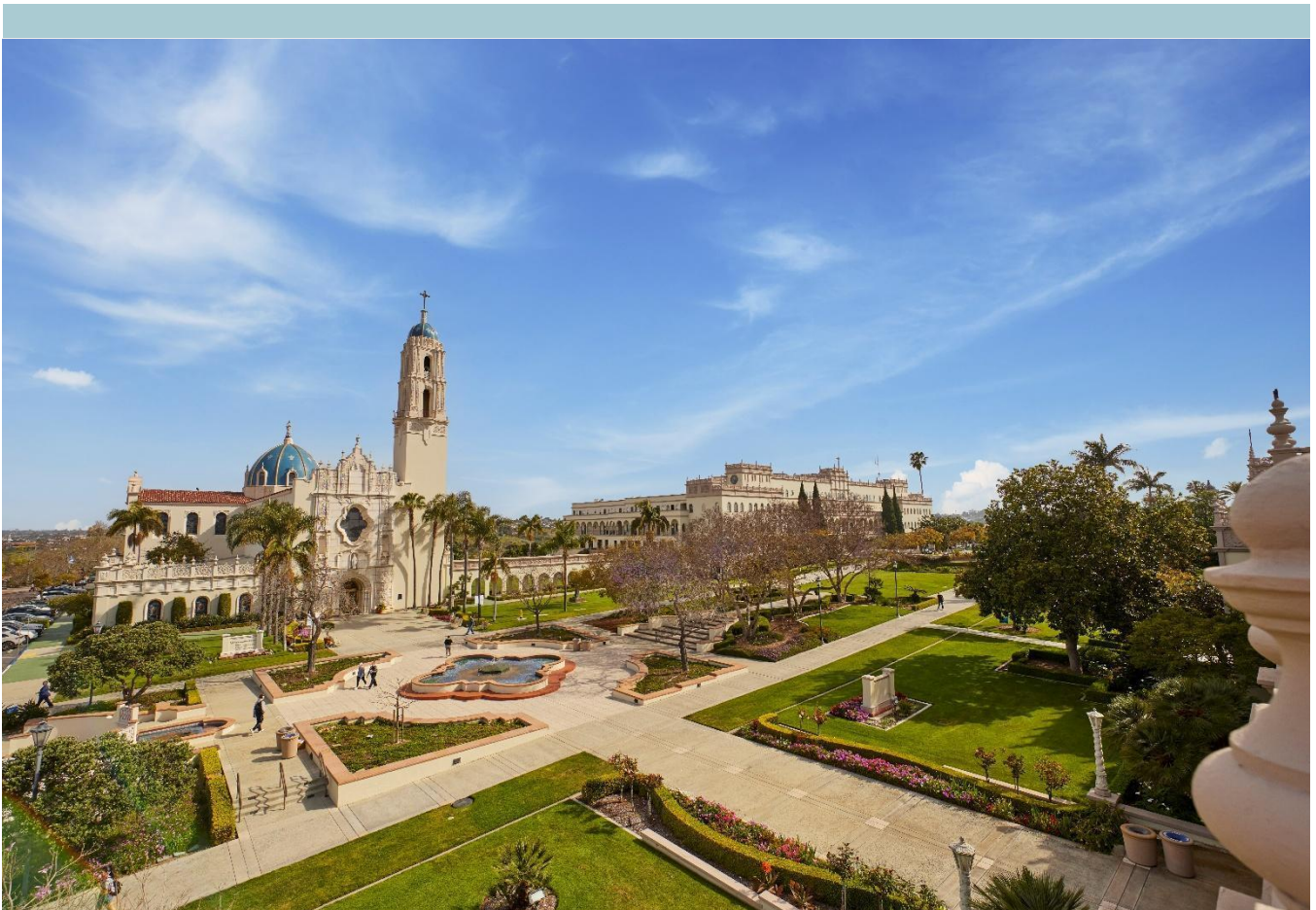




Dean, Copley Library

Leadership Profile

Summer/Fall 2026



Executive Summary

The University of San Diego (USD) seeks a dynamic and forward-looking Dean of the Copley Library to lead with vision, collaboration, and a strong commitment to student success. Reporting to the Provost and Vice President for Academic Affairs, the Dean oversees all operations for the Helen K. and James S. Copley Library and serves as a member of the USD faculty, guiding Copley Library in advancing USD's strategic plan, [Lighting the Way to 2030](#).

The University of San Diego is a Catholic university, grounded in the liberal arts and anchored along an international border, advancing academic excellence to create a more inclusive, sustainable and hopeful world. USD comprises the College of Arts and Sciences and the Schools of Business, Engineering, Nursing, Leadership and Education, Peace Studies, and Law, plus distinctive academic centers and institutes. Its proximity to Latin America and commitment to the Catholic intellectual traditions offer students a unique educational experience. A USD education is characterized by academic rigor in its undergraduate and graduate programs, offering transformative opportunities through student/faculty research, global experiences, community-engaged scholarships, and internships that develop the knowledge, values, and skills needed to serve the global, civic, and faith communities. With more than 10,000 students from dozens of countries and 50 states, USD was the first campus on the West Coast to be designated as a Changemaker campus and is now one of only 42 Changemaker campuses in the world. USD is ranked as one of the best Catholic universities in America and is consistently among the top five in the nation for study abroad participation.

The Helen K. and James S. Copley Library serves as a vibrant intellectual and cultural hub, anchoring the university's commitment to academic excellence. With a full renovation completed in 2021, the library hosts over 280,000 visitors annually and blends expansive collections with cutting-edge digital access and personalized research support. Beyond its collections, Copley Library offers dynamic study spaces, meeting facilities, and co-curricular programming that foster collaboration and community. As an active participant in regional and national consortia—including the San Diego Library Circuit Consortium, the Catholic Research Resource Alliance, and the Statewide California Electronic Library Consortium—Copley extends its impact well beyond campus. Its global engagement is further reflected in its Sister Library partnership with the Universidad de Monterrey, underscoring a shared commitment to Catholic higher education and cross-cultural collaboration.

The next Dean of Copley Library will shape and advance a bold, forward-looking vision and strategic plan—building on the library's strengths as a hub for interdisciplinary collaboration, community engagement, and student success. A tenured academic leader with strong operational and financial acumen with a collaborative, shared governance approach to leadership, the Dean will foster a culture of trust, transparency, and collaboration while ensuring organizational effectiveness by assessing and refining structures, processes, and policies. Building on the library's embedded librarian model, the Dean will deepen partnerships across academic programs and expand support for teaching, learning, and research, while leading innovation in digital scholarship, artificial intelligence, and research infrastructure aligned with USD's growth as an R2 institution. The Dean will also strengthen strategic partnerships locally, nationally, and globally to enhance USD's visibility and impact, and will elevate the library's profile through effective advocacy and fundraising.

The successful candidate will hold a Master of Science in Library and Information Science (MLS) (or equivalent degree) from an ALA-accredited institution and a scholarly record appropriate for the appointment of tenure in the Copley Library. The next dean will have a proven record of inclusive leadership, guiding organizational change, exceptional communication skills, and enhancing knowledge creation and dissemination across the university and beyond. A deep commitment to the mission and values of contemporary Catholic higher education is essential.

To submit a nomination or express personal interest in this position, please refer to the Procedure for Candidacy at the end of this document.

Role of the Dean, Copley Library

The Dean of the Copley Library serves as the chief administrative officer and executive of the library, reporting directly to the Provost and Vice President for Academic Affairs and serving on the Dean's Council and the President's Cabinet. The Dean provides leadership and is responsible for all matters relating to the administration of the library, including personnel, budgets, fundraising, collection management and development, and internal and external partnerships.

The Copley Library has an annual operating budget of \$7,523,474.00 and employs 17 faculty librarians, 10 staff, and approximately 44 students.

An organizational chart for the library can be found [here](#).



Opportunities and Expectations for Leadership

Advance a Vision for the Library as a Campus and Community Hub

The Dean will further position Copley Library as a vibrant center for intellectual exchange, interdisciplinary collaboration, and community engagement. Working in close partnership with the University of San Diego community—including the library team, faculty, staff, students, and fellow deans and administrators—the Dean will lead an inclusive, shared governance–driven process to develop a collective vision for the library. A key priority will be the implementation of the library's current [strategic priorities](#) into an actionable plan that further aligns with USD's *Lighting the Way to 2030*. Ensuring the library's spaces, services, and programming actively contribute to the university's long-term aspirations and campus life.

Lead with Academic Credibility, Operational Acumen, and Inclusive Leadership

As a tenured academic leader, the Dean will navigate the library faculty tenure and/or promotion processes with credibility while fostering a culture of trust, transparency, and collaboration within the library. The role requires strong operational and financial acumen, as well as the ability to lead through complexity and change with an inclusive, forward-looking approach that supports both people and mission. In doing so, the Dean in partnership with the library faculty will assess and, as appropriate, refine the library's organizational structure, core processes, and policies to ensure operational efficiency, responsiveness, and alignment with evolving institutional priorities and best practices of academic librarianship.

Deepen and Evolve the Embedded Library Model

Copley Library is deeply integrated into USD's academic fabric through its embedded librarian model. The next Dean will build on this strong foundation by enhancing engagement across schools and programs, strengthening partnerships with faculty and students, and identifying new opportunities to extend the library's reach in support of teaching, learning, and research.

Lead Digital Transformation, AI Strategy, and Research Support

The next Dean will play a critical leadership role in shaping USD's evolving approach to digital scholarship, artificial intelligence, and information literacy. This includes advancing support for faculty and student research, strengthening infrastructure for digital repositories and scholarly visibility, and aligning library services with the expectations of an R2 institution and expanding doctoral and online programs. Equally important, the Dean will champion the ethical, transparent, and responsible use of AI, ensuring through AI literacy programming that emerging technologies are deployed in ways that uphold academic integrity, protect privacy, mitigate bias, and advance equitable access to information.

Strengthen Strategic Partnerships Across Campus and Region

A highly collaborative leader, the Dean will serve as a trusted partner to the provost, deans, and faculty—contributing to problem-solving in support of research and scholarship, academic planning, and program development. The role also calls for deepening connections with regional institutions and partners, further positioning USD as a key contributor within the San Diego higher education ecosystem.

Building on this strong foundation, the Dean will cultivate and expand strategic partnerships beyond the San Diego region, engaging national and international peer institutions, professional associations, and mission-aligned organizations to elevate USD's global visibility and influence. Its global engagement is further reflected in its Sister Library partnership with the Universidad de Monterrey, underscoring a shared commitment to Catholic higher education and cross-cultural collaboration.

Enhance Visibility, Advocacy, and Fundraising Capacity

The Dean will elevate the visibility and impact of Copley Library across the University and among external partners. This includes articulating a compelling case for support, aligning fundraising priorities with institutional goals, and engaging donors and alumni in meaningful ways to advance library initiatives and address evolving resource needs. In addition, the Dean will proactively pursue and expand external funding opportunities — strengthening the library’s capacity to secure grants from federal agencies, foundations, and other partners — to support innovation, enhance collections and services, and advance research and scholarly engagement.



Professional Qualifications and Personal Qualities

The Dean of the Copley Library will be a visionary leader who collaborates with university leadership, faculty, staff, and students, on and off campus. They will possess academic, administrative, budgetary, communication, and collaborative leadership skills as well as a demonstrated commitment to students and their success. The candidate will have most, if not all, of the following qualities and qualifications:

- **Academic and scholarly credentials:** The successful candidate will hold a Master of Science in Library and Information Science (MLS) (or equivalent degree) from an ALA-accredited institution and a scholarly record appropriate for the appointment of tenure in the Copley Library.
- **Operational and administrative acumen:** Successful and progressive administrative and management experience in academic libraries will be essential. Demonstrated experience overseeing personnel issues, complex budgets, and facilities, and other library infrastructure.
- **Leadership and vision:** Demonstrated ability to develop and advance a compelling, shared vision that positions the library as a central intellectual and collaborative hub, informed by experience leading the design and implementation of innovative services, spaces, and systems. Proven success guiding organizational change and fostering partnerships that enhance the production, curation, and dissemination of knowledge across the university and with external communities.
- **Experience with technology:** Experience evaluating emerging technologies like AI and leading projects and/or initiatives that promote the creative and effective use of technology and electronic resources to enhance services.
- **Ability to cultivate and secure philanthropic and other sources of external funding:** A highly entrepreneurial orientation and demonstrable success in, or potential for, securing external funding.
- **Commitment to student engagement:** A record of commitment to enhancing student engagement and success while ensuring access and affordability of information. A keen understanding of both the undergraduate and graduate academic experiences and how libraries support these learners.
- **Collaboration and partnership:** Commitment to a collaborative and transparent approach to partnership and communication with the University and library team, faculty, staff, students, and external partners. Strong community engagement orientation and experience in establishing partnerships to advance the mission of the library.
- **Strong listening and communication skills:** Proven ability to actively listen, build relationships, and engage diverse stakeholders across a university community to understand institutional needs, culture, and priorities, coupled with a track record of communicating clearly and persuasively with both internal and external audiences.
- **Mission alignment:** A passion for the value and opportunities inherent in contemporary Catholic higher education, along with an unwavering commitment to the university's mission and values.

About the Helen K. and James S. Copley Library



The Helen K. and James S. Copley Library collection includes more than 500,000 print volumes, including books and bound periodicals; approximately half of this collection is housed offsite at Iron Mountain facility. Its collections encompass reference works, government documents, newspapers, and rare materials, as well as a wide range of physical and streaming media resources. The library also provides access to over half a million ebooks, more than 114,000 ejournals, and 34,000 items in Digital USD.

Library faculty, together with professional and support staff and student employees, ensure broad access to these resources and provide extensive research and reference services. Librarians work closely with students, offering individualized support as they develop papers, presentations, and other academic projects.

Copley Library provides students and faculty with online access to a wide array of bibliographic and research databases and digital resources, enabling discovery and use of materials across formats. Its library system offers comprehensive access to books, journals, and media collections, including those of the Legal Research Center. In addition, the library offers a variety of support services and amenities, including computer workstations, printing and scanning resources, microform reader/printers, and media equipment, as well as group study areas, quiet carrels, and welcoming reading rooms featuring both traditional and contemporary design elements.

The library also supports the university's academic mission through instructional programming, research workshops, and co-curricular initiatives that promote reading, scholarship, and intellectual engagement.

Copley Library extends its reach through partnerships with regional and national library consortia. The San Diego Circuit Consortium connects USD with peer institutions, including San Diego State University, the University of

California San Diego, California State University San Marcos, San Diego Public Library, and the San Diego Public Library, allowing users to access a broader network of collections.

In addition, USD participates in the Catholic Research Resource Alliance, which facilitates shared digital access to collections related to the Catholic experience, as well as the Statewide California Electronic Library Consortium, which promotes resource-sharing among private academic institutions across California.

Mission Statement

The core values of the University of San Diego guide the Copley Library, an innovative leader in information access and application. We develop digital and print collections that support research and teaching. We value scholarship and meaningful improvement through assessment, community engagement, diversity, social justice, and sustainability efforts. In a welcoming and inclusive environment, we provide outstanding service to our users.

Strategic Plan

The [Copley Library's Strategic Priorities \(2025–2030\)](#) outline a forward-looking framework grounded in the University of San Diego's mission, Catholic identity, and commitment to student-centered, values-driven education. The plan is organized around five core themes: supporting student and faculty success; advancing human dignity and the common good; cultivating responsive collections and spaces; expanding outreach and community engagement; and strengthening organizational effectiveness. Together, these priorities position the library as a central academic partner that not only provides access to information but also actively contributes to teaching, research, and the broader intellectual life of the university.

Special Collections

The [Archives, Special Collections, and Digital Initiatives Department](#) at USD's Copley Library provides access to distinctive archival, rare, and digital materials that support teaching, learning, and research. Its holdings include university archives, rare books, manuscripts, and unique print and digital collections. The department plays a key role in preserving and making accessible primary source materials, including those that document the history, development, and institutional life of the University of San Diego.

Rare Books and Other Special Collections comprise a distinctive and historically rich set of materials that support research, teaching, and scholarly discovery. Established in the early 1950s through an initial gift of rare books, the collection has expanded significantly through additional donations and acquisitions. Its primary strengths include Californiana (with a strong focus on the San Diego region), Catholic and devotional literature, manuscripts and early printed works, 19th-century books notable for their craftsmanship, and 20th- and 21st-century artists' and fine press books.

Beyond rare books, the collection also includes unique materials such as personal papers and memorabilia connected to the university, specialized bookplate collections, and historically significant postcard collections. Many of these materials have been digitized and made available through Digital USD, extending access to broader audiences. The department also curates thematic digital collections (e.g., human rights and refugee-related web archives), demonstrating a commitment to preserving both physical and born-digital cultural resources for future scholarly endeavors

About the University of San Diego

Overview

Informed by its core mission and values, and dedicated to the ongoing legacy of its founders, USD is committed to confronting humanity's urgent challenges and empowering its students to live fulfilling lives as responsible, global citizens. USD's community of scholars are committed to educating the whole person—intellectually, physically, spiritually, emotionally, socially, and culturally. The university provides a character-building education that fosters independent thought, innovation, integrity, analytical thinking, and an open-minded, collaborative worldview.

Mission Statement

We are a contemporary Catholic university, grounded in the liberal arts and anchored along an international border, advancing academic excellence to create a more inclusive, sustainable, and hopeful world.

Vision

Strengthened by the Catholic intellectual tradition, the University of San Diego confronts humanity's challenges by fostering peace, working for justice, and leading with love.

See more about our mission, vision, and core values [here](#).

Academic Excellence

- Carnegie classification of Doctoral University: High Research Activity
- Average class size of 22 students
- 15:1 student-to-faculty ratio
- Fully accredited by the WASC Senior College and University Commission
- Specialized accreditation can be found [here](#).

Colleges and Schools

- College of Arts and Sciences
- Division of Professional and Continuing Education
- Hahn School of Nursing and Health Science
- Joan B. Kroc School of Peace Studies
- Knauss School of Business
- School of Law
- School of Leadership and Education Sciences
- Shiley-Marcos School of Engineering

Undergraduate Programs

- 52 bachelor's degrees with many concentrations
- 57 minors

Graduate Programs

- 37 master's degrees
- Juris Doctorate (JD)
- Five LLM degrees
- Six doctoral degrees
- Several dual degree programs

Faculty: 1,021 total

- 499 full-time
- 513 part-time

Mission-Focused Faculty

The University of San Diego, with its college and six schools, distinctive academic centers and institutes, proximity to Latin America, and commitment to Catholic traditions, offers students a unique educational experience. A USD education is characterized by academic rigor in its undergraduate and graduate programs, offering transformative opportunities through student/faculty research, global experiences, community-engaged scholarships, and internships that develop the knowledge, values, and skills needed to serve the global, civic, and faith communities.

A University of San Diego education is founded on an unwavering principle: the pursuit of academic excellence. USD's faculty members are nationally and internationally renowned scholars who are deeply committed to: student engagement and success; exceptional teaching and research; and service to both USD and the broader community. Students benefit from close relationships with faculty members across departments and programs. Faculty research, scholarships, and creative activity complement their teaching and are nurtured by a culture of intellectual inquiry. Faculty members and students (undergraduate and graduate) often collaborate on research and other creative activities.

Changemaking and Community Engagement

As an "anchor institution", the University of San Diego embraces its Catholic, moral, and social traditions by aligning rigorous academic requirements with a campus culture that encourages students to use their natural talents to be engaged, compassionate citizens. USD is among only 29 universities worldwide designated by Ashoka U as a Changemaker campus. Entering the 14th anniversary of being designated a Changemaker campus, USD continues to empower our campus community to develop knowledge and take action to confront humanity's challenges.

Through initiatives like the Changemaker Hub, which includes the Changemaker Challenge and Design Lab, students are encouraged to apply their classroom knowledge to implement projects that transform our campus into a more equitable, inclusive, and sustainable community. The Hub provides students with opportunities to develop innovative mindsets and skills to turn concepts into actionable solutions. The Changemaker Hub also incentivizes and channels faculty and student activity in teaching and research through the Changemaker Faculty Fellows and the Changemaking minor.

Equally important, USD is deeply committed to local community engagement and "place-based" learning. USD works to ensure that communities — in San Diego and beyond — collaborate with the Hub and its on-campus partners, such as the Karen and Tom Mulvaney Center for Community, Awareness, and Social Action, to address important social issues, including homelessness, food insecurity, and sustainability.

In collaboration with those community partners, students learn how to distill ideas and conduct research to advance meaningful social change. USD students gain practical skills in critical thinking, problem-solving, empathy, and teamwork through a values-based education and an ecosystem for innovation.

A Global Perspective

Throughout the University, regardless of the major or the degree pursued, global themes permeate the curriculum. All undergraduate students are required to have a minimum competency of three semesters of a foreign language to enhance their cultural understanding of others. Our campus community is enriched by the inclusion of students and scholars from more than 90 countries. Our graduate programs have multiple opportunities for students to participate in international experiences.

USD consistently ranks in the top five nationally for the percentage of undergraduates participating in a study abroad program and, in 2015, earned the prestigious Senator Paul Simon Award for Campus Internationalization. Typically, programs in more than 80 cities are offered worldwide.

USD offers undergraduate and graduate students the opportunity to study worldwide. Historically, more than two-thirds of USD's undergraduate students participate in a wide range of study-abroad programs that vary in duration, location, and area of academic study. USD's graduate and professional programs also offer extensive international opportunities for working professionals as well as full-time graduate students.

In addition, programs like the Mulvaney Center's Border Immersion Program provide students with opportunities to dive deep into the vibrant culture and unique challenges of the Border Region, with a core understanding of the interdependency between the U.S. and Mexico. Students learn about grassroots issues and organizations advancing social justice on the border, foster community engagement, nourish their personal development, and promote global dialogue.

Inclusive Excellence

Inclusive excellence is at the core of USD's mission, vision, and values. The message of the Gospels is clear: all people are created by God and deserve to be treated with dignity, empathy, compassion, and respect. When equality, social justice, and solidarity are pursued inside and outside the classroom, we live out our mission.

The USD community actively works to ensure that the campus environment reflects the human experience. Evidence of that work includes:

- USD's designation as a Hispanic-Serving Institution (HSI) and its commitment to ensuring that all members of the USD community are lifted and celebrated.
- The Horizon Project is designed to move USD to the forefront of Catholic higher education by following the late Pope Francis' guidance that, as a Catholic community, we must be more "open, expansive, and welcoming." By the fall of 2026, USD will:
 - Be recognized as a Hispanic-Serving Institution;
 - Be one of the 100 most inclusive private, independent universities in the country;
 - Be a leader among Catholic universities for percentage of students of color enrolled, percentage of Black students enrolled, and retention and graduation rates of students of color; and
 - Increase the number of full-time faculty of color across the University .
- The Center for Cultural Development (CCD) supports the USD community by advancing inclusive excellence across the campus through research, programming, and teaching, as well as by providing leadership for collaboration and campus engagement. CCD's initiatives include:
 - Co-development (with Student Affairs) of the three-part Thriving@USD leadership

development workshop series;

- Implementation of the Strategic Plan for Inclusive Excellence;
- Oversight of the Horizon Project goals;
- Administration of the Sister Sally Furay Impact Awards;
- Dissemination of learning from the Institutional Effectiveness and Strategic Initiatives grants; and
- Facilitating leadership and professional development for students, faculty members, administrators, and staff.

The CCD, inclusive of the Office of the Tribal Liaison, actively partners with academic and cocurricular divisions, schools, campus departments, and student organizations, and collaborates with local and national partners to transform USD into an institution where everyone thrives despite their differences. USD believes that the inclusion of many voices is excellence and is committed to fostering a campus environment where people from all backgrounds, viewpoints, and perspectives can work and collaborate towards a more just, humane, and sustainable world.

Catholic Identity

As a contemporary Catholic institution, the University of San Diego offers a values-based, service-oriented, holistic education, helping students develop intellectually, emotionally, and spiritually so that they are prepared to live inspired and meaningful lives. Grounded in the liberal arts, USD is committed to the compatibility of faith and reason and the pursuit of truth in a community characterized by appreciative inquiry, academic freedom, and respect. The university pursues academic excellence to create a more inclusive, sustainable, and hopeful world.

Named one of the top 10 Catholic colleges and universities by Niche.com, the University is dedicated to creating a diverse and inclusive community comprised of individuals from a multitude of faith traditions, as well as those who do not identify with a particular religion. Inspired by the Second Vatican Council, USD strives to foster faith, engage the world with hope, promote interfaith community, and work in solidarity to create justice and peace.

Sustainability

At USD, the late Pope Francis' encyclical *Laudato Si* inspires community members to care for our common home. Student-led sustainability initiatives help provide solutions to the environmental challenges that define our times, fueled by nearly 350 courses that teach sustainability concepts, taught by faculty members who also engage in sustainability initiatives outside the classroom. For example, USD is home to the San Diego Regional Climate Collaborative, an organization working throughout the San Diego region to share expertise, leverage resources, and advance solutions to facilitate integrated climate change planning.

Since 2010, USD's Office of Sustainability has led initiatives to reduce the university's energy consumption by 35%, water consumption by 22%, and greenhouse gas emissions by 17%. Notably, more than 5,000 solar panels generate 7% of the university's electricity, making the system one of the largest on-site solar systems at a private college in the U.S.

In 2021, USD further demonstrated its commitment to ensuring a healthy environment for future generations by debuting its Energy Master Plan, designed to provide a roadmap to continue reducing energy use on campus in an effort to achieve USD's goal of achieving carbon neutrality by 2035. That same year, the university formally amended its investment policy to be more sustainably focused; since 2016, USD has reduced its exposure to fossil fuel investments by approximately 60% and will continue to seek alternatives to eliminate that exposure by 2035.

Leadership

James Antony - Provost and Vice President for Academic Affairs



Provost Antony joined the University of San Diego following his tenure as Provost and Executive Vice President at George Mason University, Virginia's largest and most diverse research university. At George Mason, he also served as Professor in both the Costello College of Business and the College of Education and Human Development.

Prior to his appointment at George Mason, Jim was Dean of Graduate Education and Postdoctoral Affairs at the University of California, San Diego, where he was also Professor of Education Studies, along with a courtesy appointment in the Rady School of Management.

Jim previously spent nearly a decade in New England as a faculty member at Harvard University, where he led the higher education graduate program and co-directed Harvard's Management Development Program. Before Harvard, he served as an Associate Provost at Yale University and held a courtesy faculty title in the Yale School of Management.

Jim began his academic career at the University of Washington, where he served for 17 years as Professor of Education with a secondary appointment in Sociology. During his tenure at UW, he held several leadership roles, including Associate Vice Provost for Graduate Education, Associate Dean for the College of Education, and was the director of two academic programs.

As a scholar, Jim's research focuses on the development of higher education faculty, the socialization and leadership preparation of future college leaders, and data-informed decision-making in higher education. He has taught courses in leadership theory and ethics, higher education finance and budgeting, data-based decision-making, and introductory and advanced statistical analysis.

A native Californian, Jim was born in Los Angeles and raised in Thousand Oaks. He earned his Bachelor of Arts in Psychology, his Master of Arts, and his Ph.D. in Higher Education and Organizational Change from the University of California, Los Angeles.

San Diego, California



Home to the indigenous Kumeyaay people for thousands of years, San Diego is an ethnically diverse area blessed with a near-perfect climate and easy access to beaches, mountains, and deserts. The city has many attractions, including the world-famous San Diego Zoo and 130-year-old Balboa Park, a 1,200-acre recreational area. Known for its countless year-round outdoor activities and easy access to hundreds of miles of beaches and trails, San Diego affords immediate access to sailing, windsurfing, kayaking, and a host of other water sports; its beaches are ideal for surfing, snorkeling, or sunbathing. San Diego is also a vibrant cultural center, with world-class museums, theater, and music imbued with the traditions of the many cultures that coexist within the city limits, with immediate access to the border with Mexico. For more information, see www.sandiego.org.

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. For fullest consideration, all materials should be received by **August 28, 2026**.

Please direct all nominations and inquiries to the WittKieffer consultants assisting the University of San Diego with this recruitment, Jessica Herrington at jherrington@wittkieffer.com and Cathryn Davis at cdavis@wittkieffer.com

Please direct applications to Jessica Herrington and Cathryn Davis through the WittKieffer Candidate Portal by [clicking here](#).

The compensation range for this position is \$200,000 - \$250,000.

University of San Diego employment policy: *The University of San Diego (USD) is dedicated to advancing academic excellence and creating a diverse and inclusive community. As an institution with a Catholic identity, the university is committed to creating and maintaining a work and educational environment that recognizes the dignity of each university community member.*

USD is an equal opportunity employer. All employment-related decisions, including but not limited to decisions relating to recruitment, hiring, promotion, transfers, benefits and any other terms and conditions of employment, will be made without regard to the employee's or applicant's race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, age, physical disability, mental disability, medical condition, covered veteran status, genetic information or other characteristic protected by federal or state law, unless a particular characteristic is a bona fide requirement of the position. Reasonable accommodations will be made for qualified individuals with disabilities, unless the accommodation would create an undue hardship for the university.

USD may take affirmative steps in a manner consistent with applicable law to advance its mission and to promote equal opportunities for its students, faculty, staff, and applicants. The university does not by this equal opportunity statement disclaim any right it might otherwise lawfully have to maintain its commitment to its Catholic identity or the teachings of the Catholic Church.