

ST. XAVIER

High School
— MEN FOR OTHERS —



Human Resources Director Prospectus

St. Xavier is a Catholic high school in the Jesuit tradition serving 1,400 young men from diverse backgrounds. St. X provides an academically rigorous and college preparatory education.

St. Xavier High School is seeking a Human Resources Director who will assist the President and school leadership team with the overall operation of the school supporting the mission of educating young men in the rich tradition of the Jesuits.

The Human Resources Director will be responsible for maintaining and evolving the organization's people processes, policies, and practices.

Position to begin August 1, 2022



Mission

To assist young men in their formation as leaders and Men for Others through rigorous college preparation in the Jesuit tradition.

Vision

At St. Xavier High School, a Catholic school in the Jesuit tradition, we are committed to being the rigorous college preparatory school in greater Cincinnati where exceptional boys from diverse backgrounds transform into academically accomplished *Men for Others* who are prepared to discern and successfully carry out God's plan for their lives and to serve as leaders in our rapidly changing world.

We Believe:

That rooted in the Gospel of Jesus Christ and the Spiritual Exercises of St. Ignatius, the school is an apostolic mission by:

- Naming Jesus Christ as the model for all human life
- Affirming the world as God's creation and therefore good, but in need of redemption
 - Recognizing family and community as a context for redemption
- Providing students with comprehensive instruction in Catholic beliefs and practice
- Providing students with opportunities for spiritual formation in the Catholic faith through participation in the sacraments, prayer, retreats, service and other spiritual programs.

Location

The greater Cincinnati region encompasses northern Kentucky, southeastern Indiana, parts of the Dayton area, and over 50 unique neighborhoods. Known as the Queen City, Cincinnati is home to Fortune 500 companies, nationally recognized hospitals, major colleges and universities, professional sports and a vibrant arts community.

A unique aspect of the city is the friendly and historic rivalry among high schools; in Cincinnati, if someone is asked where they went to school, the question almost always elicits a response about high school, not college.

For more details and information, visit :

www.thecincinnatiexperience.com

www.cincinnati-chamber.com

<https://www.cincinnati-oh.gov/cityofcincinnati/visitors/>

History

The Long Blue Line applies to more than 20,000 living St. Xavier High School alumni found all over the world. St. Xavier High School has passed through numerous stages in its 190-year history. The diocese of Cincinnati was only nine years old when Bishop Fenwick opened his school at Seventh and Sycamore Streets on October 17, 1831. He named the school the Athenaeum and placed it under the patronage of St. Francis Xavier. Eight years after Bishop Fenwick's death, Bishop Purcell persuaded the Jesuits to staff this school and in 1840 Fr. John A. Elet SJ opened St. Xavier College to 76 students.



The fledgling college underwent hard times in the 1850s but recovered after the Civil War and grew steadily. When the college moved to its present Avondale site in 1919, St. Xavier High School and Xavier University were separated physically; but it was only in 1934 that St. Xavier High School became completely independent.

In the 1940s and '50s it became more and more apparent that the buildings erected in the late 19th century would not be able to contain the growing enrollment, nor provide the type of facilities required for quality education. In 1954, Fr. John Benson SJ began to plan the "new" high school on North Bend Road. In 1960 the move from downtown to the current 110-acre campus in Finneytown was accomplished.

In the intervening years, the new St. Xavier has seen its share of improvements, alterations, and additions. A 400-seat chapel, updated facilities for science and technology, an expanded music suite, an intramural gym and wrestling room and improvements to the natatorium greeted the St. Xavier community when the 1999-2000 school year began. In August 2004 work was completed on a performance center, black box theater, visual arts studios and renovated administrative and classroom areas. A new wellness center and athletic team building were added near the track stadium in 2008, and new tennis courts in 2018.

Timothy Reilly '76 became the first lay president of St. Xavier High School in 2018. As the 41st president for the school, he will lead the school in planning for its 200th anniversary in 2031.

The Student Body

Students enrolled at St. Xavier reside in all areas of greater Cincinnati, including northern Kentucky and southeastern Indiana. The student body is approximately 73% Roman Catholic. The remaining 27% of students includes Christian denominations and the Jewish, Buddhist, Hindu, Mormon, and Muslim faiths.

Admission to St. Xavier is selective based upon potential, qualifying examinations and previous academic performance.

There is a 21% minority population in the school. More than 90 grade schools are represented within St. Xavier High School's student body.

Tuition for 2021-2022 is \$16,120; 42% of the students receive tuition assistance through St. Xavier's financial aid program. Last year students were awarded \$4,775,400 million dollars in financial aid.

Although it is not required, more than 90% of students participate in community service.

Educational Program

A total of 116 faculty members serve the students. Advanced degrees are possessed by 90%, including eight with doctoral degrees. Five teachers are Nationally Board Certified Teachers.

A student teacher ratio of 15:1 results in an average class size of 24. Over 200 different courses are taught each year.

Last spring, 91% of St. Xavier students who took AP exams in 26 subject areas scored with a passing rate (score 3 or higher).

The average composite ACT for the class of 2021 was 28.6.

Historically, 99% of graduates each year enter a four- year college or university program.

The Graduate at Graduation

Every facet of curriculum development at St. Xavier is guided by the "Grad at Grad," a foundational component of Jesuit education. When St. Xavier is successful in its educational mission, its graduating student will have certain definite qualities. Such a graduate will be: *Open to Growth, Intellectually Competent, Religious, Loving, Committed to Doing Justice.*

The Long Blue Line

St. Xavier alumni are often found at the highest levels of business, the professions and public service in Cincinnati and beyond. Hiring managers appreciate our graduates for their ethical values and critical thinking skills. These personal bonds of brotherhood are formed among classmates, and stretch across generations to last throughout life.



21%

Multicultural Population



90%

of students voluntarily participate
in community service.



\$4,775,400

in Tuition Assistance



28.6

ACT Composite Average

Spiritual Life

The entire St. Xavier staff ministers to students throughout the year in many ways; it is the task of the Campus Ministry Department to develop and coordinate certain specific student programs in which faculty & staff take leading roles. These programs involve a variety of experiences as seen through the lens of the Catholic Christian tradition and flavored by the Ignatian charism. These programs in turn allow our students to become aware that God is alive and active in their daily lives.

Through prayer, liturgies, Sacraments, retreats, faith sharing, pastoral counseling and peer ministry, students grow in this faith both as individuals and as a community. St. Xavier builds on values learned within the family by encouraging students to develop lifelong faith convictions and lasting relationships with God in and through God's people. [Click here](#) for more insight into Spiritual Life.



Fine Arts

St. Xavier's rich and vibrant Fine Arts program encompasses four major areas: music, visual arts, Theatre Xavier (TX) and a relatively new MakerSpace.

With an eye to the future of education, creativity, innovation, and manufacturing, St. Xavier's MakerSpace opened at the beginning of the 2017-18 school year. The purpose of the St. X MakerSpace is two-fold: to enable student-driven creation in response to broad instructional guidelines, and to encourage experimentation and foster creativity outside of the classroom.

St. Xavier's visual arts classes span subjects from drawing, painting, photography, sculpture, ceramics, 2D design, graphic design and more.

Students interested in music learn and explore their personal melodies through a variety of classes that include choir, band, music, AP music theory, guitar, strings and percussion ensemble. Additionally, a number of music clubs perform regularly, like the Chamber Blues, Jazz Band, and the St. X Marching Band.

Theatre Xavier puts on shows that push the limits of what can be done in theater at the high school level and, together with theatre classes, it allows students to learn every facet of bringing a live performance together. Lighting crews, sound design crews, stage design and construction crews, video design crews, musicians, and the actors are all either students or led by students.

For more information on Fine Arts at St. Xavier, [click here](#).

Athletics

The St. Xavier Bombers are part of the Ohio High School Athletic Association and compete at the Division I level. As members of the Greater Catholic League South, they compete against other local all-male Catholic schools including Elder, Moeller and LaSalle. Athletics include 17 interscholastic varsity teams. The Bombers have won the GCL South All-Sports trophy every year since 2008 and hold 74 OHSAA Team State Titles.

St. Xavier's athletic facilities include a 6,000-seat stadium with artificial turf; an eight-lane, all-weather track surrounding a second artificial turf field; an eight-lane swimming pool; twelve tennis courts; two baseball diamonds; two gymnasiums; locker rooms, a trainer's suite and strength and conditioning areas. [Click here](#) to learn more about Bomber Athletics.



Diversity Initiatives

St. Xavier is committed to valuing diversity among our students, administration, faculty and staff by respecting and celebrating unique backgrounds, experiences and perspectives. We embrace diversity as a core value, and continuously seek ways to learn, grow and transform. Treating everyone with dignity and respect is vitally important to our leadership. To learn more about St. X's commitment to diversity, [click here](#).



The Companion Scholars Program (CSP) is an academic enrichment program developed by St. Xavier High School for selected young men in the sixth, seventh and eighth grades from various Cincinnati area schools. The program has two components: The Year-Round program and the Summer program. Thirty-five students in the class of 2024 participated in CSP, representing the second largest number of participants enrolled in a school year. [Click here](#) to learn more about St. Xavier's Companion Scholars Program.

The Position: Human Resources (HR) Director

St. Xavier is an organization committed to being the rigorous college preparatory school in Greater Cincinnati where exceptional boys from diverse backgrounds transform into academically accomplished men for others who are prepared to discern and successfully carry out God's plan for their lives and to serve as leaders in our rapidly changing world.

We are looking for candidates who want to make our community a better place while partnering at all levels of the organization to create a human resources infrastructure that provides equitable opportunities and growth for each and every employee.

As the Human Resources (HR) Director, you will manage competing priorities while creating, maintaining, and adjusting the organization's people processes. You will have the exciting opportunity to think strategically and act tactically to meet the challenges of working with a mission-focused, diverse team of employees.

In this role, you will be accountable for how well you perform against specific metrics, and your ability to:

- Work closely with the leadership team as a strong partner and objective advisor
- Be a credible, confidential, and empathetic resource for all employees
- Create a departmental vision, build and implement the plan, and measure and report the outcomes
- Mitigate legal issues by remaining in constant compliance with federal, state, and local requirements/ regulations
- Effectively leverage technology to maintain up-to-date and accurate HR-related record-keeping, appropriately communicate information, and utilize user-friendly processes
- Be a fearless and consistent advocate of diversity, equity, and inclusion throughout every policy, process, and practice within the organization

The skills and experiences you need to help you be successful as a director include:

- A bachelor's degree in human resources or related field
- A minimum of seven years of progressive HR generalist experience; highly competent in human resources concepts, practices, and risk management (PHR and/or SHRM-CP certificate or higher is a plus)
- Successfully creating and implementing equitable and inclusive policies, processes, and practices in a diverse environment (educational institution experience is a plus)
- Exceptional written and verbal presentation skills within a variety of audiences
- High level of organization and accuracy



Anticipated Search Timeline

Application Deadline: June 15, 2022 **Starting Date:** August 1, 2022

To discuss this opportunity in more detail, potential candidates may contact: Wayne Miller, Search Committee Chair, 513-761-7815 X501 WMiller@stxavier.org

Application Requirements

Candidates should submit an application package to the Search Committee including the following:

- A current résumé and cover letter detailing interest and qualifications for the position
- The names, email addresses, and telephone numbers of at least three references. (We will obtain permission from candidates before contacting references.)
- Optional: Other supporting material (e.g., articles, speeches, or letters of recommendation) that would be useful to the Search Committee.

Application materials should be uploaded directly to the St. Xavier website by Wednesday, June 15, 2022:

<https://www.stxavier.org/about/employment-opportunities>. After an initial review of applicants, the Search Committee will interview semifinalist candidates. Finalists will be invited to the school for a more comprehensive series of interviews.





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600 W. North Bend Road
Cincinnati, Ohio 45224



stxavier.org

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