



# Christian Brothers University



Executive Search Profile

## Vice President for Academic Affairs



Christian Brothers University (CBU) seeks a mission-driven, student-centered, and execution-oriented Vice President for Academic Affairs (VPAA) to serve as the University's **chief academic officer**. The future-focused VPAA will lead academic quality, faculty excellence, curriculum vitality, and measurable outcomes for students and graduates.

CBU is looking for a strategic thinking leader who can **unify and energize** academic leadership, strengthen shared governance and transparency, and align the academic enterprise with institutional priorities such as enrollment, retention, completion, and post-graduation success.



**The enclosed materials** provide a comprehensive search profile outlining the position, institutional context, and leadership expectations.





## Our Identity

Christian Brothers University is founded on the heritage and traditions of Lasallian education. While large enough to provide educational opportunities in the arts, business, education, engineering, and sciences, the University is small enough to promote teaching as ministry and to provide challenging student-centered learning and personal growth. Students of diverse cultures and religious traditions are encouraged to grow in their own faith.

The University welcomes students into an educational community of faith and service, one that is committed to academic excellence, the betterment of society and the care of God's creation.



## Mission

CBU fosters academic excellence in a range of programs to prepare students from all faiths and backgrounds for careers and lives informed by the Lasallian values of faith, service, and community.



## Core Values

**Faith:** Our belief in God permeates every facet of the University's life.

**Service:** We reach out to serve one another and those beyond our campus.

**Community:** We work to build better communities and a better society.

# The History of CBU



**Christian Brothers University (CBU)** is grounded in the Lasallian tradition founded by St. John Baptist De La Salle, whose vision emphasized practical, faith-based education that affirms the dignity of every person. That mission of educating the whole person through faith, service, and scholarship continues to guide the university today.

CBU was founded in **1871** as Christian Brothers College during a challenging period in Memphis's history, opening on Adams Avenue with four Brothers and 87 students. Steady leadership in its early years helped the institution endure hardship and establish a strong foundation in the community.

Throughout the 20th century, the college expanded academically and physically, relocating to East Parkway in **1939**, becoming a four-year institution in **1953**, and embracing inclusion by integrating its high school in **1963** and admitting women in **1971**. These milestones reflected CBU's growing role in serving Memphis and advancing access to education.

In 1990, Christian Brothers College became Christian Brothers University. Today, CBU offers a broad range of undergraduate and graduate programs and is continuing to evolve through a developing partnership with Lewis University, a fellow Lasallian institution. This collaboration is expected to expand academic offerings, increase online and hybrid learning options, and drive innovation that meets the needs of today's students—ensuring CBU remains mission-centered, forward-looking, and responsive to a changing higher education landscape.





# Academic Oversight



## Academics

**Nationally recognized** for its strong STEM programs, including engineering and computer science, CBU also offers **rigorous programs** in business, education, and the liberal arts.

With more than **60** majors and concentrations and graduate degrees in high-demand fields such as Cybersecurity, Data Science, Business Administration, and Educational Leadership, CBU is bringing **innovative, workforce-aligned programs** to the Memphis region and beyond.

CBU welcomes students from more than **28 states** and **34 countries**, representing diverse cultures and religious traditions, while encouraging growth in both faith and learning.

## Accreditation

Christian Brothers University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award the associate degree, bachelor's degree, and the master's degree.

## Governance

The Board of Trustees serves as the University's legal governing body, responsible for overseeing management, sustaining the Christian Brothers mission, selecting the President, approving the budget and academic programs, conferring honorary degrees, and advancing major fundraising efforts.



# Faith, Service, Community: CBU

## Why CBU?

CBU distinguishes itself through a combination of academic quality, student support, and community impact:

- **High-Value Degrees:** CBU offers competitive programs that align with Memphis' fastest-growing industries.
- **Commitment to Access and Affordability:** Recognized as one of U.S. News & World Report's Best Value Schools, CBU provides generous scholarships and financial aid, including the Day Foundation La Salle Scholars Program.
- **Service and Social Impact:** Rooted in the Lasallian tradition, CBU cultivates a culture of service, leadership, and justice that extends beyond the classroom.
- **Career and Workforce Readiness:** 98% of CBU graduates are employed or in graduate school within 6-12 months, well above the national average of 65%. Strong internships, local partnerships, and an alumni network with 70% staying in Memphis keep our graduates in high demand.
- **Connected Campus Community:** With student organizations and signature events like BucMania and September of Service, CBU fosters a sense of belonging and Buc spirit.

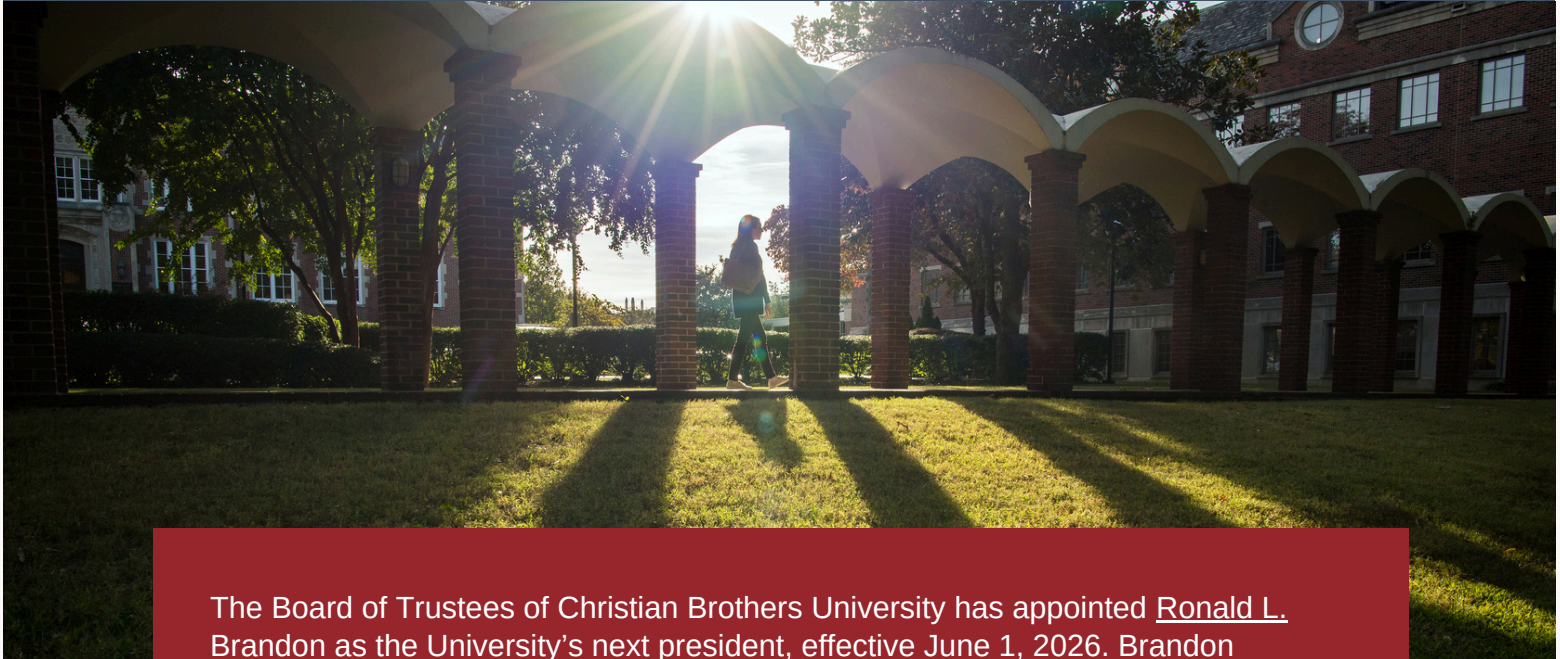


## Why Memphis?

HOME OF THE BLUES & BIRTHPLACE OF ROCK & ROLL

CBU is a small university with a 75-acre wooded campus located in the heart of a major metropolitan city. Known for its BBQ, Southern hospitality, and major logistics hub, Memphis is Tennessee's second-largest city, boasting a unique culture, rich history, and a wide range of attractions.

# About CBU's Next President



The Board of Trustees of Christian Brothers University has appointed Ronald L. Brandon as the University's next president, effective June 1, 2026. Brandon currently serves as Executive Vice President and Chief Operating Officer for Administration and Finance and has been a member of CBU's senior leadership team for more than eight years.

Brandon's appointment reflects the Board's confidence in experienced, mission-centered leadership following a period of significant institutional transition. He has played a critical role in strengthening CBU's financial stewardship, modernizing operations, and advancing long-term sustainability initiatives – work carried out in close partnership with Interim President Brother Chris Englert and campus leadership.



A proud CBU alumnus and first-generation, nontraditional graduate, Brandon brings a deep personal commitment to the University's Catholic, Lasallian mission and to Memphis. His leadership has supported strategic efforts that directly impact the academic enterprise, including resource alignment in support of faculty and students and the development of a shared-services partnership with Lewis University designed to enhance collaboration, efficiency, and mission alignment.

Brandon has articulated a clear focus on advancing academic excellence; investing in faculty and staff; expanding access, opportunity, and belonging for students; strengthening partnerships that serve Memphis and the region; and ensuring long-term institutional sustainability.



# The Position: Vice President of Academic Affairs

## Position Summary

The VPAA is responsible for a high-quality faculty, a current and outstanding curriculum aligned to the Lasallian mission, goals of the University, viable student enrollment, and the academic caliber of CBU graduates.

The VPAA provides leadership for the instructional areas (academic schools/colleges and the library) and designated academic support areas (e.g., registrar, honors program, institutional research & effectiveness, academic support, advising, graduate programs, off-campus/online programming), as organized by the University.

The VPAA reports directly to the president, and serves as a principal advisor to the President on academic strategy, policy, and performance; collaborates closely with Cabinet colleagues; and represents the academic mission to both internal and external stakeholders.

## Operating Philosophy: Strategically Minded, Outcomes Focused, Process Oriented

CBU expects the VPAA to build institutional capacity in three leadership disciplines commonly described as Strategically Minded, Outcomes Focused, Process Oriented:

- **Strategically Minded:** ensuring leaders are 100% aligned on where the institution is going and how it will get there (shared priorities, strategic choices, and common language).
- **Outcomes Focused:** strengthening discipline and accountability so the organization executes well—turning strategy into consistent results through clear ownership, metrics, and follow-through.
- **Process Oriented:** building a functional, cohesive leadership team that communicates openly, solves problems directly, and works across boundaries without politics or silos.







# Leadership Expectations

To support institutional momentum, the VPAA will intentionally operate as:

## Integrator

*(Alignment & Execution Leader)*



The VPAA will “lead the academic enterprise” by orchestrating academic functions, driving cross-unit coordination, and ensuring follow-through on priorities —serving as a steady but future-focused force who resolves issues and removes barriers, creates cadence that sustains momentum, and holds other leaders accountable.

## Entrepreneurial Academic Leader

*(Innovation & Growth Builder)*



The VPAA will champion Lasallian mission-consistent innovation—new programs, credentials, delivery models, and partnerships—while maintaining academic quality, regulatory integrity, and resource stewardship. (Innovation is expected to be guided by Vision [and/or] Strategy, delivered through tangible Outcomes, and sustained through transparent and efficient Processes – all contributing to Institutional Culture.)



# Key Responsibilities (Essential Functions)

## **A) Academic Leadership, Quality, and Mission Alignment**

- Lead the development, implementation, and continuous improvement of academic programs, policies, and processes in collaboration with faculty and academic leadership.
- Maintain and improve the quality and reputation of academic programs, including outcomes, and relevance to student and workforce needs.
- Advance excellence in teaching and learning, and support innovation in instructional delivery, course design, course offerings, and instructional modality

## **B) Faculty Affairs, Shared Governance, and Academic Policy**

- Support faculty hiring, evaluation, and advancement, in accordance with University policy and consistent, transparent processes.
- Support healthy shared governance and engage in collaborative decision-making through inclusive leadership, trust-building, and transparent communication.
- Lead and guide discussions around academic policies; recommending new or revised University policies that support the strategic vision and ensure alignment among all areas of the University.

## **C) Academic Planning, Program Portfolio, and Student-Demand Alignment**

- Lead processes to introduce or modify the academic program portfolio using data-informed, mission-aligned, and market-aware criteria.
- Guide periodic program review and continuous improvement using assessment and institutional research data, with attention to recruitment, enrollment, retention, completion, and student success, and post-graduate outcomes.
- Lead and guide academic strategies that respond to changing technology, student expectations, workforce needs, and other internal and external factors.

## **D) Accreditation, Assessment, and Institutional Effectiveness**

- Ensure academic program quality through accreditation processes, assessment of student learning outcomes, systematic use of evidence, and knowledge of best practice to improve teaching, learning, and academic services.
- Provide executive oversight for institutional and specialized accreditation efforts; ensure readiness, documentation quality, and continuous compliance.

## **E) Student Success Alignment (Academic Affairs + Student Support)**

- Collaborate with enrollment, student affairs/student success, and other leaders to create a holistic student experience—aligning advising, career pathways, and wraparound supports from entry through completion.
- Foster collaboration between academic programs and student support services to improve retention, progression, completion, and post-completion success.

# Key Responsibilities (Essential Functions)

## F) Budget, Resource Stewardship, and Operational Leadership

- Supervise academic budget preparation and approvals; monitor expenditures and align resources with institutional priorities.
- Oversee short- and long-range planning and budget development within Academic Affairs, ensuring strategic prioritization in constrained environments.
- Ensure professional growth and development for academic leaders and staff; build bench strength and effective campus-wide communication.

## G) Integrator Cadence: Vision, Traction, Healthy in Practice

- **Strategically Minded:** Lead short-, mid-, and long-term academic visioning and planning that results in a clear and attainable set of shared goals, success metrics, and owners across the academic enterprise.
- **Outcomes Focused:** Establish a disciplined operating rhythm (leadership meetings, metric reviews, decision logs, and issue-resolution routines) that improves processes, drives accountability, and results in timely execution.
- **Process Oriented:** Model and build a cohesive leadership culture of candor, trust, and shared problem-solving—reducing friction caused by silos and ensuring issues are addressed directly and constructively.

## H) External Partnerships and Institutional Advocacy

- Cultivate and expand partnerships with employers, community organizations, and educational institutions to strengthen pathways, workforce alignment, and student opportunity.
- Serve as a visible advocate for the Lasallian academic mission of the University to internal and external stakeholders.

## I) Cabinet Leadership, Committees, and Board Engagement

- Serve as a member of the President's Cabinet; coordinate with peer vice presidents to align academics with institutional strategy and operations.
- Provide leadership for key academic committees and governance processes (e.g., academic council, rank and tenure, strategic planning, academic calendar).
- Prepare an annual report to the Board of Trustees on Academic Affairs; support Board committee work as needed and appropriate.





# Supervisory Responsibilities

The VPAA supervises and evaluates academic leaders and academic support functional areas, which may include (depending on CBU's current organizational structure): deans, library leadership, registrar, academic advising/support leadership, honors, disability/accessibility services, graduate/professional studies, off-campus/online learning leadership, and other areas and personnel as assigned.

The VPAA exhibits transparency while fostering a culture of collaboration, accountability, and continuous improvement among direct reports and across the broader academic enterprise.



# Qualifications



## Required

- Earned terminal degree from an accredited institution
- Demonstrated senior leadership experience in academic affairs (e.g., dean, associate provost, provost/VPAA, or comparable leadership scope)
- Successful experience with academic planning, program development, curriculum oversight, and assessment of student learning outcomes
- Demonstrated ability to lead through collaboration, build trust, strengthen shared governance, and communicate effectively across stakeholder groups
- Commitment to advancing the Lasallian mission of Christian Brothers University and its Catholic/Lasallian educational tradition

## Preferred

- Demonstrated success leading innovation in teaching and learning, and expanding flexible and high-quality academic offerings (online/hybrid, adult learner strategy, workforce-aligned programs, etc.)
- Proven capacity to operate as an “Integrator-style” executive—driving clarity, cadence, accountability, and cross-functional issue resolution
- Experience leading or coordinating regional and specialized accreditation initiatives
- Evidence of success developing external partnerships that strengthen academic pathways and regional workforce alignment

## Personal and Leadership Attributes

- Mission-grounded, student-centered leadership style
- Strong strategic thinking paired with outcomes focus (sets direction, then delivers results)
- Calm, steady, solutions-oriented executive presence; clear judgment and decisive follow-through
- Builds “Healthy” teams: candid, collaborative, and trust-based problem solving



# Application Process

Completed applications must be received by **February 28, 2026**, to ensure consideration.

Applications should be completed in CBU's employment application system, which can be found at [cbu.edu/human-resources](http://cbu.edu/human-resources).

Applicants should include the following materials with their application:

1. a current resume or curriculum vitae;
2. a cover letter addressing interest in and qualifications for the position; and
3. contact information for three professional references.



## Additional Information

This is a full-time position based on-site in Memphis, Tennessee. Salary is competitive and commensurate with experience.

Christian Brothers University offers a comprehensive benefits package that includes health, dental, vision, life, and disability insurance; flexible spending; retirement plans; and undergraduate and graduate tuition waivers, including options for dependents and participation in the Tuition Exchange Program.

Christian Brothers University offers equal employment opportunity to all applicants for employment, regardless of sex, age, race, color, religion, sexual orientation, national and ethnic origin or disability.

**For further information, please contact:**

- Theresa Jacques - Associate Vice President, Director of Human Resources
  - [theresa.jacques@cbu.edu](mailto:theresa.jacques@cbu.edu)





*This profile is intended to provide an overview of the position and the University and may be updated as the search progresses.*