

## Position and Candidate Specification



Regis University

### **President**

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October 2025

Assignment: 66641-001

Regis University seeks a President to lead the institution through a pivotal period of transition, remaining steadfast in its Jesuit Catholic mission and commitment to transformative education, social justice, and holistic care for all. The President will collaborate with faculty, staff, students, alumni, and trustees to advance the University's strategic plan, strengthen financial stability, and foster a culture of transparency, inclusion, and resilience. Key challenges include addressing enrollment and retention, building external relationships, and ensuring Regis's distinctive identity as Colorado's only Jesuit and a Hispanic-Serving Institution is both preserved and enhanced.

The successful candidate will be institutionally ambitious and have an outstanding track record of impactful leadership. The President will demonstrate the ability to successfully navigate strategic, financial, and operational complexity in organizations characterized by intellectual discourse and discovery, innovation, mentorship, diverse perspectives, and shared governance. They will be deeply committed to the transformative power of a Jesuit education with a continued focus on social justice and on the development of the 'whole person.' The President must fully embrace the mission and responsibilities of leading a Jesuit Apostolic work and be a regular participant in the spiritual life of the Regis community. The leader will be a trusted partner to the Board and a dedicated leader and institutional citizen alongside a committed and talented faculty, staff, and student body.

## KEY RELATIONSHIPS

<b>Reports to</b>	Board of Trustees
<b>Direct reports</b>	Provost (Academic Affairs) Vice President and Chief Financial Officer Vice President, University Advancement Vice President for Mission Integration Vice President, Admissions, Financial Aid, Athletics & University Marketing Chief of Staff Chief Legal Officer Director of Institutional Data Services

## KEY PRIORITIES AND RESPONSIBILITIES

The key priorities for Regis University's next President include:

- Developing a strategic vision rooted in the Regis Strategic Plan for the University that advances academic excellence, fosters innovation in teaching, supports faculty development, and upholds accreditation standards, while adapting to changing student demographics and market needs.
- Building operational and financial strength, making strategic decisions about academic programs, and infrastructure and driving accountability across all divisions.

- Stabilizing enrollment and retention and adapting tuition models to better serve both traditional and post-traditional learners.
- Promoting fiscal sustainability with disciplined budgeting and the pursuit of alternative revenue sources, including external partnerships and endowment growth.
- Championing Regis' Jesuit Catholic identity and integrating mission-driven values into campus life and decision-making, fostering a culture of social justice and care for the whole person.
- Modeling trust and transparency with open communication and support for shared governance.
- Engaging the campus and community as a visible presence across campus and cultivating strong relationships within Denver and beyond.
- Expanding external partnerships to enhance workforce development and community impact.
- Advocating for the University's Jesuit, Catholic mission, communicating its strengths, and elevating its reputation regionally and nationally.
- Cultivating donor relationships, inspiring transformational gifts, and developing creative strategies to expand the donor base and secure resources for institutional priorities.
- Enhancing student success with investment in student services, academic advising, and professional development.
- Partnering with the Board of Trustees and promoting best practices in governance.

## **IDEAL EXPERIENCE AND QUALIFICATIONS**

While no single candidate will have all the ideal qualifications, candidates should possess many of the following qualifications and characteristics:

- The new president must be a practicing Catholic able to participate in the life of the University and the Church. He or she should be able to effectively lead as the Director of the Apostolic work of the Society of Jesus and work collaboratively with the Provincial, the Rector and the Jesuit community. He or she should model the Ignatian vision of service to the Church and the world and be a companion on the journey.
- A history of visionary, strategic, and collaborative leadership, with a corresponding record of success that inspires the Regis community and resonates with the core mission of the University.
- Exceptionally strong operational leadership and management experience in an organization of similar scale and complexity.
- Strong financial skills with the ability to translate financial realities into institutional strategy and to make disciplined choices about programmatic investment and growth; experience in setting and overseeing budgets.
- An established record in fundraising, ideally in a campaign environment, including an ability to engage a broader community in support of the University and an enthusiasm for and successful experience with major donors, foundations, and corporate relationships, or evidence of such capacity.
- A demonstrated ability to lead complex organizations through strategic change and transformation, with a focus on ensuring long-term financial sustainability while preserving mission and academic quality.
- Track record of improving outcomes for Pell-eligible and multilingual students with measurable recruitment and retention results.

- Ability to develop a positive and productive working relationship with the Board of Trustees, engaging them in collaborative decision-making and strategic planning to best advance the goals and interests of the University.
- An earned terminal degree, preferably a doctorate, in a field that complements the identity of the institution; evidence of academic distinction as a teacher, scholar, or academic leader that commands the respect of faculty and affirms the University's identity as a place of teaching and scholarship.

## **CRITICAL LEADERSHIP CAPABILITIES**

### **Strategic Leadership**

Regis University seeks a visionary and mission-driven leader whose intellectual depth, financial acumen, and commitment to the Jesuit Catholic identity will inspire and unite the campus community. The next President will:

- Set aspirational goals for the future of Regis University that reflect its Jesuit mission, values, and commitment to academic excellence, social justice, and inclusiveness.
- Partner effectively with the leadership team to align financial planning with strategic priorities, using data-informed decision-making and key performance indicators to drive execution.
- Attract, mentor, support, and hold accountable a talented, leadership team that capably implements the University's strategies.
- Understand the issues and challenges facing higher education, including financial models and shifting market dynamics; appreciate the interplay between academic priorities and resource requirements; and be skilled at building and overseeing budgets.
- Seek to develop the University's academic programs by reinforcing its strengths, identifying areas for further investment, and allocating resources that support its goals and priorities.
- Create sustainable infrastructure and inclusive decision-making processes that align with Regis' institutional vision and priorities.
- Guide Regis University with adaptability, bold vision, and a commitment to the holistic development of every member of the community.

### **Community Builder**

To unify and minister the spirit of the University, the President will:

- Lead as a visible, accessible, and emotionally intelligent servant leader who fosters trust and unity across campus.
- Possess qualities of relationality, honesty, humility, integrity, and courageous leadership that foster an environment of trust, empowerment, and shared governance; ability to connect with others and to create meaningful dialogue.
- Champion open communication and inclusive engagement with students, faculty, staff, alumni, and benefactors.
- Strengthen morale and professional development through active support and collaboration with campus departments.
- Understand, communicate with, and adapt to people from different cultural backgrounds, moving beyond

basic knowledge to a deeper understanding of values, perspectives, sensibilities, and traditions.

- Have self-awareness and the ability to communicate in an appropriate and respectful way with others in diverse cultural settings.
- Embody the Jesuit value of being a university “with and for others”, prioritizing the inclusion of those on the margins and integrating Catholic social teaching into strategies for equity and belonging.
- Demonstrate an eagerness to be an active, visible, and accessible member of the campus community with students, faculty, staff, alumni, and friends of the institution.

## **Institutional Representation**

The President must establish a clear presence as an enthusiastic and visible face of the Regis community and will:

- Be an inspiring and exceptional communicator and serve as the voice of the University for both internal and external constituencies.
- Engage authentically with faculty, staff, students, alumni, and board members, listening deeply and communicating openly to build unity and heal from past transitions.
- Serve as an external ambassador, forging new partnerships, advancing fundraising efforts, and exploring how the University can be a collaborative partner and expand Regis’s regional recognition.

## **THE SEARCH PROCESS**

The base salary range for this position is \$300,000 to \$500,000, with final determination of compensation made after consideration of qualifications and experience. For information on the full benefits package, please visit: <https://www.regis.edu/documents/about/offices-and-services/human-resources/regis-university-employee-benefits-guide.pdf>.

Regis University is assisted in this process by Spencer Stuart and welcomes nominations or expressions of interest. If you wish to submit your application materials or nominate someone to serve as the next President, please send an email message with supporting materials to: [RegisUnivPresident@spencerstuart.com](mailto:RegisUnivPresident@spencerstuart.com).

## Regis University

### Transformative Education at the Frontiers of Faith, Reason, and Culture

As a Jesuit Catholic university, Regis seeks to build a more just and humane world through transformative education. Here, we question everything, dig deep into morality, study the far reaches of our actions, and extend a hand to those on the margins. Dedicated to providing a Jesuit education to students searching to answer the fundamental question "how ought we to live?", Regis offers more than 120 academic programs both in-person and online at two campuses in the Denver metro area, serving more than 5,000 students.

### Our Mission and Identity

As a Catholic institution and part of a global community of faith called to celebrate and embody God's love in the world, Regis educates a diverse student body for lives of service and meaning. We equip students with knowledge and skills to be discerning persons in solidarity with others, especially those who are on the margins of society and whose dignity has been violated, and empower them to care for the Earth, our common home.

Rooted in Ignatian spirituality of Christian discipleship and open to the sacred in all human cultures, Regis aspires to be a community of learners who labor for a transformed world and renewed ecosystem, journeying as companions responsible to each other.

### A University of Distinction

Regis University stands as the only Jesuit Catholic University in the Rocky Mountain West and, as of 2023, the second Jesuit University to be named a Hispanic Serving Institution by the federal government. The university comprises three distinctive colleges:

**Anderson College of Business and Computing** uniquely blends technology and business with a focus on sustainability, ethics, and entrepreneurship, preparing students for the modern economy while maintaining our commitment to justice.

**Regis College** serves as our classical liberal arts school for undergraduate and graduate students, including the School of Professional Advancement, providing the foundation of critical thinking and ethical reasoning that defines Jesuit education.

**Rueckert-Hartman College for Health Professionals** is among the state's top schools of nursing, pharmacy, and physical therapy, plus programs in counseling and family therapy and health services administration, all grounded in our commitment to healing and service.

After 25 years of recognition by U.S. News as a top school in the American West, Regis was elevated in 2019 from the "Master's Large" category to the more prestigious "Doctoral Professional Universities" group in the Carnegie Classification of Institutions of Higher Education. In 2025, Carnegie introduced their new classification for student access and earnings, awarding Regis the top designation as an "Opportunity University: Higher Access and Higher Earnings."

## **A Community For and With Others**

At Regis, education extends far beyond the classroom. Our campus community embraces the Jesuit tradition of *cura personalis* — care for the whole person, through comprehensive support services, spiritual formation opportunities, and vibrant campus life. Students engage in meaningful research, internships, clinical rotations, and service learning that connects academic study with real-world impact.

Our NCAA Division II Rangers compete in multiple sports while maintaining the academic excellence and character development that define the Regis experience. Through campus ministry, retreats, and service opportunities, students explore questions of meaning and purpose while building lifelong connections with fellow learners committed to making a difference.

## **Teaching and Scholarship Excellence**

Regis is first and foremost a teaching institution, and we still embrace and excel with the teacher-scholar model. We believe that teaching and scholarship (including creative works) are inextricably linked, and as such, we have a commitment to excellence in both areas. Our students expect the highest level of inclusive and Jesuit pedagogy while they learn both in and out of the classroom. The University is engaged in activities to facilitate the growth and development of both scholarship and teaching. This investment in the faculty is crucial to advance their own professional trajectories, and by extension those of our students.

Regis is a teaching university with an 11:1 student-to-faculty ratio, which allows our faculty to develop strong connections with their students and to guide them with greater personalized care and concern than is possible at larger universities. Our configuration of programs and colleges allows for liberal arts roots to inform vocation, and the development of professional skills to prepare for career readiness. Teaching and mentorship are central to the mission of Regis across degree levels, types, and modalities.

Our faculty and student scholars follow the principles of seeking truth, striving for justice, and cultivating beauty as they endeavor to grow bodies of knowledge and discourse in their respective fields of study. Working side by side with their students, the Regis faculty employ the resources and passions of the University community to change the world around us. Faculty engage in a broad range of scholarship and creative works, from bench science to applied studies, from peer-reviewed publications to performance art. This broad approach to scholarship allows our faculty to focus on the impact of their scholarship on our society.

## **Transforming Lives, Transforming the World**

At Regis University, we don't simply provide education, we transform it into something greater. Through the integration of faith, reason, and culture, we prepare graduates who are not only professionally competent but also committed to justice, equipped for service, and ready to answer the call of how we ought to live in our complex world.