

RH PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION



Saint Martin's
UNIVERSITY

Saint Martin's University | Lacey, WA

EXECUTIVE SEARCH PROFILE

PRESIDENT

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The Opportunity

To lead Saint Martin's University, a university nationally ranked for its commitment to student access and student success, to its next level of financial security and academic prominence through strategic vision; transparent servant leadership; continuous revenue generation; and the passionate articulation of its Catholic Benedictine mission, vision, and values, all in support of delivering a caring, transformative educational experience.

To lead with heart.

Saint Martin's University



OVERVIEW

Saint Martin's University is an inclusive community of learners and thinkers, rooted in tradition and inspired toward progress. Informed by the Catholic intellectual tradition and guided by its Benedictine values, Saint Martin's has an obligation to educate the next generation of leaders to be mindful citizens of the world who can exhibit wisdom and compassion in thought and through action. The University's core themes of faith, reason, service, and community reflect this holistic approach. *At Saint Martin's, students, faculty, and staff think, pray, act, and live with heart.*

Saint Martin's University is an independent, four-year coeducational university, with undergraduate and graduate offerings that seek to serve and promote the common good. The University welcomes students from many ethnic and religious backgrounds, and many more students at its extended campus at nearby Joint Base Lewis-McChord. With an enrollment of approximately 1,400 undergraduates and 240 graduate students, Saint Martin's offers 30 majors, 12 master's programs, one doctorate program and five certificate programs, spanning the arts and sciences, business, counseling, education, engineering, nursing, and leadership.

In the last decade, Saint Martin's has been recognized for its efforts to support an increasingly diverse student body and for being a leader in transformational change to its surrounding community, including being named **a top 40 "Most Transformative College" by Money magazine, the first Purple Heart University in Washington state, and Thurston Green Business' 2021 Large Business of the Year.**

Located on the South Puget Sound in Lacey, WA, Saint Martin's is one of 13 Benedictine colleges and universities in the United States and Canada and is the only one west of the Rocky Mountains. Established in 1895, Saint Martin's is the educational apostolate of **Saint Martin's Abbey**, a Benedictine monastery of the Roman Catholic Church. The University and the Abbey sit on more than 300 acres of peaceful woodlands, meadows, and meandering trails. Saint Martin's University is regionally accredited by the **Northwest Commission on Colleges and Universities.**



Mission

Saint Martin's University is a Catholic Benedictine institution of higher education that empowers students to pursue a lifetime of learning and accomplishment in all arenas of human endeavor.

Saint Martin's students learn to make a positive difference in their own lives and in the lives of others through the interaction of faith, reason, and service.

The University honors both the sacredness of the individual and the significance of community in the ongoing journey of becoming.

The mission statement is greatly informed by the Benedictine values and expresses an openness to learn from and to dialogue with people of all perspectives and worldviews. In this sense, Saint Martin's University is both a Catholic Benedictine institution guided specifically by Catholic Benedictine tradition, and, in the broader sense, a religious institution committed to providing an atmosphere of respect wherein people of various worldviews may openly engage in discourse.



The Position

The President is the Chief Executive Officer of Saint Martin's University and official advisor to, and executive agent of, the Board of Trustees. Direct reports to the President include: The Provost & Vice President for Academic Affairs, Vice President for Institutional Advancement, CFO & Vice President for Finance, Vice President for Marketing & Communications, Dean of Student Affairs, Dean of Enrollment, Associate Vice President for Information Technology & CIO, Associate Vice President for Human Resources, and the Senior Executive Assistant to the President.



Strategic Opportunities



Following back-to-back years of record-breaking recruitment classes and fundraising, as well as a recent successful seventh-year accreditation visit, Saint Martin's University is poised for significant growth and continued success in the coming decade in the areas of academic programming, institutional fundraising, and strategic community partnerships. The next President will have the opportunity to:

MISSION/VISION/VALUES/IDENTITY

- Build upon the Benedictine values of hospitality, listening and community to ensure a campus climate of communication, transparency, mutual respect for shared governance, and collegiality.
- Reaffirm and strengthen the University's commitment to a diverse student body, in particular its first-generation students, students of color, international students, veterans, and active-duty military.
- Uphold the University as a welcoming and inclusive community in which to learn, work, and educate.
- Work closely with the Chancellor and Saint Martin's Abbey to continue its strong support of the University and ensure Benedictine values are imbued into all aspects of campus life.
- Expand the visibility of Saint Martin's University by being a passionate and articulate advocate for the University regionally, nationally, and internationally.

ACADEMIC EXCELLENCE

- Continue to support the signature professional programs while retaining the importance of the liberal arts and sciences; developing new undergraduate and graduate academic programs that are responsive to an ever-changing society.
- Oversee continued growth in undergraduate and graduate enrollment, building on the University's retention efforts and its recognition as a top best value for private institutions in the State of Washington.

- Think creatively and strategically about the University's future as influenced by the rapidly changing, and technologically advancing, landscape of higher education.

RESOURCE MANAGEMENT AND DEVELOPMENT

- Further strengthen the University's financial position and increase revenue through continued enrollment growth, external resource development, and the identification and evaluation of current programs and the creation of new programs and initiatives.
- Lead the University into a new era of fundraising, including completion of the University's first historic comprehensive campaign. This \$100 million campaign, which already has received most of the funds and pledges needed to reach its goal, will serve as the first step to building sustained growth and support for the University.
- In partnership with the faculty and staff, proactively address the challenges related to compensation with inclusive and creative solutions.
- Build on the University's longstanding history with, as well as its geographic proximity to and presence on, the Joint Base Lewis-McChord and its strong, nationally recognized commitment to the education of both veterans and active-duty military.
- Re-establish the University's relationships with international educational partners to strengthen both academic programs and recruitment and exchange opportunities.
- Promote the University as a key partner and driver for economic development of the South Puget Sound region.
- Lead a critical and comprehensive review of the University's resources and evaluation of programs and initiatives, which will include asking all stakeholders to have difficult conversations around mission alignment, costs, value, and proven outcomes to determine what will ensure a stronger financial foundation for the future.

Qualifications



The Board of Trustees, the monks of Saint Martin's Abbey, and the Saint Martin's University community seek a servant leader with a comprehensive understanding of higher education who:

- Has the ability to be an inspiring and visionary leader while respecting Saint Martin's foundational history, particularly its Benedictine heritage, traditions, and values.
- Is a practicing Catholic; understands and is deeply committed to Saint Martin's Benedictine values and institutional mission; will effectively articulate those values.
- Has demonstrated a commitment to student engagement, transformational student success, and the education of the whole person, including a proven track record of successfully supporting traditionally underserved and underrepresented students as well as an ongoing commitment to diversity, equity, and inclusion initiatives.
- Understands issues concerning enrollment and retention, particularly for an institution the type and size of Saint Martin's.
- Has a proven record of success as a leader; the desire and ability to earn the trust, respect, and confidence of all constituencies.
- Displays strong interpersonal communication skills, particularly listening; has the desire and ability to work transparently and collaboratively while embracing the concept of shared governance across all constituencies.
- Models data-informed decision-making and, in alignment with the University's strategic goals and Benedictine values, has the courage to make challenging decisions in a timely manner.
- Has strong financial acumen; is strategic and creative in budgeting and finances; understands the challenges and complexities of a tuition-driven institution.
- Is strongly committed to external resource development, including fundraising and new revenue generation; has a passion to tell the Saint Martin's story to potential donors and other external constituents.
- Understands the value of both established and emerging information technologies in enhancing teaching, learning, student-centered growth and increasing institution-wide efficiencies.
- Has the ability and desire to build upon the established, strong relationships with the business, governmental, philanthropic, and non-profit leaders in the Pacific Northwest, particularly the Seattle, Tacoma, and Olympia metropolitan areas.
- Holds an advanced degree from an accredited institution of higher education, with a terminal degree preferred.

Why Saint Martin's?

NATIONAL RECOGNITION

Saint Martin's has continued to receive **national recognition** in areas that reflect its student-centric focus: value, access, diversity, academic rigor, and stewardship:

#1

BEST VALUE for Small Private Colleges in Washington

- *Money Magazine*

#1

for students' return on investment among private institutions in Washington

- *PayScale*

One of the **LOWEST** average rates of **STUDENT LOAN DEBT** per borrower in the country

- *lend.edu*



#1

Purple Heart university in Washington

- *The Military Order of the Purple Heart*



#9

most **MILITARY FRIENDLY** school in the U.S. among private, Masters-level institutions

- *VIQTOR*



#33

Best College for Veterans among Regional Universities in the West

- *U.S. News & World Report*

#35

for **OVERALL DIVERSITY** among Regional Universities in the West

- *U.S. News*



Best Value Teacher Prep Master's and MIT programs

- *Teacher.org* 2019-20



Ranked among the Top 50 **MOST TRANSFORMATIVE** Colleges in the U.S. for two consecutive years (2019 and 2020)

- *Money Magazine*



#27

Best Regional University in the West

- *U.S. News*



Top 50 (#47 overall and #4 in Washington) Performers for Social Mobility among Regional Universities in the West

- *U.S. News*



Cited in a 2017 study as having a **NEAR-PERFECT UPWARD MOBILITY RATE OF 3%** (the highest among private, independent colleges in Washington state) in helping low-income students move to the upper fifth of income distribution

- *New York Times*



Strategic Growth



“Journey to Distinction,” the Saint Martin’s University Strategic Plan for 2015-2020, represented the collective efforts of the Saint Martin’s community. This student-centered plan guided the work of the University through those five years; helped the University navigate the challenges facing higher education today by drawing strength from its Catholic and Benedictine values and heritage; and provided direction to inspire Saint Martin’s students to cultivate their intellectual curiosity, achieve academic excellence, and deepen their compassion for others.

Many of the initiatives articulated in “Journey to Distinction” have been realized, including:

- Expanding and strengthening academic offerings – in particular in STEM fields such as Nursing and Computer Science – and graduate-level programs;
- Developing a distinctive values-centered core curriculum;
- Making significant capital improvements including three new academic buildings and a new nursing wing;
- Increasing overall enrollment and retention;
- Increasing overall fundraising, particularly the growth of the endowment to approximately \$35M; and
- Launching the University’s first comprehensive campaign.



A Pioneering History



Saint Martin's was established in 1895 by monks of the Roman Catholic Order of Saint Benedict as an all-boys high school. Known as Saint Martin's College until it became Saint Martin's University in 2005, Saint Martin's is named for its patron saint, Saint Martin of Tours. The site was selected in 1893 by Abbot Bernard Locnikar, O.S.B., of Minnesota's Saint John's Abbey, Saint Martin's Abbey's mother house.

Saint Martin's opened its doors in September of 1895, for a single student, Angus McDonald, who reportedly traveled by canoe from Shelton, some 25 miles away. By 1897, 29 grammar and high school students were attending Saint Martin's. Additional college-level courses were added in 1900 to provide the necessary education for candidates planning to enter the Benedictine priesthood.

In 1938, Saint Martin's became a four-year, accredited, baccalaureate-granting institution. The post-World War II years saw the enrollment of hundreds of G.I. Bill veterans and a growing list of course offerings. Saint Martin's became coeducational in 1965. In 1972, Saint Martin's began offering extension programs at nearby Fort Lewis Army Post and McChord Air Force Base. Since then, the University has continued to offer degree and certificate programs to the military community at what is now Joint Base Lewis-McChord.

The College became Saint Martin's University in 2005 to better fulfill its mission and recognize the wide variety of undergraduate and graduate programs now available to students. Between 2013 and 2019, the campus expanded to match programmatic and enrollment growth, including the Platinum LEED-certified Fr. Richard Cebula, O.S.B. Hall, home of The Hal and Inge Marcus School of Engineering; the 17,000-square foot Panowicz Foundry for Innovation and the E.L. Wiegand Laboratories; and the Fr. Bede Ernsdorff, O.S.B. Center, a 30,000-square-foot classroom and laboratory facility that houses the Fr. Placidus Reischman, O.S.B. Department of Natural Sciences. In 2019, Saint Martin's University, in recognition of its long history of supporting veterans and their families, received the distinction of being named the first Purple Heart University in the state of Washington.

Through decades of change and growth, the University has held true to its Benedictine values — including community, hospitality, stewardship, listening and dignity of work — which remain central to life at Saint Martin's. Today, Saint Martin's is a comprehensive institution offering transformational undergraduate and graduate programs to one of the most diverse student population in the Pacific Northwest.

Benedictine Values

The precepts of [The Rule of Saint Benedict](#) permeate Saint Martin's to this day. Underlying life at Saint Martin's is an active commitment on the part of each member of the community to espouse and pursue the Benedictine ideal. Saint Martin's community ascribes to the following [Benedictine values](#), which are drawn from the Rules of Saint Benedict:

AWARENESS OF GOD: To look for God not in the abstract but in the ordinary events of every day.

COMMUNITY LIVING: To become who we are by our relationships with others.

DIGNITY OF WORK: To appreciate the dignity of work in God's creation.

HOSPITALITY: To offer warmth, acceptance, and joy in welcoming others.

JUSTICE: To work toward a just order in our immediate environment and in the larger society.

LISTENING: To hear keenly and sensitively the voices of persons and all created beings.

MODERATION: To be content with living simply and finding balance in work, prayer and leisure.

PEACE: To strive for peace on all levels: with self, others, and God.

RESPECT FOR PERSONS: To respect each person regardless of class, background or professional skill.

STABILITY: To cultivate rootedness and a shared sense of mission.

STEWARDSHIP: To appreciate and to care lovingly for all the goods of this place.



A Commitment to Diversity



Inspired by its Catholic, Benedictine tradition, which honors the dignity of each person and strives for peace and justice in our world, Saint Martin's University seeks to build a campus community that engenders inclusive excellence, facilitates intercultural understanding, and promotes social justice learning.

Over the last decade, the student population has become more diverse: today, 51% of undergraduate students and 32% of graduate students as self-described as being ethnically diverse; and 54% of the 2021 incoming class is first generation. Students come from 26 states and 19 countries. Saint Martin's University is committed to fostering an inclusive, supportive and equitable learning environment for all its students.

Saint Martin's was recently awarded two multi-million-dollar federal grants to increase access to and support opportunities for diverse students:

- A **\$2.22 million Nursing Workforce Diversity (NWD) grant** to increase and assist the number of students from disadvantaged backgrounds to become baccalaureate-prepared registered nurses.

- A **\$2.25 million Title III grant, under the Strengthening Institutions Program** to improve equitable access to experiential learning, including internships, service-learning and undergraduate research.

In addition, Saint Martin's is committed to pursuing an employee community which reflects the diverse makeup of its student body. The Saint Martin's community intentionally encourages and requests that members of historically underrepresented groups apply to join the community.

Creating an inclusive and welcoming community requires the dedication and ongoing work of leadership, faculty, staff, and students to promote inclusive excellence in all aspects of academic life, including programs and initiatives that recognize, validate, and expand distinct identities, worldviews, and cultures. The Saint Martin's community is committed to doing and being better for its students and one another.

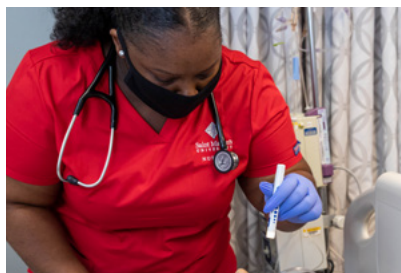
A Responsibility to Student Success



Saint Martin's University exists for the sake of its students, and student-centeredness is the heart of its mission. Since 1895, with its first student, Angus McDonald, Saint Martin's faculty and staff have been committed to empowering each student to pursue a lifetime of learning and accomplishment in all arenas of human endeavor.

Over the last 125 years, this has meant supporting small class sizes and intentional mentoring; developing diverse, rigorous offerings across a variety of academic disciplines; and increasing access and financial support for all students who might not otherwise be afforded a chance to succeed in a four-year, liberal arts institution. By using holistic and university-wide strategies to improve retention, Saint Martin's University in recent years has significantly improved the graduation rate for its first-year, full-time students.

To enable students' goals, Saint Martin's leadership, faculty and staff are dedicated to being lifelong learners themselves. In 2019-20, the University focused on the Year of Student Success, with an emphasis on retaining students, believing that the entire campus community bears responsibility for retention. Student support programs that were developed included a new Diversity and Equity Center, new Veterans Center, and the Center for Student Success. In 2020-21, the University focused on the Year of Transformation, with an emphasis on diversity, equity, and inclusion. For 2021-22, the University is furthering its diversity work with the Year of Transformative Engagement. This continues the focus and emphasis on supporting all students, especially our students of color, throughout their entire educational experience at Saint Martin's.



Strong Academic Programs

Saint Martin's offers 30 undergraduate majors and 12 graduate programs, spanning the liberal arts, physical and health sciences, business, engineering, and education. The University recently launched its first doctoral program of study – a Ph.D. program in Leadership Studies – and admitted its first cohort in the 2020-2021 academic year. Since 2015, Saint Martin's also has launched master's degree programs in accounting, computer science, and environmental engineering. New baccalaureate programs were also started in high demand fields, including environmental studies, exercise science, and a pre-licensure Bachelor of Science in Nursing Program that just admitted its first students in Fall 2019.

College of Arts and Sciences

The [College of Arts and Sciences](#) is composed of 18 majors and 25 minors spanning the arts, humanities, math and science, social science, and professional programs in social work and nursing. Its newest programs include environmental studies, exercise science, and pre-licensure Nursing. CAS also provides the core of a student's holistic education at Saint Martin's via the new core curriculum, implemented in 2019, for undergraduates.

Major growth has occurred in the sciences because of interest in STEM-related fields and the growth of engineering at Saint Martin's. Likewise, the recent creation of both a Nursing and Exercise Science major has driven up enrollment in those majors. The nursing program is a member of the American Association of Colleges of Nursing (AACN); the RN to BSN program is approved by the Washington State Nursing Care Quality Assurance Commission; and the baccalaureate degree program in nursing is accredited by the [Commission on Collegiate Nursing Education](#). The social work program is accredited by the [Council on Social Work Education \(CSWE\)](#).

College of Education and Counseling

The [College of Education and Counseling](#) prepares graduates, through programs at the undergraduate and graduate levels, for careers in elementary and secondary education, counseling, and leadership. Graduates step into their schools ready to engage with their communities in a way that honors and celebrates diversity in the spirit of Benedictine values.

Undergraduate and certificate programs include: Elementary Education (Major), Special Education (Major, Minor), and Secondary education Teaching. Graduate programs include: Masters in Teaching (MIT), Master of Education (MED), Master of Education in Higher Education and Student Affairs (MED-HESA), and Master of Arts in Counseling (MAC). The education programs are accredited by the [Washington State Board of Education](#) and the [Council for the Accreditation of Educator](#)

Accreditation (CAEP). School of Business

The [School of Business](#) includes undergraduate and graduate programs in Accounting and Business Administration, as well as a minor in Economics. The programs provide all the skills needed to succeed in today's fast changing world. The graduate programs are designed for working professionals. Its newest programs include a Master of Accountancy; certificates in Internal Audit and Risk Management, as well as Health Care Management; a Health Care Management concentration in the MBA; and undergraduate concentrations in Data Analytics and International Business. Internships are an important component to all the majors and a 4+1 program exists for students who want to go on for graduate study immediately following their undergraduate degree.

The School of Business is accredited by the [Accreditation Council of Business Schools and Programs \(ACBSP\)](#). In 2021, Saint Martin's will be applying for [Association to Advance Collegiate Schools of Business \(AACSB\)](#) accreditation for the School of Business this year: this is a multi-year process.

Hal and Inge Marcus School of Engineering

The [Hal and Inge Marcus School of Engineering](#) includes undergraduate and graduate programs in Civil Engineering, Computer Science, Information Technology, and Mechanical Engineering. The undergraduate civil engineering and mechanical engineering programs are accredited by the engineering accreditation commission of [ABET](#).

Recent curriculum revisions include establishing a study abroad program, developing seamless five-year (4+1) programs so students can graduate in five years with their undergraduate and graduate degrees, and offering graduate assistantships to well-qualified students. The school also has joint-degree programs with North China Institute of Aerospace and Engineering and with Zhejiang Tongji Vocational College of Science and Technology. It also partners with several other schools in Brazil, China, Germany, India, Japan, South Korea, and Taiwan.

Saint Martin's has been a longtime advocate of programs to support active service members and veterans. In 2021, Saint Martin's launched Washington Vets to Tech, a new certificate program that will provide a critical bridge from the military to new careers in information technology.

A Beautiful Campus



Saint Martin's main campus in Lacey, alongside Saint Martin's Abbey, sits on 300 acres of peaceful woodlands, meadows, and trails. Highlights of the campus include:

- Old Main, the original campus building and iconic center of the campus;
- Saint Martin's Abbey and Church, the campus community's spiritual home;
- The O'Grady Library, the campus community's intellectual heart;
- Zaverl Hall, home to the Lacey MakerSpace, a non-profit providing community access to high tech fabrication tools and training;
- Trautman Union Building, one of the main gathering places for students;
- Charneski Recreation Center, the campus's athletic center;
- Seven academic and arts buildings;
- Four residence halls; and
- Athletic fields, including baseball, softball, and soccer fields, tennis courts and track.

The buildings and grounds are all very well-maintained, and, in keeping with the University's commitment to sustainability and the environment, the School of Engineering's Cebula Hall is the highest-scored Platinum LEED educational facility in the Western Hemisphere. The most recent capital improvement is a \$3.5 million renovation of the first floor of Old Main. The Bruno and Evelyne Betti Nursing Education Center includes an eight-bed nursing learning lab, two-bed simulation suite, classroom, faculty offices and equipment storage rooms.

A "TOP 100" LOCATION

Saint Martin's is located in beautiful Lacey, WA, five miles east of the state capitol of Olympia. Located on the South Puget Sound, an hour away from both the Pacific Ocean and the Cascade Mountain Range, Lacey offers residents and visitors

the perfect opportunity to discover everything that makes the Pacific Northwest so spectacular. Sparkling lakes and saltwater, densely forested parklands, championship fairways, miles of hiking and biking trails, and an adjoining 3,700-acre wildlife refuge make enjoying nature as convenient as it is exciting. In addition, outstanding schools, a low crime rate, a healthy economy, a thriving visual and performing arts community, and close proximity to Tacoma (25 miles), Seattle (55 miles) and Portland (110 miles) make Lacey one of the most desirable places in the country to live and conduct business. In fact, Lacey was named by Money magazine as one of its Top 100 Places to Live in 2019.

Because of the lower cost of living compared to Seattle and Tacoma, the supportive business climate, and the natural beauty of the area, Lacey is appealing for many families because there is so much to do both professionally and recreationally.

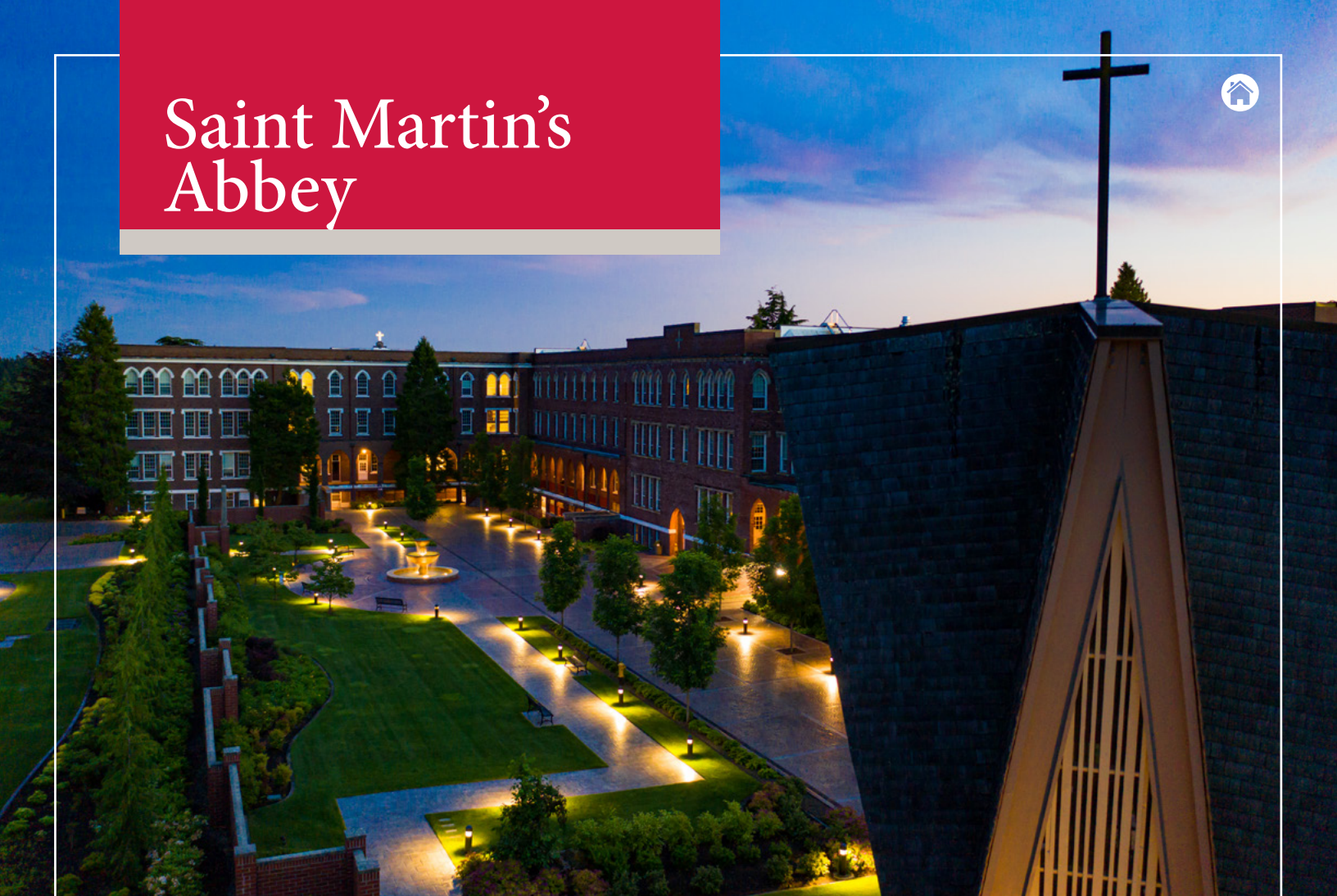
Saint Martin's University is one of ten member colleges that make up the Independent Colleges of Washington. Because of its proximity to the capitol, Saint Martin's University often works with public leaders to advocate for student support and access. Washington state has one of the most generous state financial aid programs in the country. Washington residents are eligible for Washington College Grants for up to nearly \$10,000 annually for families with incomes below \$102,000. Currently, over 400 Saint Martin's students receive the Washington College Grant. The State of Washington high school enrollment is stable over the next few years and likely will grow with the addition of anticipated inbound family migration. The State has created a Roadmap for post-secondary education with a goal of 70% of young adults possessing a post-secondary certificate or degree. The State has the second highest demand for STEM graduates in the nation yet, the number of STEM graduates in the State remains far below the demand: an opportunity for Saint Martin's University to leverage its existing programs, expertise, and graduates.

A Pride in Athletics



The **Saint Martin's Saints** participate in NCAA Division II sports including baseball (M), basketball (M/W), cross-country (M/W), golf (M/W), soccer (M/W), softball (W), track and field, (M/W) and volleyball (W). The University is a member of the Great Northwest Athletic Conference (GNAC). About 24% of the Lacey campus undergraduates are athletes. The Athletics Department of Saint Martin's University supports the whole student athlete in body, mind, and spirit. Student athletes are empowered to not only become life-long learners in academic fields, but to understand the relationship between athletics competition and its significance to the community as a whole. Saint Martin's coaches and athletic staff prepare scholar athletes to be leaders who transform communities through sustainable excellence.

Saint Martin's Abbey



HISTORY & RELATIONSHIP

In 1894, the administration of Saint John's Abbey in Collegeville, Minnesota, began work to establish a foundation and school in Washington State and, by 1904, both the new monastery and its school were sufficiently well established for the Saint Martin's community to receive its independence from Saint John's Abbey.

From the beginning, **Saint Martin's Abbey** was dedicated to educating the youth of the Puget Sound area. Members of the monastery continue to be active in the life of Saint Martin's: teaching classes, filling staff positions, and providing crucial leadership within the institution. The school itself is the principal work of the Abbey, and there exists an irrevocable and sustaining alliance between the Abbey and Saint Martin's University.

The Abbey maintains certain reserved governance rights over the University in the University's licensing agreement and University bylaws and monastic members of the Abbey are guaranteed a certain number of Trustees on the University's board. The Abbot, in addition to his role as the head of the monastic community, also serves as the Chancellor of the University.

To ensure that its Catholic, Benedictine heritage is preserved, and is congruous with those who have come before them, the Abbey and University entered into a licensing agreement in 2007 that enunciates the principles upon which Saint Martin's was founded and continues to operate by today: "We accomplish our mission by recognizing the spiritual and ethical dimensions of all human activity and by celebrating the uniqueness and worth of each human being. Our goal is to provide a living and learning environment that prepares students for active, responsible and productive lives in their professions and as members of the local and global community." (Saint Martin's Abbey/Saint Martin's University Licensing Agreement)



Leadership

CHANCELLOR & ABBOT, SAINT MARTIN'S ABBEY

Abbot Marion Nguyen, O.S.B. is the Chancellor of Saint Martin's University and Abbot of the Saint Martin's Abbey. Born Qui-Thac Nguyen in November of 1976 in Can Tho, South Vietnam, Abbot Marion's family escaped by boat when he was four years old, eventually arriving in Thailand. They spent three years in a refugee camp before coming to Washington state. He attended Catholic grade and high school in the Seattle area before studying philosophy at Saint John Vianney seminary and the University of St. Thomas in Saint Paul, MN and theology in Rome. He was ordained a priest for the Archdiocese of Seattle in June of 2004.

In 2012, after receiving permission from Archbishop J. Peter Sartain, he entered Saint Martin's Abbey and made his profession as a monk in 2013. He has worked with the Benedictine Institute, Institutional Advancement and has taught classes. Prior to his election as Abbot in June of 2020, he was a resident at Collegio Sant'Anselmo in Rome. Abbot Marion reads and speaks Vietnamese, French, English, Spanish and Italian and is an avid photographer. He was elected by the monks of Saint Martin's Abbey in June 2020 to be their ninth abbot.

CHAIR, BOARD OF TRUSTEES

Medrice Coluccio, Chair of the Board of Trustees, recently retired having served for over a decade as the Chief Executive Officer for the Providence Southwest Washington Service Area. She led an integrated network of health care services across a five-county area that includes a 420-bed tertiary hospital, 128 bed community hospital, and 36 ambulatory clinics. She has extensive executive healthcare leadership and board governance expertise and experience.

A native of Seattle, WA, she comes from a large, devoted Italian/Irish family. She graduated from Seattle University where she obtained her Bachelor of Science Degree in Nursing. Following her undergraduate studies at Seattle University, she attended the University of Washington where she obtained her master's degree in Nursing Administration with a minor in Business Administration.

BOARD OF TRUSTEES

The Board of Trustees is the policy making and governing body of the University and shall have the power to manage the property and business of the University and to carry out

all lawful functions permitted by the Articles of Incorporation or Bylaws. At present, the Board has 33 members and three Trustee Emeriti, a majority of whom have no contractual, employment, or financial interest in Saint Martin's University. Sixteen trustees are alumni of the University, and four have honorary degrees.

The Board of Trustees is vested with ultimate institutional authority, subject only to the powers expressly reserved to the Chancellor or to the Members of the Corporation. Trustees serve for a term of three years and may be re-elected for three additional consecutive three-year terms. An absence of at least one year is required before a Trustee may be re-elected to the Board after serving four consecutive full terms.

PRESIDENT








[Roy Heynderickx](#) became the tenth president of Saint Martin's University in January of 2009. He has served as a commissioner and an evaluator for the Northwest Commission on Colleges and Universities and was a board member of numerous organizations, including the Association of Washington Business, Great Northwest Athletic Conference, Olympia Federal Savings Bank, Thurston County Economic Development Council, and the Fulcrum Foundation. He is a recipient of the Distinguished Leader Award from Leadership Thurston County. President Heynderickx earned his B.S. in Accounting from the University of Oregon, his MBA from the University of Portland, and his Ph.D. in education administration from the University of Oregon.



Over the last 13 years, under his exceptional leadership, Saint Martin's has expanded its academic offerings, including new majors across four colleges, new graduate programs and its first doctoral program; increased enrollment at the undergraduate and graduate levels; and expanded community partnerships and record-breaking fundraising efforts, including the addition of several new academic buildings, grants, and scholarships, to provide greater support and opportunities for its students. This past year, he steadfastly led the Saint Martin's community as it navigated the unprecedented challenges of the COVID-19 pandemic. As Saint Martin's approaches the end of his distinguished tenure, the University is well-positioned to be a strong leader in education, social justice, and economic development for the future.



Key Indicators

| | | |
|---|---|---|
|  | Investment in Plant, less depreciation | \$58,406,270 |
| | Plant Replacement Insured Value | \$83,000,000 |
| | Cost of Operating Physical Plant | \$87,221,889 |
| | Deferred Maintenance | \$500,000 |
|  | Endowment (September, 2021) | \$37,680,000 |
| | Budgeted Operating Revenues (FY2022) | \$39,056,000 |
| | Budgeted Operating Expenses (FY2022) | \$37,629,000 |
| | Annual Budgeted Principal Payments on Debt (bonds) | \$1,017,000 |
| | Budgeted Margin to meet Bond Covenants: | \$410,000 |
| | Tuition Income: Less scholarship allowance: Net Tuition and Fees (June 30, 2021): | \$57,038,273 (\$28,027,265) \$29,011,008 |
|  | Student Enrollment (September 1st, 2021) | |
| | Undergraduate: (Lacey Campus) | 1,303 |
| | Undergraduate: (Joint Base Lewis-McChord) | 50 |
| | Graduate: | 248 |
| | Total Combined: | 1,601 |
| | Tuition Discount Rate | |
| | First-Year: | 62% |
| | Blended: | 60% |
| | Retention Rate | |
| | First-Year: | 76% |
| | Blended: | 78% |
|  | Graduation Rate (6-yr): | 61% |
| | Living Alumni | 19,336 |
| | | |
|  | Number of Full-time Faculty: | 98 |
| | Tenured/Tenure-track: | 83% |
| | Average Faculty Salaries | Professor: \$71,239 Associate Professor: \$67,070 Assistant Professor: \$62,339 Visiting Professor: \$55,020 Instructor: \$50,365 |
| | Student : Teacher Ratio | 12:1 |
| | | |
|  | Degrees Awarded | 30 undergraduate programs; 12 graduate programs; 1 doctoral program |
|  | Athletics | NCAA Division II Great Northwest Athletic Conference (GNAC) |



RH PERRY & ASSOCIATES

SEARCH COUNSEL TO HIGHER EDUCATION

APPLICATION PROCEDURES

Completed applications are due by November 19th, 2021. To ensure full consideration, you will be required to submit: 1) a current resume or CV; 2) a cover letter addressing the position; and 3) the contact information for three professional references. Submit your application securely through our website by clicking <https://rhperry.com/SMUPresident>

FOR FURTHER INFORMATION

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RH PERRY POLICY

RH Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without their consent.

SAINT MARTIN'S UNIVERSITY POLICY

The principles of the Catholic Benedictine tradition, equal employment opportunity, and nondiscrimination are fundamental to the mission, goals, and objectives of Saint Martin's University. The University does not discriminate in employment or in the delivery or administration of its educational programs, policies, scholarship and loan programs, athletic or other University programs on the basis of sex, sexual orientation, race, color, religion (except as a bona fide occupational qualification for certain select positions), marital status, national or ethnic origin, military or veteran status, age, or disability.

Equal opportunity in employment is governed by a variety of federal laws. The major applicable federal laws are Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, Rehabilitation Act, Age Discrimination in Employment Act, Equal Pay Act, and VEVRAA. Collectively, these laws prohibit discrimination in all terms and conditions of employment - including hiring, compensation, training, promotion, and termination - based on race/ethnicity, color, national origin, sex, disability, veteran's status, and age. The majority of these laws are enforced by the federal Equal Employment Opportunity Commission, frequently known as the EEOC.

In addition to those mentioned above, equal opportunity in higher education is also governed by Titles VI and IX. Like their employment law counterparts, these laws collectively prohibit discrimination in educational programs or activities based on race, national origin, and sex. These laws are enforced by a division of the Department of Education known as the Office for Civil Rights (OCR).

www.stmartin.edu