



URSULINE
ACADEMY
o f D a l l a s

President

Leadership Opportunity
July 2012

Ursuline Academy of Dallas



Dallas, Texas
800 students
Grades 9-12

www.ursulinedallas.org

Carney, Sandoe  Associates

800-225-7986 ▼ www.carneysandoe.com

THE POSITION

Ursuline Academy of Dallas seeks a President to lead and inspire a community of 800 young women and 90 faculty members. This is an exceptional opportunity to lead an excellent, independent Catholic college preparatory school with a rich history and a bright future. Educating girls for more than 137 years, Ursuline Academy is sponsored by the Ursuline Sisters and the oldest continuously operating school in Dallas. With a distinguished tradition of academic excellence, innovation, and service, the Academy develops women leaders of tomorrow through spiritual formation, intellectual growth, service to others and building of community. It is blessed with a large and dedicated Catholic community and alumnae base, and is well governed by a cohesive and dedicated Board of Trustees. Ursuline Academy has benefited from the extraordinary leadership and nurturing guidance of Sister Margaret Ann Moser, O.S.U., the Academy's President for the last twenty-two years.

This is an exciting time in the Academy's history. It is a forward-thinking, outwardly focused school, investing in the future with the advanced facilities needed to educate young women for leadership in a wide range of fields. The Ursuline Academy community looks forward to welcoming a President who will ensure the continuing excellence of all aspects of the Academy and build upon the significant accomplishments of the past several years.



Sister Margaret Ann Moser has directed a wide variety of development programs in partnership with an outstanding volunteer community. She led a successful \$10 million capital campaign from 1993-2000 to fund campus expansion and improvements, including the addition of the Jane Neuhoff Athletic Center (1996), and the Ursuline Center for Performing Arts (2000). Under her leadership, the Academy has most recently achieved its strategic plan goals for a \$22 million campus renewal, including completion of The French Family Science, Math and Technology Center, a new music building, and major renovations to existing facilities. She has also led significant development efforts in the *Facing the Future Campaign* to grow the endowments.

Mission Statement

Founded in 1874, Ursuline Academy of Dallas is an independent Catholic college preparatory school for young women sponsored by the Ursuline Sisters.

The mission of Ursuline Academy is the total development of the individual student through spiritual formation, intellectual growth, service to others, and building of community.

Ursuline Academy educates young women for leadership in a global society.

THE ACADEMY

The Ursuline heritage is rooted in the founding of the Ursuline Sisters by Saint Angela Merici in Brescia, Italy, in 1535. At a time when the gifts and talents of women were largely unappreciated, Saint Angela envisioned the crucial roles that they could play in the Church and the world. Her mission quickly spread throughout Europe and the education of girls became a primary ministry of the Ursuline Sisters. In 1639, the Ursulines were the first women's religious order to reach the New World. Six pioneering Sisters established Ursuline Academy in 1874, when Dallas was little more than a frontier town. As the Academy grew over the years, so did its reputation for excellence, service, and innovation in education.

Ursuline Academy Core Values

- *Spiritual formation and faith development*
- *Respect for the uniqueness of the individual*
- *Development of the whole person*
- *Development of a nurturing community spirit*
- *Commitment to peacemaking*
- *Serviam (I will serve) as a lived reality*

Academic excellence is a hallmark of an Ursuline school.

Today, Ursuline Academy boasts an exceptional academic program in which students develop critical thinking and creative problem-solving skills while nurturing their imaginations and curiosity. At the same time, the Academy empowers young women to become compassionate leaders in a global society. An interdisciplinary curriculum fosters the development of cultural awareness and global competencies within the learning process. Called by the Ursuline Sisters to “go beyond our borders,” Ursuline Academy and other Ursuline schools worldwide embrace educational, spiritual, and service goals consistent with the social teachings of the Catholic Church. Ursuline Academy has developed educational and cultural exchange partnerships with sister schools in Beijing, China; Santiago, Chile; Lima, Perú; and Ilhéus, Brazil.

The Academy's graduates are a diverse and talented group who attend top colleges and universities. They are widely recognized for their citizenship and leadership in many fields. The Class of 2011 was awarded over \$12 million in merit (academic/talent) based scholarships. Between 2007 to 2010, 13 Ursuline students were named National Merit Finalists and 50 were Commended Scholars; eight Ursuline students were recognized in the National Achievement Scholarship Program; and 26 Ursuline students were recognized in the National Hispanic Recognition Program.



Carney, Sandoe & Associates

44 Bromfield Street, Boston, Massachusetts 02108

TEL 800.225.7986 • FAX 617.542.9500

search@carneysandoe.com • www.carneysandoe.com

Ursuline Academy of Dallas is accredited by the Independent Schools Association of the Southwest (ISAS), and the Texas Catholic Conference Education Department (TCCED). The Academy holds membership in the National Association of Independent Schools (NAIS), Ursuline Education Services (UES), National Coalition of Girls' Schools (NCGS), International Studies School Network (ISSN), Educational Records Bureau (ERB), and the National Catholic Education Association (NCEA). For athletics, Ursuline also belongs to the Texas Association of Private and Parochial Schools (TAPPS), and the Texas Girls High School Lacrosse League (TGHSLL).

THE URSULINE SISTERS

The Ursuline Sisters are modern women who carry on Saint Angela's tradition of progressive ministry in their own communities, daring each day to confront the oppression of women and to stand in solidarity with the poor. As women who profess vows of poverty, chastity and obedience, the Ursuline Sisters are committed to education and Catholic social teachings, bringing the Gospel of Jesus to all. In addition to educating young people in schools, Ursuline Sisters in 36 countries respond to the needs of God's people in parishes, in ministry with the poor and marginalized, in retreat work, counseling, and pastoral care.

Ursuline Academy at a Glance

Location: Dallas, Texas

Grades: 9-12

Current enrollment: 800

Full-time faculty: 90

Faculty with advanced degrees: 73%

Student-Teacher ratio: 9:1

Students of color: 27%

Faculty of color: 11%

Operating budget 2011-2012: \$14.8 million

Endowment: \$12.8 million (4-30-11)

Annual giving most recent year: \$641,000

Capital giving most recent year: \$730,000

Parent participation in giving: 93%

Alumnae participation in giving: 27%

Tuition 2011-12: \$15,750

Financial aid budget 2011-2012: \$892,600

Students receiving need-based aid and scholarships: 24%

THE URSULINE ACADEMY PHILOSOPHY

Ursuline Academy of Dallas is a Catholic college-preparatory school for young women. Dedicated to the Church's mission of communicating the Gospel, the Academy seeks to foster the message of God's love - that each person has unique eternal worth - and that everyone has both the responsibility and the privilege of sharing Christian respect and love.

The atmosphere of the Academy fosters a Christian bonding of students and their families with the faculty and staff in support of Gospel truths and values. Through communal openness to truth in all of its forms, the Academy encourages each person to grow morally, spiritually, intellectually, and socially - to nurture, in self and others, a profound awareness of God's distinctive gifts to each member of the community.

In the context of Christian community, the Academy conducts a college-preparatory program.



Carney, Sandoe & Associates

44 Bromfield Street, Boston, Massachusetts 02108

TEL 800.225.7986 • FAX 617.542.9500

search@carneysandoe.com • www.carneysandoe.com

Stimulating a student's intellectual curiosity, teachers involve the student in forms of both critical thinking and creativity as she progresses in knowledge and self-discovery. Subsequently, through the advancements of an innovative curriculum and the advantages of current technology, the student can achieve academic excellence and prepare confidently for college.

Integral to the philosophy and history of the Ursuline Academy is the tradition of Serviam - a diversified community service program of students working within the school or assisting local and civic organizations. Providing time in the curriculum for each student to participate in Serviam, the Academy challenges each student to recognize the responsibilities of her education and to use the special gifts of her mind and spirit.

CAMPUS, SETTING AND LOCATION

The Ursuline campus occupies 27 acres in the North Dallas neighborhood of Preston Hollow, one of the most beautiful areas of the city. Many of Dallas's leading citizens live in the neighborhood, which is close to the business, sports, and arts districts of Downtown Dallas. Restaurants, shopping, and access to major interstates are all within minutes of the campus.

The Academy setting is ideal for academic learning, social interaction, spiritual formation and ceremony. It includes The French Family Science, Math and Technology Center, which advances the Academy's strong commitment to both innovation and the environment. The focal point of a recent campus-wide renewal initiative, the Center is the first classroom building in Texas to be certified LEED Gold, distinguishing it as one of the most environmentally sustainable secondary educational facilities in the U.S. With its opening in 2010, total instructional facilities on campus increased by 25%. The 70,000-square-foot French Family Center includes:



- 10 science laboratories, nine math classrooms and a math lab; nine world language classrooms; and three computer science classrooms.
- The Templeton KIVA assembly area for meetings and student gatherings of up to 200.
- The two-story Crowley Atrium featuring a Heritage Gallery and the restored stained glass window from the Old Ursuline Chapel, a gift from the Alumnae to the Academy in 1899.
- A new Faculty Center providing office space for teachers in a setting that encourages interdisciplinary collaboration.
- A sustainable science courtyard (Terry Family Courtyard) which serves as an outdoor "classroom" for students learning to be good stewards of natural resources.
- The Saint Angela Merici Chapel offering students a place for quiet reflection, private prayer, and small group services. This intimate space is filled with warm, natural colors



Carney, Sandoe & Associates

44 Bromfield Street, Boston, Massachusetts 02108

TEL 800.225.7986 • FAX 617.542.9500

search@carneysandoe.com • www.carneysandoe.com

and unique details created by Dallas-area artisans.

The Ursuline Academy campus also includes the Saint Ann Chapel in St. Ursula Hall that accommodates larger groups for student and alumnae liturgies and prayer services, Main Hall, Cass Hall, the Beatrice M. Haggerty Library, Haggart Center dining hall and fine arts complex, the Jane Neuhoff Athletic Center, Braniff Hall/ Ursuline Center for the Performing Arts, and a Music Building constructed with a LEED Silver certification.

STUDENTS

Academic excellence is a hallmark of an Ursuline school. Admission to the Academy is competitive, and for the last several years between 350 and 410 girls applied for the 200 spaces in the freshman class. During the same period, seventy-five percent of admitted students have enrolled. The composition of Ursuline Academy's student body reflects the diverse population of the Dallas metropolitan area and the Diocese of Dallas. Twenty-seven percent of students are people of color. In 2010-11, the Academy granted \$851,000 in financial aid and merit awards to 191 students, 23% of the student body. Eighty-four percent of students are Catholic.

FACULTY

The Ursuline approach to education and human development is grounded in the faculty's care for the individual student. Highly educated and trained, nearly three-quarters of the faculty hold advanced degrees. They are dedicated and exemplary teachers who model the Ursuline mission. Faculty salaries are competitive with other independent schools in the area. Ongoing professional development is also a high priority for the Academy, which invests an amount equal to 1.5% of the annual operating budget each year in teacher training and education.

ACADEMIC AND EXTRACURRICULAR PROGRAMS

Ursuline Academy is dedicated to the total development of the individual student. The academic environment is both challenging and rigorous, and balanced with the commitment to foster joy in learning and comprehensive formation. The curriculum offers honors and AP courses in every core subject area as well as a wide variety of stimulating electives. Students learn to engage in the wider world through experiences that offer insights into global issues, cultures, religions, languages, literature, economics, politics, and geography. Ursuline Academy was one of the original six schools in the U.S. to pioneer the Anytime, Anywhere Learning program in 1996. The Academy continues to be a model of leading-edge technology for schools, hosting visitors from around the world. The Academy has helped more than 400 schools institute technology plans and laptop computer programs.



44 Bromfield Street, Boston, Massachusetts 02108
TEL 800.225.7986 • FAX 617.542.9500
search@carneysandoe.com • www.carneysandoe.com

[Detailed department and course descriptions](#) are available on the [Ursuline Academy website](#).

THE ARTS

The Academy students have many opportunities to nurture their creativity, from the classroom to the studio to the stage. Students present over two dozen live performances annually, the majority in the Ursuline Center for Performing Arts. Each spring the Academy holds its own school-wide arts festival. Student performers and visual artworks are recognized in competitions at all levels – local, regional, state and national. Ursuline Academy graduates are accepted into the highest ranking performing and visual arts colleges and universities in the nation.



ATHLETICS

The essence of the Ursuline mission is helping each student develop as a whole person through experiences that enrich mind, body, and spirit. Athletics play an important role in that development, offering opportunities for leadership, team work and community building as students both enjoy sports and learn to extend themselves through competition. Ursuline Academy is proud of its long tradition of athletic excellence. More than 400 students participate in one or more of 11 varsity sports. The Ursuline Bears have won numerous state titles, including 21 straight soccer championships. Many graduates go on to compete on the collegiate level.



SPIRITUAL FORMATION AND *SERVIAM*, “I WILL SERVE”

Spiritual life is valued and nourished at Ursuline Academy. Students experience an environment that supports and challenges their own discovery of what it means to be spiritually vibrant and grounded in Christ’s love. The Academy curriculum provides an education that allows students to grow in personal faith, and prepares them for meaningful service. Course work in Theology is required all four years. Other activities to nourish spiritual life include annual off-campus class retreats, community liturgical celebrations throughout the year, and daily opportunities for prayer.



All Ursuline schools share a commitment to forming students as servant leaders. The Latin word, *Serviam*, (I will serve) inspires all Ursuline students and alumnae. Starting with service projects

initiated both inside and outside of school, the spirit of *Serviam* inspires the lifelong dedication to serving the neighbor-in-need. The *Serviam* formation program helps each student deepen her understanding of Christian service and integrate a spirit of service in all she does. What begins with defined activities that address community needs, and expands into service learning projects in the classroom, matures into studying and incorporating systems that promote peace and justice for all.

GOVERNANCE AND ADVANCEMENT

Ursuline Academy is governed by a Board of Trustees on behalf of the Ursuline Sisters. It is comprised of 21 dedicated professionals including Ursuline Sisters, alumnae, parents of alumnae, and community leaders. Parents of current students are ineligible to serve as trustees. The Board always includes at least two Ursuline Sisters, as well as the President, Principal, Prioress of the Ursuline Sisters of Dallas, and the Director of the Office of Sponsorship as ex-officio Trustees. The Board is responsible for policy and strategic direction, rather than program and procedures, and the operating management of the Academy is fully delegated to the President as head of school. The Board of Trustees guards and promotes the Ursuline mission, holding fiduciary responsibility for the Academy. Key areas of Board responsibility include:



- **Executive Leadership** - Hiring, evaluating and supporting the President; approving the hiring or dismissal of the Principal.
- **Planning** - Developing and monitoring the Ursuline Academy strategic plan, with approval of all objectives and strategies.
- **Policy** - Formulating and reviewing policies affecting school life and ensure legal and ethical integrity.
- **Finance** - Approving and monitoring tuition and the Academy's operating budget.
- **Advancement** – Securing adequate resources for the Academy to fulfill its mission and strategic initiatives, and enhancing its visibility and reputation in the wider community.

In 1998, the Ursuline Academy of Dallas Foundation was incorporated as a separate 501(c)(3) organization for major gift and endowed fundraising, and investment management. The Foundation is governed by its own Board of Trustees whose mission is to ensure a financially strong future for Ursuline Academy.

Ursuline Academy of Dallas is in solid financial health and is blessed with a supportive and generous community. In May 2011, the Academy completed the landmark *Facing the Future Campaign*, raising nearly \$29 million for campus renewal, growth in endowments, and annual

operating expenses. This total includes more than \$22 million for campus renewal projects, including The French Family Science, Math and Technology Center and major renovations to existing facilities; \$5 million for the Ursuline scholarship endowment; and \$1.6 million to create a new faculty endowment to support future funding of salaries and benefits. In October 2011 the Board will adopt the next five-year strategic plan that identifies goals for the Academy to implement under the leadership of the new President.



Design and construction of The French Family Science, Math and Technology Center were made possible in part by a \$5 million grant from the Bill & Melinda Gates Foundation, Inc. in 2006 – the largest single contribution received in the history of the Academy – followed by a second grant of \$2 million in 2007 for science, math, and technology education as part of the Academy’s strategic plan for campus renewal and growth. Guests at the dedication ceremony in May 2010 heard

remarks from Melinda French Gates, a graduate of the Ursuline Academy Class of 1982 and co-chair and trustee of the Bill & Melinda Gates Foundation. Ms. Gates has been a major supporter of Ursuline Academy as both advisor and donor for many years, with a particular focus on the integration of technology in education.

ALUMNAE

Accomplished professionals and compassionate leaders, Ursuline Academy’s 7,000-plus alumnae live the Academy’s mission through service to their families, their communities, and a global society. An active alumnae association founded in 1899 brings together members in alumnae chapters throughout the U.S. and around the world. Generations of women remain active in the Association’s programs, strengthening the school as well as bonds of friendship first forged at the Academy, and highlighting the work of the Ursuline Sisters. A major Academy publication, *LOGOS Magazine*, has a circulation of more than 12,000 and is published every January. The Academy Archives and exhibit space are housed in an honored place in the French Family Center and the collections continue to grow. The Professional Women’s Network (PWN) is a networking organization of alumnae, mothers of current students or alumnae, and friends, providing leadership and career mentoring opportunities for the Academy’s students and a forum for professional women to interact with one another.



44 Bromfield Street, Boston, Massachusetts 02108

TEL 800.225.7986 • FAX 617.542.9500

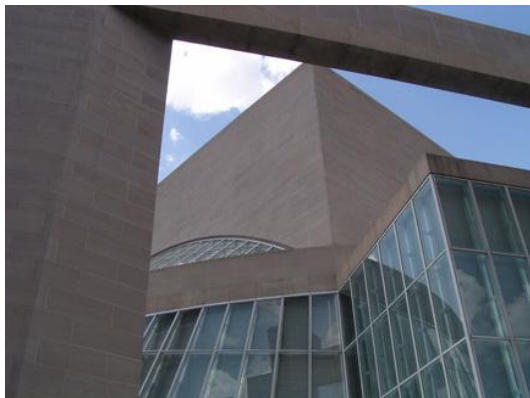
search@carneysandoe.com • www.carneysandoe.com

DALLAS

The Dallas–Fort Worth area is the largest metro area in the south, and with 6.3 million people the fourth largest in population in the U.S. One fifth of the metro population lives in Dallas, the ninth largest city in the U.S. Though lacking a waterway to the ocean, Dallas grew as it profited from its position along several major railroad lines and prospered as a cotton center and later a hub of the oil industry. Winters are mild, with daytime temperatures in the 50°s and 60°s, with at least one measureable snowfall most years. While hot in the peak summer months, spring and fall weather in Dallas is very pleasant. Somewhat insulated during the recent recession, Dallas’ economy is based primarily on energy, telecommunications, technology, aviation, and finance and professional services. Conveniently located Love Field serves business and pleasure travelers throughout the United States. Dallas-Fort Worth International Airport is the world’s third busiest airport, with nearly 1,600 flights each day.



Dallas is a vibrant and diverse community with warm and friendly residents, an entrepreneurial spirit, a favorable climate, and an outstanding quality of life. It thrives as a center for business, the arts, and sports. Also the home for a number of fine independent schools, colleges and universities, Dallas enjoys the largest urban arts district in the nation, with renowned museums, performance halls, and award-winning architectural designs. New York Magazine ranked the Dallas area as the No. 1 city worldwide for art lovers. The arts district includes the Morton H. Meyerson Symphony Center, the Dallas Museum of Art, the Nasher Sculpture Center, and the



Trammell & Margaret Crow Collection of Asian Art. Opened in the fall of 2010, the much anticipated Dallas Center for the Performing Arts includes the Winspear Opera House and the Dee and Charles Wyly Theatre. The city is also known for having some of the nation’s best restaurants and internationally recognized chefs. Sports fans can follow the NFL Dallas Cowboys, the 2011 NBA Champion Dallas Mavericks, the NHL Dallas Stars, and the MLB Texas Rangers, the 2010 American League Champions.

THE OPPORTUNITY

The President is the academic, community and visionary leader of the Academy. Exemplifying and advancing the mission of the Academy in partnership with the Ursuline Sisters and the Ursuline Board of Trustees, the President leads a collegial and collaborative Campus Administrative Team. As Chief Executive Officer, the President directs the general management of the Academy in advancement and fund-raising, fiscal discipline, public relations, constituent communications and relationship building, strategic planning, vision setting, and board administration. The President is responsible for maintaining the rich traditions of the school, and ensuring that the policies and programs of the Academy are successfully implemented.

STRENGTHS OF THE SCHOOL

- An outstanding college preparatory education for young women grounded in the vision of Saint Angela Merici.
- A holistic Christian mission dedicated to the development of each student through spiritual formation, intellectual growth, service to others, and community building.
- A highly engaged and diverse student body that embodies the joy, spirit, and motivation at the heart of the Academy's mission.
- A passionately committed community of parents, students, faculty, staff and alumnae.
- A fundamental dedication to the best of academic and programmatic innovation integrated with rich traditions that foster love, leadership, *Serviam* and "sisterhood" among students and alumnae.
- An enviable reputation for 137 years of excellence as the only single-sex Catholic high school for girls in the Dallas community.
- An era of exemplary and sustained leadership by its current President in conjunction with a strong and dedicated faculty, administration, and staff.
- The dedicated and meaningfully involved Ursuline Sisters.
- A strategic Board of Trustees that demonstrates best governing practices in partnership with the Academy's President and the Ursuline Sisters.
- A commitment to forward thinking and strategic planning.
- A beautiful, spacious and meticulously maintained campus.
- A body of loyal and generous alumnae who are widely respected for their leadership and service within and beyond the Academy.

PRIORITIES FOR THE PRESIDENT

Ursuline's Mission and Culture

- Upholding the principal vision, educational practices and traditions that the Ursuline Sisters have fostered throughout the Academy's history.
- Enhancing communication and relationships with current and past parents, and the wide community of alumnae.
- Responding to the needs and perspectives of a new generation of faculty and staff while empowering all Academy personnel.
- Cultivating greater interdependence and communication among all faculty and administrators.
- Leading initiatives that will increase diversity and promote unity within the Academy community.
- Ensuring a campus-wide commitment to environmental sustainability.



Academic Excellence

- Reinforcing innovation, and focusing on global competence, technology, and excellence in teaching and learning.
- Sustaining the balance between academic rigor and the development of the whole person.
- Strengthening programs for professional development and evaluation of faculty and administrators.
- Continue to employ and improve hiring practices to attract gifted and skilled faculty and staff who fully embrace the mission and ethos of the Academy.
- Ensuring that Academy admissions and college advising and placement are actively supported by the President and Campus Administrative Team.

Strategic Direction and Finance

- Maintaining the Academy's focus on current strategic initiatives and successfully implementing the next phase of the campus master plan.
- Sustaining the generosity of current donors and expanding the community of benefactors to increase financial aid, significantly grow the endowment, meet future capital needs, and continue providing competitive salaries and benefits.

EXPERIENCES AND QUALITIES DESIRED IN THE PRESIDENT

Ursuline's Mission and Culture

- A practicing Roman Catholic who models the mission, core values, and educational philosophy of the Academy, and embraces the unique Ursuline approach to student development and spiritual formation.
- An experienced and visionary strategist who will help the Board and Academy community envision and prepare for the long-term future of the school while addressing current opportunities and challenges.
- A human being who genuinely enjoys the company of students and understands the unique dynamics of adolescence for girls.
- A leader who will emphasize institutional unity while collaborating and partnering with all constituencies.
- A joyful and charismatic person who loves school life and is visible and engaged within the Academy and community.

Executive Leadership

- A confident and skilled executive leader who is prepared for the complex role of President, and able to work successfully with the boards of both the Academy and its Foundation.
- A grounded individual who inspires excellence while demonstrating wisdom and patience in leading a complex human institution.
- A leader who is comfortable directing fund raising initiatives and appreciates their importance for the future of the school.
- A leader who will be fluent in all matters related to independent school finance, including budgeting, priority setting, and long-term planning for advancement and sustainability.
- An excellent writer and public speaker who will be a proactive ambassador for Ursuline in the Dallas metropolitan area and the wider Catholic school community.
- An executive prepared to attract, retain, and develop exceptional faculty and staff.

TO APPLY

Candidates should submit electronically in one e-mail and as separate documents the following materials to both Peter Cheney and Tim McIntire:

- A cover letter expressing interest in the Ursuline Academy President position;
- A current résumé;
- A statement of educational leadership philosophy and practice in a Catholic, Ursuline, and girls' school context;
- A list of five references with name, relationship, phone number, and email address.

The Rev. Peter G. Cheney
Senior Search Associate
CARNEY, SANDOE & ASSOCIATES
peter.cheney@carneysandoe.com
<http://www.carneysandoe.com>
Telephone: 917-676-4568 (Mobile)

Timothy R. McIntire
Senior Search Associate
CARNEY, SANDOE & ASSOCIATES
timothy.mcintire@carneysandoe.com
<http://www.carneysandoe.com>
Telephone: 619.742.5125 (Mobile)

