



Devoted to the Future of You.

Search Prospectus:
**Provost and Vice President
for Academic Affairs**

The University

Carlow University is a private, Catholic, liberal arts university founded in 1929 by the Sisters of Mercy, an international community of Roman Catholic women devoted to serving the poor, sick, and uneducated.

Grounded in the liberal arts and offering strong professional programs, Carlow engages a diverse community in lifelong learning, scholarship, research, and service. Degrees are offered at the associate, bachelor's, master's, and doctoral levels, with 13 specialized accreditations. Carlow is a member of the Conference for Mercy Higher Education.

Recognized for its commitment to opportunity and service, Carlow holds a "Silver" Military Friendly designation and ranks 4th in Pennsylvania for "Top Performers on Social Mobility" by U.S. News & World Report. In 2025, it was named an "Opportunity College and University" by the Carnegie Classifications for advancing student success.

Carlow emphasizes justice, service, and education through student-centered instruction that prepares graduates as career-ready ethical leaders. Guided by the slogan "Devoted to the Future of You," the University continues to innovate and transform lives through new programs and learning opportunities.

Rooted in that Mercy mission, Carlow continues to expand access to higher education for all. Women make up 84% of the student body, reflecting the University's origins as a college dedicated to educating underserved Catholic women in Pittsburgh.



Today, Carlow enrolls more than 2,450 undergraduate and graduate students, maintaining a 10:1 undergraduate student-faculty ratio. Thirty-five percent of undergraduates identify with underrepresented racial or ethnic groups; 51% of FAFSA filers receive Pell Grants; and 55% are first-generation college students. The student body includes 58% traditionally aged and 42% adult undergraduates, while graduate enrollment is 85% master's and 15% doctoral students. Accredited by the Middle States Commission on Higher Education, Carlow received reaccreditation in 2025 with exceptional results—16 commendations for innovation and no recommendations or requirements.

Carlow competes in the United States Collegiate Athletics Association (USCAA), consistently ranking among the nation's top 25 for student-athlete GPAs. The University fields 18 intercollegiate teams in basketball, track and field, cross country, soccer, golf, tennis, volleyball, softball, and baseball, plus coed esports and cheerleading.

The 14-acre main campus sits in Pittsburgh's Oakland neighborhood, surrounded by the city's major cultural, academic, and medical institutions. Additional locations include Westmoreland County Community College and the Regional Learning Alliance in Cranberry Township.

Just 10 minutes from downtown, Carlow benefits from Pittsburgh's blend of opportunity and livability. The city offers a thriving tech economy, affordable living, and abundant cultural, recreational, and professional resources: making it an ideal place to study, work, and live.

*Discover more about
Carlow University*



Carlow's Identity



Carlow University's mission centers on providing transformational educational opportunities to a diverse community of learners, empowering them to excel as compassionate, ethical leaders who help build a just and merciful world.



Mission

Rooted in its Catholic identity and the heritage of the Sisters of Mercy, Carlow University offers transformational educational opportunities for a diverse community of learners, empowering them to excel in their chosen work and all their future endeavors as compassionate, ethical leaders in creating a just and merciful world.



Philosophy

Guided by the Catholic Intellectual Tradition, we uphold the transformative power of the liberal arts and a deep commitment to social responsibility. Our philosophy emphasizes undergraduate and graduate education that inspires students to act for the good of all humankind.

Grounded in five core values, Carlow's vision guides students toward realizing their full potential and becoming career-ready, ethical leaders.



Vision

Carlow University is a preeminent, innovative Catholic university known for its transformational learning experience, where students realize their full potential and emerge as career-ready ethical leaders devoted to a more just and merciful world.

Discover more about Carlow's mission and vision



Here, we are learning.



To create a more just and merciful world.

For those looking to reach their full potential, Carlow University isn't just a place to learn—it's an education unlike any other in higher education, one whose impact is changing the course of our future. Rooted in unity and healing, led by compassion, and driven by service to humanity, we are redefining what a leader looks like: and it looks like a Carlow graduate.

Unlike other universities, Carlow offers a distinctly human education, grounded in empathy and community and powered by the Catholic Sisters of Mercy, who are devoted to walking boldly into the chaos of others in order to transform lives, positively impact communities, and create a more just and merciful world.

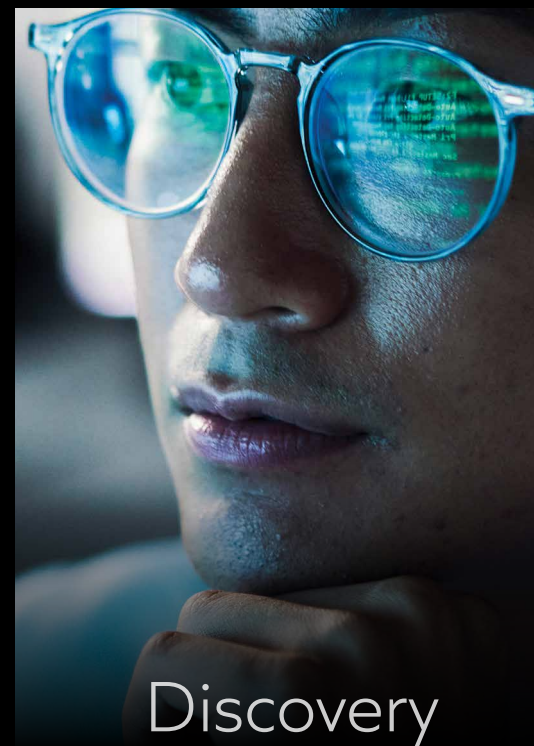
At Carlow, education is more than earning a degree; it's a commitment to shaping a more just and merciful world. Our six pillars, healing, expression, transformation, service, leadership, and discovery, guide every student's journey, inspiring them to think critically, act compassionately, and lead with integrity. Whether through the classroom, community engagement, or creative exploration, these pillars serve as the foundation of a Carlow education; one that prepares graduates not only to succeed in their chosen fields, but to use their knowledge and empathy to create lasting, positive change in the world.



Healing



Expression



Discovery



Leadership



Service



Transformation



Leadership



**Kathy Wilson Humphrey, PhD
is the 11th president of Carlow University.**

With more than 35 years in higher education, her career has been devoted to providing students with strong academic foundations, experiential learning opportunities and wrap-around services that support their growth, development and independence to serve as good citizens and contributors to society.

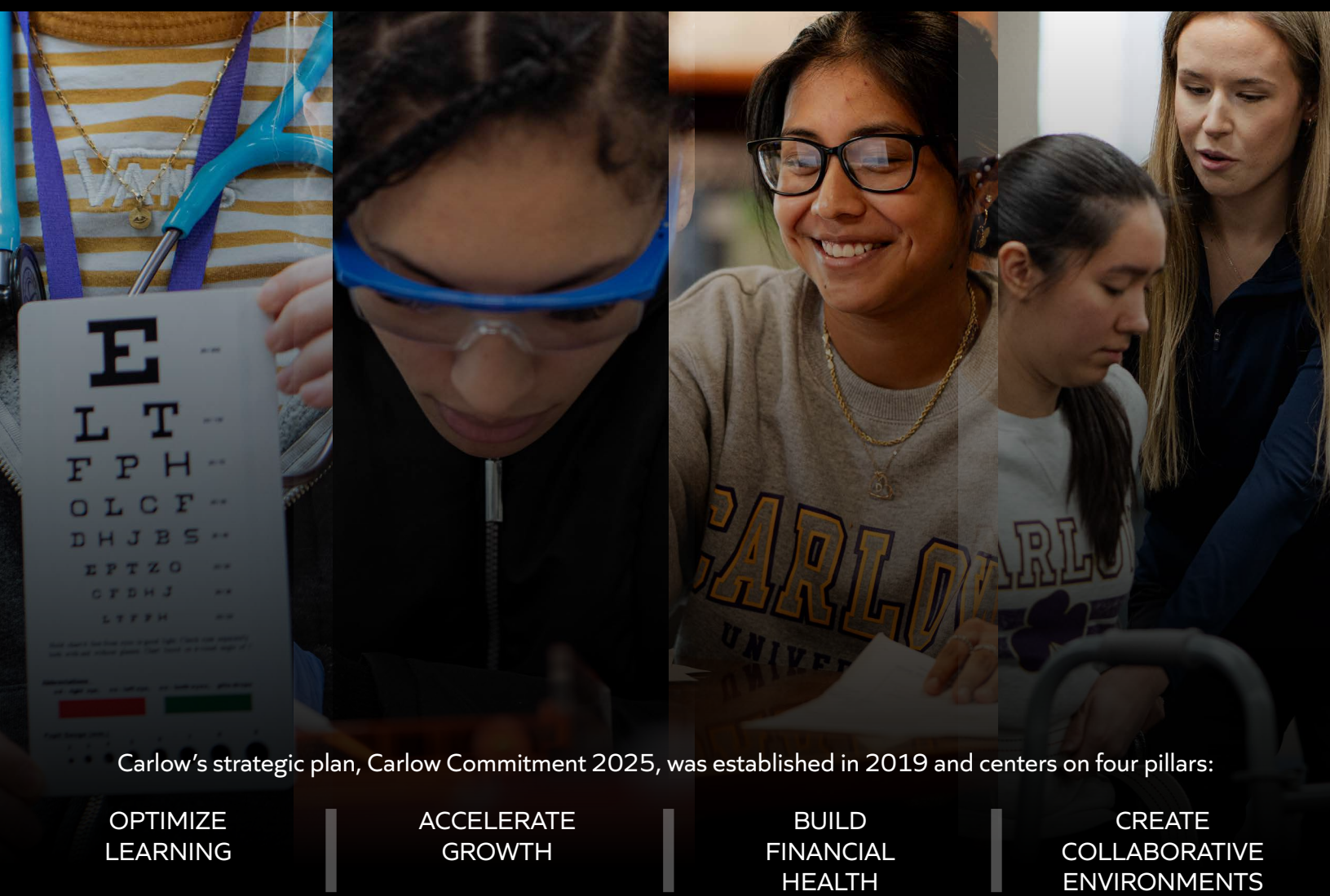
Dr. Humphrey embraces Carlow's Mercy heritage and longstanding commitment to social justice as the key to positively impacting and transforming generations of lives. Passionate about helping more students gain access to and complete postsecondary education, she identifies with the 51 percent of PELL-eligible undergraduate students at Carlow, as she, too, was a PELL-eligible college student.

With a dedication to building innovative career-readiness pathways and providing an excellent liberal arts education, she envisions Carlow as an institution that not only masterfully adapts to the ever-changing needs of students and faculty, but is also actively building the workforce of the future.

*Meet Dr. Humphrey
and her cabinet*



Strategic Plan & Priorities



Carlow's strategic plan, Carlow Commitment 2025, was established in 2019 and centers on four pillars:

OPTIMIZE
LEARNING

ACCELERATE
GROWTH

BUILD
FINANCIAL
HEALTH

CREATE
COLLABORATIVE
ENVIRONMENTS

Seven institutional goals guide progress toward these pillars, with outcomes tracked annually to measure advancement toward the University's mission.

Although the plan was designed to conclude in 2025, the recent self-study affirmed that its goals and pillars remain highly relevant. To build on this progress and extend the plan's vision through Carlow's 100th anniversary in 2029, President Humphrey convened a Strategic Plan Refinement Task Force. The task force is engaging the University community to refine language, update priorities, and chart a bold direction that will sustain Carlow's momentum for the rest of the decade.

Discover more about
Carlow Commitment 2025



Academic Affairs

Carlow University's Office of Academic Affairs offers an academic portfolio that responds to emerging trends in higher education and the needs of 21st-century learners. It supports student success and learning at all levels while serving the colleges, departments, and centers that comprise the academic enterprise. The division champions innovation and thought leadership, upholds accreditation and ethical standards, and promotes academic integrity. It also represents faculty and staff interests, manages budgets and resources, provides professional development, maintains institutional policies and procedures, and fosters collaboration and partnerships that advance Carlow's strategic goals.

The Office of Academic Affairs ensures that every student receives a challenging, mission-driven education. It encompasses undergraduate and graduate programs and key academic units, including:

- The Campus Laboratory School and Early Learning Center
- Carlow Compass
- Carlow Forum
- Center for 21st Century Workforce Development
- Center for Global Engagement
- Center for Teaching, Research, and Learning (CTRL)

- Colleges of Arts and Sciences, Education and Social Work, and Health and Wellness
- Commencement and Honorary Degree Committee
- Grace Library
- Honors Program
- Institutional Research and Effectiveness
- Institutional Review Board

Guided by the Strategic Plan, Carlow has restructured its academic framework to better support its mission and modern learners. The new structure emphasizes practice-focused liberal arts designed to prepare students to create a more just and merciful world, while promoting flexibility, efficiency, and growth. Carlow has secured grants to strengthen student outcomes, expanded program offerings aligned with workforce needs, and built partnerships with leading regional organizations, including Allegheny Health Network, UPMC and UPMC Mercy, Pittsburgh Mercy, Highmark Wholecare, Pittsburgh Public Schools, and community colleges throughout southwestern Pennsylvania.

Carlow's faculty (approximately 115 full-time and 286 part-time) are experts dedicated to teaching, scholarship, and student development. With an average class size of 14, students benefit from individualized attention, close faculty mentorship, peer collaboration, and lasting professional connections.

Students are encouraged to view their studies and lives through interdisciplinary perspectives. Carlow's collaborative learning model develops graduates committed to leadership and lifelong learning. Ninety-five percent of undergraduates are employed or pursuing graduate study within six months of graduation.

Academic Programs

Academic Programs

Carlow offers flexible delivery options, including on-campus, online, and hybrid modalities, to meet the diverse needs of its students. Our academic programs are now organized into three colleges: the College of Health & Wellness, the College of Arts & Sciences, and the College of Education & Social Work.

College of Health & Wellness

Carlow healthcare graduates are different than other college graduates. Not simply trained to be the best in technical knowledge and competencies, but deeply skilled in communication, teamwork, empathy, compassion, and ethics, because those are the kinds of healers and healthcare leaders the world needs.

The College of Health & Wellness consolidates Carlow's full spectrum of healthcare education, from foundational to doctoral-level offerings. Students may pursue degrees in nursing, respiratory therapy, surgical technology, physical therapy, occupational therapy, speech-language pathology, and physician assistant studies, among others.

Hands-on and interprofessional learning is central to preparing practice-ready professionals who excel in their chosen fields and impact our communities. Through exceptional clinical partnerships and diversity of placement sites, complemented by our state-of-the-art simulation labs, we create an unparalleled learning experience.

College of Arts & Sciences

The College of Arts & Sciences provides the liberal arts and disciplinary core for the university, and offers degrees across a broad range of disciplines, including the arts, humanities, business, natural sciences, and social sciences. Its departments include the Art, Communication, and English Department, the Department of Biological Sciences, the Department of Business Management, Accounting, and Ethics, the Department of Computational and Chemical Sciences, and the Department of Psychology, Counseling, and Criminology.

Program offerings include associates, bachelors, and master programs, along with terminal degrees: an MFA in Creative Writing and a Doctorate in Counseling Psychology. Students at all levels in the College of Arts and Sciences are encouraged to approach their disciplines from an interdisciplinary lens that builds on the university's core values of discovery, hospitality, service, and sacredness of creation.

Every major at Carlow is undergirded by rigorous general education (the Carlow Compass curriculum), ensuring students develop critical thinking, quantitative reasoning, communication, and ethical reasoning skills.

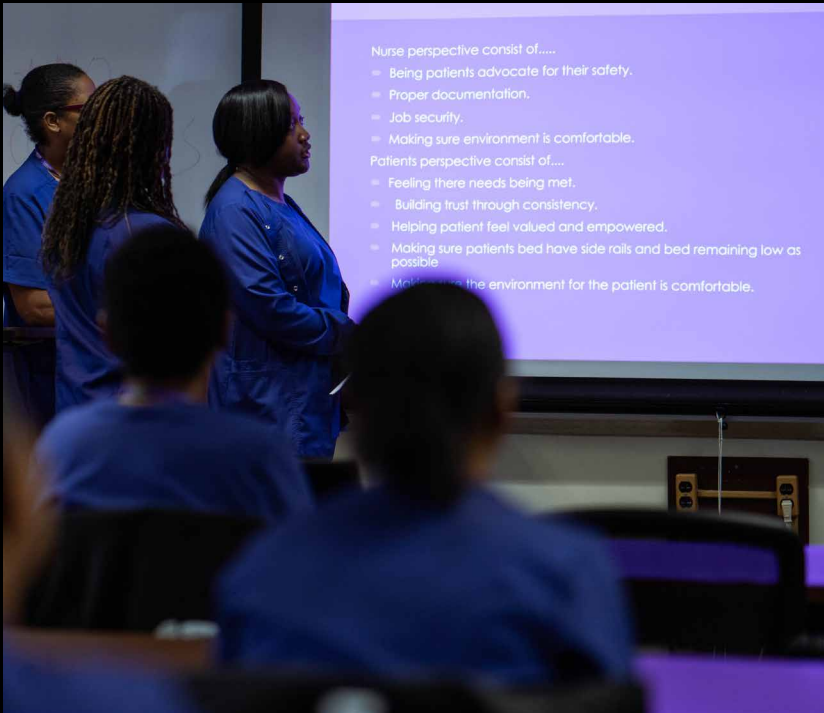


College of Education & Social Work

The College of Education & Social Work, newly established in 2025, unifies Carlow's education and social work programs into a single academic home. It also incorporates the Campus Laboratory School (CLS) and Early Learning Center (ELC), creating a seamless ecosystem for educator preparation and community engagement.

The college offers certificate programs, bachelor's, master's, and doctoral degrees in fields such as elementary and secondary education, special education, reading specialist, educational leadership, social work (BSW, MSW), and school social work. Its education programs hold accreditation from the Pennsylvania Department of Education, and the Reading Specialist program is accredited through the International Dyslexia Association (IDA). The Social Work program is accredited through the Council on Social Work Education (CSWE).

This reorganization is designed to foster greater synergy between education and social work, encourage cross-disciplinary research and teaching, and support the full continuum of care for learners, families, and communities.



Academic Programs

Undergraduate Majors

- Accelerated Second Degree BSN
- Art Major: Art Education Certification (K-12)
- Art Major: Art History
- Art Major: Ceramics
- Art Major: Graphic Design
- Art Major: Media Arts & Animation
- Art Major: Painting & Drawing
BA in Art
- Bachelor of Arts in Special Education
- Behavioral Neuroscience: IONM
- Behavioral Neuroscience:
Neuropsychology Major, BS
- Biology Major, BS
- Biology Major:
Environmental Science & Management, BS
- Biology Major: Human Biology, BS
- Business Management Major, BS
(On Campus & Online)
- Chemistry Major, BS
- Communication Major, BA
- Communication Major:
Advocacy & Social Change, BA
- Communication Major:
Digital Media, BA
- Communication Major:
Organizational Management, BA
(also online)
- Computer Science Major, BS
- Creative Writing Major, BA
- Criminology Major, BA
(On Campus & Online)
- Early Childhood Education
(PreK-4), BA
- Early Childhood Education with
Special Education Certification, BA
- Early Development &
Learning Major, BA
- English Major, BA
- Healthcare Data Analytics Major, BS
- Healthcare Management Major, BS
(On Campus & Online)
- Human Resource Management Major, BS
- Liberal Studies Major, BA

- Nursing Major, BSN
- Occupational Therapy
(Doctorate track for undergrads /
pre-professional)
- Psychology Major, BA
(On Campus & Online)
- Public Health Major, BS
- Respiratory Therapy
- Respiratory Therapy RRT to BS
- RN to BSN
- Secondary Education Major, BA
- Social Work Major, BSW
(including specializations like Crisis & Trauma,
Healthcare, Restorative Justice)

Undergraduate Minors

- Art History Minor
- Art Minor
- Art Therapy Minor
- Behavioral Health Minor
- Behavioral Neuroscience Minor
- Biology Minor
- Business Analytics Minor
- Business Management Minor
- Chemistry Minor
- Child Development Minor
- Communication Minor
- Counseling Minor
- Creative Writing Minor
- Criminology Minor
- Crisis & Trauma Minor
- Data Analytics Minor
- Digital Storytelling Minor
- English Minor
- Healthcare Data Analytics Minor
- Healthcare Management Minor
- History Minor
- Human Resource Management Minor
- Information Technology Management Minor
- Labor and Working Class Studies Minor

Undergraduate Certificates & Associate Degrees

- AS in Neurodiagnostic Technology
- Associate of Science in Surgical Technology
- LPN Program (Bridging the Nursing Gap)
- Discovery Program
(First-semester pathway to your undergraduate degree)

Graduate & Doctoral Programs

- Doctor of Physical Therapy (DPT)
- Doctorate in Education (EdD)
- Doctorate of Counseling Psychology (PsyD)
- Doctorate of Nursing Practice (DNP)
- Executive MBA (Online)
- MA in Art: Ceramics
- MA in Art: Painting & Drawing
- MA in Psychology (On Campus & Online)
- MA/MS in Psychology and
Fraud & Forensics (Dual Degree)
- MA in Psychology: Assessment Psychology
- MA in Psychology: Educational Psychology
- MA in Psychology: Exploration Psychology
- MA in Psychology: Forensic Psychology
- MA in Psychology: Therapeutic Arts Psychology
- MA in Psychology: Treatment Psychology
- Master of Social Work (MSW) (Online)
- MBA (various specializations: Fraud & Forensics;
Healthcare Management; Human Resource
Management; Leadership & Management;
Project Management)
- MEd in Art Education (K-12) (Online)
- MEd in Curriculum & Instruction (Autism Teaching,
Dyslexia Teaching, Early Childhood Leadership,
Online Teaching, STEM, ESL)
- MEd in Early Childhood Education
- MEd in Early Childhood Supervision
- MEd in Educational Leadership with
Principal Certification
- MEd in Reading Specialist
- MEd in Secondary Education

- MEd in Special Education (PreK-12)
- MFA in Creative Writing (Fiction, Nonfiction, Poetry)
- MS in Cardiovascular Perfusion
- MS in Criminology & Criminal Justice
(On Campus & Online)
- MS in Fraud & Forensics
- MS in Nursing Executive Organizational Leadership
- MS in Occupational Therapy
- MS in Physician Assistant
- MS in Professional Counseling (Addictions Counseling,
Clinical Mental Health Counseling)
- MS in Speech-Language Pathology
- MSN in Education & Leadership
- MSN-MBA Dual Degree
- MSN: Family (Individual)
Across the Life-Span Nurse Practitioner
- MSN: Women's Health Gender-Related
Nurse Practitioner
- Online Psychiatric Mental Health Nurse Practitioner
& Post-Master's Certificate Programs
- Post-Master's Certificates
(Family NP, Women's Health NP, and others)



Advancing Learning and Discovery



Across its academic centers, the University cultivates spaces where innovation, discovery, and compassion intersect. From workforce development and global engagement to teaching excellence and honors scholarship, these Academic Affairs initiatives reflect Carlow's commitment to transformative education and lifelong learning.

Center for 21st Century Innovation & Workforce Development

Carlow healthcare graduates are different than The Center for 21st Century Innovation & Workforce Development is a proactive hub aligning higher education with evolving regional and national workforce needs. In response to technological change, economic disruption, and systemic inequality, the Center builds an interconnected ecosystem emphasizing stackable credentials, certificates, and credits that lead directly to college and career pathways.

Through partnerships with industry, government, and education, the Center ensures its programs meet real employer demand. Offerings include apprenticeships, professional development, training, and workshops; all designed to help learners upskill, reskill, and enter the workforce with in-demand competencies.

For more information visit: <https://www.carlow.edu/about/workforce-development/>

Center for Global Engagement

The Center for Global Engagement (CGE) expands Carlow's international reach and deepens global learning through a variety of study abroad opportunities—from short-term, faculty-led global programs (FLAG) to semester-long immersions combining classroom learning with service, internships, or research.

CGE also supports and integrates international students on campus, creating a two-way exchange of ideas and experiences. Its work helps all students develop intercultural competence and global perspective, translating international engagement into deeper learning, stronger résumés, and meaningful contributions to communities both local and abroad.

For more information visit: <https://www.carlow.edu/academic-programs/academic-information/study-abroad/>

The Center for Teaching, Research, and Learning

The Center for Teaching, Research, and Learning (CTRL) drives academic excellence and innovation by fostering dialogue, scholarship, and learner-centered practices. It provides key support for faculty and students through pedagogical consulting, course design, educational technology (including the Brightspace LMS), workshops, and professional development.

As a home for teaching innovation, CTRL ensures Carlow remains agile and responsive to the evolving higher education landscape—advancing excellence in both teaching and research.

For more information visit: <https://ctrl.carlow.edu/home>

Honors Program

The Honors Program offers a distinctive, high-impact experience for a select cohort of about 20 first-year students each year. Participants engage in immersive scholarship, faculty-mentored projects, and small, discussion-based courses that encourage intellectual depth and creativity.

Students benefit from priority registration, Honors-only classes, and internships spanning fields from biomedical research to nonprofit leadership. Beyond academics, Honors students participate in exclusive international trips, gaining cultural awareness, global perspective, and professional connections that extend beyond graduation.

For more information visit: <https://www.carlow.edu/academic-programs/academic-information/honors-program/>



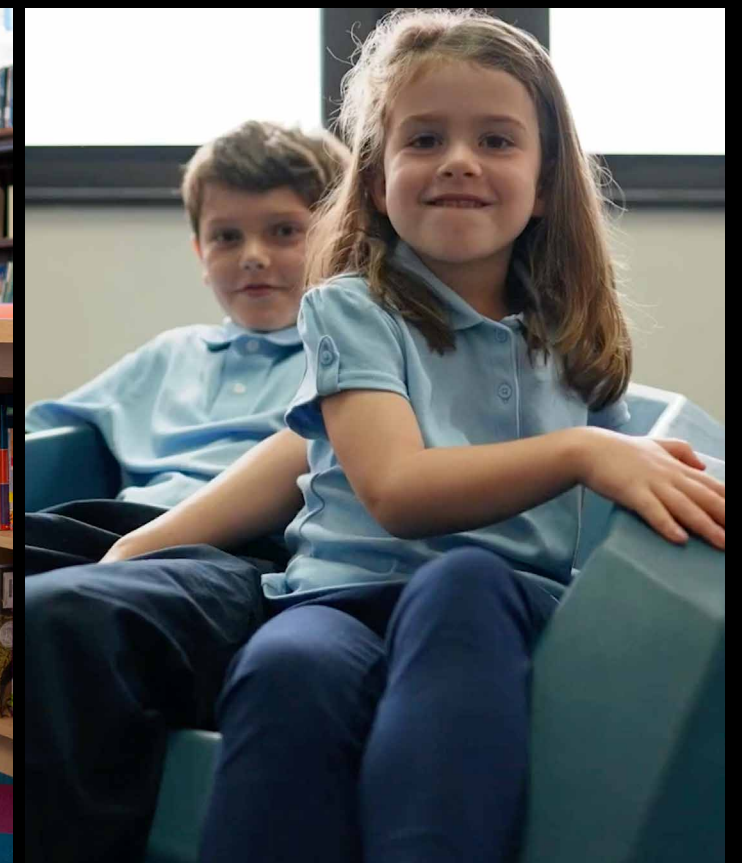
The Campus Laboratory School and Early Learning

At the heart of campus, the Campus Laboratory School (CLS) and Early Learning Center (ELC) reflect Carlow's mission to provide compassionate, high-quality education from infancy through adolescence. Together, they serve as models of innovative, values-based learning grounded in the University's Mercy Catholic tradition.

The Early Learning Center is a NAEYC-accredited, four-star licensed childcare center serving approximately 30 children from infancy to age three. It provides a nurturing, developmentally rich environment where curiosity and creativity are encouraged from the very start.

The Campus Laboratory School, accredited by the Middle States Commissions on Elementary and Secondary Schools (MSA-CESS) and the Mercy Education System of the Americas, enrolls about 190 students in PreK through grade 8. The school features Montessori and Reggio-inspired early childhood programs and a comprehensive K–8 curriculum that integrates the arts, technology, world languages, Makerspace, music, physical education, and religion. Instruction emphasizes hands-on learning, student leadership, and responsiveness to each child's individual growth and learning style.

As a laboratory school, CLS also serves as a living classroom for Carlow's pre-service teachers, providing frequent field experiences and direct interaction within early childhood and K–8 education. Through both the ELC and CLS, Carlow fosters a continuum of learning that unites academic innovation, service, faith, and inclusion.



Responsibilities

Reporting directly to the President, the Provost and Vice President for Academic Affairs serves as the chief academic officer, providing leadership and administrative oversight of Carlow’s academic programs, faculty, staff, and offices that support academic achievement, all within the context of the University’s mission, values, and goals. The Provost leads the University in the absence of the President and - serves as an officer of the University.

The Provost will:

- serve as a member of the President’s cabinet and participate in the development of short and long-range strategies, tactics, plans, and policies;
- provide leadership and oversight in the areas of academic strategic planning and management, resource allocation, and curricular development and reform;
- advise the President on all academic matters;
- provide vision for the direction, revision, and creation of academic programs to transform and strengthen student learning and foster enrollment growth;
- plan, organize, and oversee the budget for all programs, departments, and offices within academic affairs;
- oversee all institutional and programmatic accreditations;
- informed by data analytics, assess and evaluate current programs, projects, and staff assignments to create and sustain a dynamic academic environment;
- receive and evaluate the recommendations of the college Deans, faculty leadership, and Academic Affairs staff regarding academic programs, regulations, and policy; ensure academic programs respond to market conditions and changing workforce needs;
- demonstrate a commitment to collaborative and transparent communication in decision-making while demonstrating the ability to make timely decisions in the best interests of the University;
- represent the University through participation in community and corporate activities, meetings, and events;
- support efforts related to University fundraising and the development of community partnerships;
- empower a strong management team;
- demonstrate a consistent commitment to the University’s mission and Mercy values.
- provide leadership, oversight and supervision for academic deans, the campus school, centers and institutes, institutional research, the library and learning commons, experiential learning, the registrar, advising, and academic support;

- supports efforts related to University fundraising.
- raise funds to further the academic enterprise.

Qualifications and Characteristics

Has earned a doctorate from an accredited institution of higher education, a minimum of five years of senior leadership experience, a record of scholarly achievement sufficient to qualify for full professor at Carlow, and a student-centered perspective are required. The successful candidate must:

- be an innovative, collaborative, and effective academic leader
- operate in a transparent, systematic, and data-driven style
- demonstrate excellent communication and team building skills be of unquestioned integrity
- demonstrate and reflect a commitment to the mission and core values of the University
- demonstrate experience in assessment and accreditation
- demonstrate a commitment to diversity and inclusion with students, faculty, and staff.
- demonstrate experience in shared governance, have experience as a faculty advocate have good judgment, energy, and a sense of humor
- demonstrate a commitment to partnerships and collaboration with internal and external constituencies
- ability to increase revenue while responsively managing resources with efficiency
- demonstrated understanding of the totality of institutional finances and ability to set and manage a fiscal vision for Academic Affairs.
- demonstrate understanding of the entirety of the institution’s operations within the broader context of higher education and can execute a strategic plan.

Application and Nomination

Applications should consist of a substantive cover letter addressing the qualifications above, curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate.

Applications, nominations, and expressions of interest can be submitted electronically and in confidence to: www.carlow.edu/about/employment

Applications received by December 1, 2025 can be assured of full consideration. Confidential discussions may be arranged by contacting the Carlow Human Resources Office at hroffice@carlow.edu.

Further information about Carlow University is available at : <https://www.carlow.edu/>

Carlow University employees commit themselves to the highest standards of ethical conduct. They commit to act with integrity, treat others with respect and dignity, carefully steward the University’s resources, avoid conflicts of interest or commitment, maintain confidentiality, and to comply with legal and professional obligations.

Carlow University is an Equal Opportunity/Affirmative Action Employer. We strive for a campus that reflects our urban setting and is inclusive of underrepresented groups to enhance our University community.