



MARYMOUNT

U N I V E R S I T Y

Vice President and General Counsel

Marymount University (Arlington, VA), one of the nation's most innovative and vibrant Catholic institutions, invites applications, expressions of interest, and nominations of candidates for its inaugural Vice President and General Counsel (General Counsel) role. Marymount seeks a collaborative leader to serve as a key strategic partner to President Irma Becerra and the Board of Trustees and a wise resource for the broader Marymount community.

About Marymount University

[Marymount](#) is a comprehensive doctoral-granting university offering bachelor's, master's, and doctoral degrees in a wide range of disciplines and serving nearly 4,000 undergraduate and graduate students. The University, founded in 1950 by the Religious of the Sacred Heart of Mary, was, and remains, the only university headquartered in Arlington. Marymount has grown into a comprehensive, coeducational institution, emphasizing career preparation and advancement, promoting research in niche areas, and building upon its strong foundation of the liberal arts. The University's diversity is one of its greatest strengths, and Marymount is recognized by *U.S. News & World Report* as #1 for campus diversity and #2 for international student representation in the south. Marymount is currently recognized as Virginia's only Hispanic-Serving Institution.

An Ideal Location

Marymount's location – in cosmopolitan Northern Virginia and just six miles from Washington, D.C. – offers a wealth of opportunities and resources for students, faculty, and staff as well as an outstanding platform for relationship building for Marymount's leadership.

Northern Virginia is the most populated region in Virginia and the Washington metropolitan area with more than two million residents. The Arlington region has recently received a host of accolades. It was voted the number two city in the nation for graduates by *Nerd Wallet*, was ranked as the fittest city in the nation for the second year in a row by *USA Today* and was found to be the number one most educated city in the country among midsize cities (and number four among all cities) by *Hey Tutor*. It is also the economic engine of the Commonwealth of Virginia as well as the entire Washington metropolitan area. It boasts a large, diverse business community with a highly educated workforce and one of the lowest unemployment rates in the nation.

Nearby Fairfax County is the second largest suburban office market in the United States and the largest in the Washington, D.C. area. It is also the most significant office market in Virginia. The area is home to some of the nation's leading health care organizations, such as the Inova Health System, Children's National Medical Center, Virginia Hospital Center, and is near the National Library of Medicine and the National Institutes of Health.

Northern Virginia is known for its entrepreneurial spirit and technology-based companies. Currently, nearly 70 percent of all Internet traffic flows through Northern Virginia. Amazon recently established new headquarters in Arlington, further bolstering the area's profile as a crucial hub for technology development.

The region also lays claim to world-class public school systems, as well as some of the finest private schools in the country. Higher education plays a critical role in developing a highly skilled and competitive workforce. In addition to Marymount, Northern Virginia is home to several institutions of higher learning, including George Mason University, Virginia Tech – National Capital Region, and Northern Virginia Community College.

Academic Life

Marymount offers academically talented students a demanding education with small classes and an engaged faculty. Marymount provides an array of rigorous undergraduate and graduate programs. A strong liberal learning core forms the foundation for the wealth of degree programs offered through Marymount's three colleges which include the College of Business, Innovation, Technology and Leadership; the College of Health and Education; and the College of Sciences and Humanities.

The curriculum is enriched by a First-Year Experience, an Honors Program, The Liberal Arts Core curriculum, the DISCOVER research program, and extensive opportunities for internships and study abroad. The most popular undergraduate majors at Marymount include: Nursing, Business Administration, Information Technology, Criminal Justice, and Health Sciences. Programs in Art and Design are also a strength and magnets for new students.

Marymount offers more than 20 master's and doctoral programs plus numerous dual master's degree programs in a wide variety of highly sought-after disciplines and has earned accreditation or approval from prestigious organizations. Graduate students are an active part of the University community comprising about one third of Marymount's student population. Graduate programs prepare students for entry into, or advancement within, a diverse array of highly desirable disciplines. Small class size, individual attention, career mentorship, exceptional graduate internship opportunities, nationally accredited and well-respected programs, and highly qualified faculty are all characteristic of a Marymount graduate learning experience. Each program has developed a curriculum delivery format to best meet the needs of its students: utilizing full-time or part-time day or evening programs, plus various combinations of online and on-campus formats.

Marymount has 152 full-time faculty, 79 percent of whom hold the highest degree in their fields of study. A full-time staff of 252 members and part-time staff of 225 constitute the University's dedicated non-faculty and adjunct workforce. Staff members are partners in the academic enterprise at Marymount and embrace their roles as co-educators. The student-faculty ratio at Marymount University is 14:1, and the average undergraduate class size is 16 students. The average freshman-to-sophomore retention rate, an indicator of student satisfaction, is 78 percent.

Marymount blends theory with hands-on learning. To help prepare students for a career, all undergraduates complete an internship, clinical experience, student-teaching placement, or research project. Certain graduate programs also require experiential learning components. Internships and experiential learning strengthen knowledge, test career interests, and provide valuable professional connections that can lead to employment opportunities. The Washington, D.C., region offers unparalleled internship options, from Capitol Hill and the Smithsonian to the National Institutes for Health, and international corporations.

Marymount offers a broad array of study abroad programs in Argentina, Australia, Austria, Belgium, Brazil, Chile, China, Costa Rica, Cuba, Czech Republic, Denmark, El Salvador, Estonia, France, Germany, Ghana, India, Ireland, Israel, Italy, Japan, Jordan, Kenya, Mexico, Morocco, Netherlands, New Zealand, Nicaragua, Panama, Peru, Slovenia, South Africa, Spain, Thailand, Turkey, Uganda, United Arab Emirates, and the United Kingdom. Periodically, condensed, highly focused programs are offered for undergraduate and graduate students. Students also have the opportunity to intern abroad.

Marymount is a member of the Consortium of Universities of the Washington Metropolitan Area, which allows students to take courses at any of the other 18-member institutions and to borrow books from their libraries. Member institutions include Georgetown University, The George Washington University, and The Catholic University of America.

Student Life

Outside the classroom, students are involved in more than 30 clubs and organizations, including the Marymount University Student Government Association; honor societies; career-oriented groups; and social, service, and special interest clubs. The student life experience maintains a focus on the development of the mind, body, and spirit of all students by creating intentional, inclusive, and enlivened learning environments and programs designed to prepare students to be active and engaged leaders in their professional and civic endeavors. Marymount strives to develop students who value service and the promotion of justice; take personal responsibility for their actions and challenge each other to create a safe, healthy, and supportive intercultural community; strengthen connections with one another, the University, and local and global communities; promote the values of the RSHM and the overall Catholic identity of the University; and advance the University's recruitment and retention efforts.

Athletics

Marymount has a nationally-ranked athletics program and is a NCAA Division III school. Marymount recently moved to the Atlantic East Conference. The University fields 20 intercollegiate varsity teams in men's and women's basketball, cross-country, lacrosse, soccer, swimming, volleyball, golf, tennis, softball and baseball. The program has garnered 18 conference championships and 20 NCAA tournament appearances. A wide variety of intramural sports are also available at Marymount.

Finances and Philanthropy

Emerging from the global pandemic, Marymount will deploy an operating budget of nearly \$130 million to fund its growing academic, athletic, and student programming for the 2022-2023 fiscal year. This represents an increase of nearly 10 percent over the prior year's funding, fueled largely by continuing

growth in its highly competitive graduate programs. The University is projected to enjoy an overall positive margin at the close of the current fiscal year and anticipates continued strong financial performance over the next three-year plan. The University recently created its second subsidiary corporation, Marymount Management Company, LLC, to provide a flexible financial vehicle that will insource custodial, food services, property management, leasing and franchise services for the University and other nonprofit organizations. In time, this new corporation is anticipated to contribute significantly to the University's overall finances.

With a stable endowment of \$58 million, approximately \$4.2 millions of operations will be funded in the 2022-2023 fiscal year from endowment distributions and the generous giving of its loyal alumni and longtime friends. These funds are essential in growing financial aid awards, used by the majority of students to meet the \$59,400 cost of attendance.

Accreditation

Marymount is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award doctoral, master's, and bachelor's degrees and was reaccredited in Spring 2018. In addition, many programs have specialized accreditations and approvals. For example, the Bachelor of Business Administration, Master of Business Administration, and the Master of Science in Leadership and Management programs are accredited by the [Accreditation Council for Business Schools & Programs \(ACBSP\)](#). The School of Business and Technology is now in the process of seeking accreditation from the Association to Advance Collegiate Schools of Business (AACSB). The Master of Science in Health Care Management program is accredited by the [Commission on Accreditation of Healthcare Management Education](#). The interior design programs are accredited by the [Council of Interior Design Accreditation](#). The School of Education's undergraduate and graduate licensure programs are accredited by the [Council for the Accreditation of Educator Preparation \(CAEP\)](#).

University Leadership

President

Dr. Irma Becerra took office as the seventh president of Marymount in July 2018 and was inaugurated in May 2019. Most recently the provost and chief academic officer at St. Thomas University, Dr. Becerra is known for expanding educational access for students and keenly targeting programming to meet societal needs and changing demographics. Her academic career, both as student and professional, has blended mathematics, engineering, and systems thinking and processes in her studies, teaching, and administrative leadership. Prior to St. Thomas, she served at Florida International University (FIU) for almost three decades, including as a tenured professor in Management Information Systems and later as Entrepreneurship Center director, vice-provost, and vice president.

A Cuban-born American, Dr. Becerra immigrated to the United States with her parents when she was an infant, living in Puerto Rico through high school. Those formative experiences ignited her mind, imbuing her with a passion for knowledge along with a deep-seated belief that "no one can take away your education." She earned both bachelor's and master's degrees in electrical engineering from the University of Miami and went on to become the first woman to earn a Ph.D. in electrical engineering from FIU.

Marymount has cultivated a strong senior administrative team with a notable spirit of commitment and collaboration. The Vice President and General Counsel will join the President's senior administrative team which includes:

- Provost and Senior Vice President for Academic Affairs
- Vice President for Finance and Operations and Treasurer
- Vice President for Enrollment Management and Student Affairs
- Vice President for University Advancement
- Special Assistant to the President
- Director of Athletics

Board of Trustees

Marymount's Board of Trustees is comprised of 32 members who are highly educated, many with terminal degrees, and represent a wide variety of professions. The Board meets four times a year. It provides fiduciary leadership of the University and conducts trustee business through various committees. For more information on the Board, please see visit: [Marymount Board of Trustees](#).

Strategic Plan

A central focus of Dr. Becerra's inauguration was the unveiling of the University's newly approved five-year strategic plan, [Momentum: The Marymount University Strategic Plan 2019-2024](#). *Momentum* is guided by the vision for the University to be nationally recognized for innovation and commitment to student success, alumni achievement, and faculty and staff excellence. The plan sets an ambitious direction for Marymount with foci on enrollment growth, retention and persistence, external engagement, faculty research, philanthropy, and new revenue generation.

The Role of Vice President and General Counsel

Reporting to the President, the General Counsel will provide legal counsel and advice to the President, the Board of Trustees, and University administration. The General Counsel will proactively offer a highly strategic and collaborative approach to the legal issues associated with a university faced with economic, demographic, and competitive challenges and opportunities. The General Counsel will be innovative and entrepreneurial in developing solutions that are balanced with prudent legal advice and effective risk management. The General Counsel will be responsive to internal and external stakeholder needs in a complex private university and will embrace a hands-on approach to support and guide the institution across all areas of the University, bringing best practices to administration, faculty, staff, and students.

Desired Qualities and Qualifications

The successful candidate will be a graduate of an ABA-accredited school of law in possession of a J.D., a member in good standing of a state bar, and eligible to practice law in the Commonwealth of Virginia. A significant record of progressively responsible legal experience is required, as well as knowledge of professional practice rules and procedures for higher education, federal and state courts, and applicable administrative and regulatory agencies.

The General Counsel will have experience with higher education and bring broad and deep knowledge of the range of legal issues related to higher education policies, procedures, and law including, but not limited to, labor and employment law, risk management, non-discrimination and affirmative action, compliance (ADA, VAWA, FERPA, Title IX, Clery, and collegiate athletics), contract administration, privacy and information security, litigation and investigations, intellectual property, environmental health and safety, construction and real estate, new ventures, faculty appointment and tenure, research, athletics, student affairs, and academic affairs. This knowledge should be coupled with the ability to clearly communicate legal advice and options. The General Counsel will bring a demonstrated professional history of maintaining objectivity while driving appropriate outcomes, managing multiple stakeholder agendas, and promoting high client service standards.

Key Responsibilities

- Provide proactive legal counsel and guidance to the officers of the institution and other upper management on all legal matters relevant to a complex private university, including but not limited to: academic and corporate governance; employment issues; defamation issues; student affairs; student conduct; academic affairs; non-discrimination; conflicts of interest; ethics; fundraising; immigration issues; contracts; insurance and risk management; construction; purchasing; real estate; compliance with federal, state, and local laws and regulations; housing; accommodations; copyright and other intellectual property matters; computer and information technology issues; athletics; public safety; and other areas related to an academic legal environment;
- Work closely with the Board of Trustees to offer counsel on governance matters and other critical legal issues requiring the Trustees' attention, support Board agendas and facilitate Board resolutions and correspondence, and help ensure best governance practices are followed;
- Serve as the clearinghouse for all requests for legal assistance from appropriate staff and administrators of the University. Determine if requests for legal assistance shall be handled internally or referred to outside counsel and delegate appropriately. If referred to outside counsel, supervise and monitor such engagements;
- Manage outside counsel and litigation and agency complaints, and, in appropriate situations, prepare pleadings, briefs, and other legal memoranda as needed to represent the University in court proceedings and before administrative hearing bodies;
- Advise and recommend policy and procedure changes based on current or emerging case law and precedent and assist the University in the development, preparation, and review of related policies and procedures;
- Maintain current knowledge of legal and technical developments in relation to University administration and higher education;
- Supervise paralegal and legal interns. Delegate appropriate work and monitor workloads for learning opportunities and stretch assignments by communicating job expectations and effective mentoring and monitoring of job performance;
- Contribute to the success of Marymount University by performing other responsibilities as assigned by the President;
- Plan, supervise, implement, and monitor effective strategies for reducing legal exposure;
- Assess the practical, policy, and precedential consequences of decisions and advice;
- Think critically with an ability to see and manage more than the legal issues of a project;
- Recognize the broader consequences of a course of action and its impact on the many stakeholders;

- Be a strategic and innovative thinker who can bring value and find creative solutions to complex legal issues;
- And lead with a passion for the mission and core values of Marymount while possessing the stature, maturity, competence, and confidence to operate with credibility at the executive and Trustee level.

Contact

The search committee will begin reviewing candidates immediately and will continue until the position is filled. Nominations and applications should be submitted electronically as soon as possible. Applications should include a letter of interest and a curriculum vita/resumé. All materials will be considered in full confidence. Please send nominations, inquiries, and applications electronically to:

MarymountGC@storbecksearch.com



Julie E. Tea, Managing Director
Kate Phillips, Senior Associate

Marymount University provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.