School

CHICAGO CONNECTIONS

At DePaul, it's hard to tell where our campus ends and the city begins. Students, faculty and staff benefit from countless restaurants, museums, performance venues and recreational activities along the shores of Lake Michigan.

Academically and professionally, DePaul's connection to the city of Chicago has always been strong. As part of the university's strategic plan, a series of alliances between the university and organizations across Chicago have made this connection even stronger, as well as enhanced academic and research opportunities for students and faculty.

- An alliance with **Rosalind Franklin University of Medicine and Science** provides pathways for DePaul students to complete professional degree programs. Faculty at both institutions also collaborate on research.
- DePaul and Rush **University Medical Center** have a history of working together on research projects.
- **Cinespace Chicago Film Studio** provides students with film and television production experience, learning alongside network television and Hollywood motion picture professionals filming in the city.



- A collaboration between **The Second City** and DePaul's School of Cinematic Arts offers comprehensive degree programs in comedy filmmaking.
- As a member of the business incubators **1871** and **2112**, DePaul students have access to Chicago's thriving technology startup community.
- The **Wintrust Arena**, home to DePaul basketball, is a public-private partnership between DePaul and the Metropolitan Pier and Exposition Authority.
- DePaul and the **Catholic Theological Union** have an educational alliance, involving faculty exchanges, co-sponsored educational events and scholarship support.
- DePaul works with **Chicago Public Schools** to offer mentorship, conduct studies and teaching training opportunities.
- DePaul has an academic partnership with **DePaul College Prep**, a Catholic high school on the north side of Chicago.



GLOBAL ENGAGEMENT

Expanding international and multicultural learning opportunities that effectively prepare students to be successful, innovative leaders in a diverse global society is a high priority at DePaul. From recruiting international students to building partnerships with universities in other countries, DePaul actively seeks transformative global learning and cross-cultural engagement opportunities for all students, faculty and staff across the university.

The university has a number of strategic alliances with institutions around the globe to facilitate student and faculty exchange opportunities, research collaborations and other joint initiatives. In addition to the opportunities provided by a wide portfolio of study abroad programs, DePaul strives to expose students to intercultural experiences through the Global Learning Experience (GLE), a structured initiative in collaborative online international learning. Since 2013, the GLE initiative helps faculty members bring global perspective to their classrooms by opening their courses to international interaction via technology.

Each GLE begins with a proposal. Faculty can choose to work with an international colleague they already know or ask the Office of Global Engagement to help start a new collaboration. After two weeks of training, faculty begin to design an outcomes-driven learning experience proposal with their international counterpart. From synchronized lectures and guest speakers to group assignments to discussions and online debates, the curriculum gives students and faculty on each side opportunities for meaningful reflection in both multicultural and global contexts. Since the initiative's inception, DePaul has implemented 72 GLEs with more than 1300 DePaul student participants. So far 22 countries have participated, with course topics ranging from early childhood and special education to democracy and dictatorship to data structures in Java.

In 2018-19, international students represent 6 percent of the enrollment, the majority from China.

Each year, nearly 1,000 student participate in study abroad programs in more than 45 countries.



STRATEGIC DIRECTIONS

GROUNDING IN MISSION - THE PLAN FOR DEPAUL 2024

At the beginning of the 2018-19 academic year, DePaul launched its strategic plan, “Grounded in Mission – The Plan for DePaul 2024.” This new plan imagines not only how DePaul will transform itself in six years’ time, but also how the university will meet changing student and societal needs many decades from now. The university developed “Grounded in Mission” by engaging faculty, staff and students throughout the strategic planning process, including through a task force, planning teams and town hall meetings.

OUR VISION

DePaul will be unequalled among urban universities in the United States in ensuring the success of a diverse community of learners. Through programs that integrate theory with practice and ideas with action, DePaul’s expert and dedicated faculty and staff will develop students’ readiness to engage with and thrive in a changing world. The university will broaden its historical mission of access to address the lifelong learning needs of our students by providing innovative and affordable programs and varied curricular structures and modes of delivery. Equipped with a transformative education grounded in our Catholic and Vincentian values, DePaul graduates will be recognized as effective and responsible change agents.

OUR SIX STRATEGIC PRIORITIES

1. Deepen our commitment to DePaul’s Catholic, Vincentian, and urban mission.
2. Ensure a welcoming, engaging, diverse, and inclusive campus environment.
3. Excel in preparing all students for global citizenship and success.
4. Expand access to a portfolio of high-quality, affordable academic programs that meet student, workforce, and societal needs.
5. Elevate academic excellence and embrace a culture of creativity and discovery.
6. Employ bold approaches to ensure DePaul’s continued fiscal strength for future generations



MISSION AND MINISTRY

DIVISIONAL MISSION STATEMENT

Inspired by the legacy of Saint Vincent de Paul and Saint Louise de Marillac, DePaul University is a *community* gathered together *for the sake of our mission*. These saints shared a belief in the God-given dignity of all people lived out in an ethos we call Vincentian personalism. For more than a century the values of inclusivity, personalism, and professionalism have shaped DePaul's distinctive culture and our service to students.

We are blessed and strengthened by our diverse community of faculty, staff, students, and alumni. We seek to develop the capacities of everyone to put DePaul's mission and values into practice. In a spirit of collaboration:

- We offer services, and curricular and co-curricular programming, which measurably enhance our community's understanding and support of DePaul University's distinctive Catholic, Vincentian, and urban identity.
- We invite all the members of our community to join us in exploring the mystery of God's love for all of creation through prayer, worship, and service.
- We form and educate students dedicated to the common good and the service of others, especially to people and communities who suffer from poverty and marginalization. We understand this service to include an advocacy for systemic change and social justice.



STUDENT ENGAGEMENT

Student programs within Mission and Ministry focus on community service, faith formation, and leadership development.

The division places a high priority on developing student leaders to do peer-to-peer mission integration for students with different faiths, identities and cultural backgrounds. For example, the Vincentian Service and Formation team seeks to empower students to promote the inherent human dignity of all people, especially marginalized communities. Students participating in this program – known as Vincentians in Action – work collaboratively with all areas of the university, especially those engaged in community service. An annual Vincentian Service Day brings together more than 1,500 students, staff, faculty and alumni to volunteer at more than 50 service sites across Chicago. Alumni chapters across the country participate as well.

DePaul has an active Catholic Campus Ministry. The university partners with the St. Vincent de Paul parish to offer a student mass every Sunday. From the choir to preparing the altar, students plan every aspect of the mass. Students volunteer in the parish's soup kitchen that operates six days a week. DePaul also has an active LatinX Catholic student group.

True to its mission, DePaul is welcoming to people of all ethnicities and faiths. With full-time Jewish, Muslim and Protestant staff, the Office of Religious Diversity and Pastoral Care provides support and advocacy to students and student organizations. DePaul is home to dozens of student religious organizations and provides services both on the Loop and Lincoln Park campuses.



FACULTY AND STAFF ENGAGEMENT

Mission and Ministry is developing a new area of programming dedicated to faculty and staff mission engagement. From the Lunch with Vincent program to service days to the welcoming of new employees, the goal is to empower and equip faculty and staff to actively integrate the mission into everyday life and work.

The Vincentian Mission Institute, or VMI, is a collaborative effort among three Vincentian universities in the United States: Niagara University, St. John's University and DePaul. Founded in 2007, the two-year cohort program seeks to engage senior leaders in support of the institutions' distinctive Vincentian and Catholic identity. Each cohort participates in collaborative online coursework, videoconference discussions with DePaul's sister institutions, cases studies, capstone projects and a Vincentian Heritage trip to France.

Mission and Ministry also sponsors the Vincentian Endowment Fund. All DePaul faculty, staff and students are eligible to apply for the grants, which support projects that directly enhance the identity of DePaul as a Catholic, Vincentian and urban university.

SCHOLARSHIP

Founded in 1979, the Vincentian Studies Institute is sponsored by DePaul University within the Division of Mission and Ministry. As the premier international resource for scholarly research, the institute serves a wide range of external constituencies and offers annual research grants for projects designed to enhance scholarship on the Vincentian tradition, past or present.

In order to enhance mission engagement both at DePaul and around the globe, the institute aims to make its resources widely available. For example, the peer-reviewed Vincentian Heritage Journal is now available for free and back issues are available in a digital repository.

The Vincentian Studies Institute represents DePaul's continual investment in understanding Vincentian heritage from a research and scholarly perspective.



OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

Reporting to the president and as a member of cabinet, the vice president for Mission and Ministry heads the Division of Mission and Ministry and serves as the institution's chief mission officer. The vice president staffs the Mission Committee of the Board of Trustees, and serves ex officio as the chair of the Vincentian Endowment Fund Board. Under the vice president's direction, the division's Vincentian Studies Institute serves as the premiere international center for the study of Vincentian history and spirituality. Because of the unique nature of this position's responsibilities, the vice president must be a Catholic whose own faith, and the expression of that faith, aligns with the university's identity, mission and values as an inclusive and highly diverse Catholic and Vincentian institution.

KEY RESPONSIBILITIES:

1. Develops, coordinates and assesses structures, programs, practices, events and celebrations that focus on DePaul's mission, vision, values, identity and strategic agenda.
2. Ensures mission integration in all organization processes, including strategic planning, policy-making, curricular and co-curricular activities, and leadership development and employee orientation.
3. Oversees, directs and evaluates the services, programs, budgets and employees of the division, including the division's mission formation programs, University Board of Trustees requirements, mission integration structures, campus ministry initiatives.
4. Provides for the spiritual needs of all students, faculty, staff, administration and alumni, with a special focus on the faith development and liturgical life of the university's Roman Catholic population.
5. Designs and provides mission and leadership formation and consulting services to administrators, faculty staff and students throughout the university.
6. Provides mission-related assistance to and a public mission presence within the local community and the global Vincentian Family.
7. Supports the president as required to further our close working relationships with the local ordinary and the founding and sponsoring body, the Western Province of the Congregation of the Mission (Vincentians).



The division has 24 full-time employees and its work is divided into three main categories, each led by an associate vice president who reports directly to the vice president:

- Student Engagement: (Catholic Campus Ministry, Vincentian Service and Formation, Pastoral Care and Religious Diversity);
- Faculty and Staff Engagement: (Vincentian Heritage Trips, Orientation programming, Vincentian Mission Institute); and
- Mission Integration: (Marketing, Communications, Assessment, Vincentian Studies Institute).

In addition, the university ombudsperson's office is located within the division. The ombudsperson reports directly to the vice president.

QUALIFICATIONS AND EXPERIENCE:

- A Ph.D. or D. Min. preferred; a Master's of Divinity, Theology, or Religious Studies required.
- Must be a Catholic.
- At least 10 years of leadership experience, with experience in higher education preferred.
- A demonstrated personal resonance with Vincentian history, spirituality and praxis.
- Demonstrated excellence in organizational and people leadership, team-building, communication, and vision and goal setting.
- Excellent listening, communication, interpersonal and relationship-building skills with the ability to communicate clearly in person and in writing.



PROCEDURE FOR CANDIDACY

Candidates for the position must submit a cover letter that specifically addresses how their experiences and characteristics match the requirements listed above; a current resume; and the names, phone numbers and email addresses of at least three professional references. References will not be contacted prior to a candidate's consent. Screening will continue until a vice president is selected, but only those candidates whose materials are received by October 6, 2019 can be assured full consideration. The position will have a January 6, 2020 start date. In order to be confidentially considered, please contact Cheryl Hyatt, partner, Hyatt Fennell at depaul@hyatt-fennell.com with questions.

DePaul University is an Equal Opportunity / Affirmative Action employer. All qualified candidates will receive consideration for employment without regard to race, color, ethnicity, religion, sex, sexual orientation, gender identity, national origin, age, marital status, physical or mental disability, protected veteran status, genetic information or any other legally protected status, in accordance with applicable federal, state and local EEO laws.





