

SEARCH PROFILE:

PROVOST



COLLEGE OF
Saint Benedict



Saint John's
UNIVERSITY



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THE OPPORTUNITY

The College of Saint Benedict (CSB) and Saint John's University (SJU) invite inquiries, applications, and nominations for the position of Provost. This is a transformative moment for two distinctive Catholic, Benedictine liberal arts institutions operating under Strong Integration—an innovative governance model that positions CSB and SJU as pioneers in collaborative higher education leadership. Under this unified structure, both institutions share a single president, leadership team, and two boards while preserving their distinctive single-sex missions, creating unprecedented agility and strategic coherence.

The Provost serves as the senior educational officer, responsible for the curricular and co-curricular experience across both institutions, reporting directly to President Brian Bruess and serving as a key member of the senior leadership team. This role offers an exceptional opportunity to shape the academic and student life direction of two nationally recognized liberal arts colleges at a time of genuine institutional momentum. Guided by a strategic plan emphasizing mission-centered practice, financial excellence, and transformative student experiences, the Provost will lead the academic and student life enterprise through a period of collaboration, innovation, and growth. Current initiatives exploring new approaches to student success, advising, and holistic formation—such as the developing True North Journey framework—illustrate the institutions' shared commitment to helping students connect their academic, personal, and professional learning in meaningful ways.

President Bruess seeks a Provost who is a creative systems thinker, a proven academic leader, and a strategic partner capable of advancing academic rigor while ensuring every student's success. The Strong Integration model—launched in 2021—fundamentally reshapes how these institutions operate, enabling coordinated strategy, unified resource allocation, and enhanced institutional effectiveness while maintaining the distinct campus identities that make each college special. The Provost, alongside the Chief Operating Officer (COO), and Chief of Staff, will be instrumental in demonstrating how this governance innovation creates competitive advantage in an increasingly challenging higher education landscape.

The ideal candidate will bring scholarly credibility, administrative acumen, and the interpersonal skills necessary to work effectively across two campuses, with diverse constituencies, and within the unique Strong Integration governance model. This is leadership work that matters—preparing young women and men for lives of purpose, meaning, and principled achievement while honoring the Catholic intellectual tradition and Benedictine values that have guided these institutions for over a century.

The Provost will champion the liberal arts, support faculty excellence, steward academic resources wisely, and collaborate closely with the president and leadership team to achieve institutional priorities. The Provost is expected to assume office on July 1, 2026.



THE ROLE OF THE PROVOST

STRATEGIC AND INTEGRATED LEADERSHIP

Operating within the Strong Integration framework, the Provost leads a truly unified academic and student life enterprise across both institutions—one faculty, one curriculum, one strategic vision for student success—while honoring the distinctive student life residential experiences that define each campus.

The Provost serves both the College of Saint Benedict and Saint John's University, providing strategic vision and operational leadership for all academic programs, curriculum development, faculty affairs, student life, and student success. In this capacity, the Provost supports more than 228 faculty members and 149 staff across forty-one majors, forty-five minors, select graduate programs including CSB's graduate nursing program and SJU's School of Theology and Seminary, and a robust division of student development programs.

As a member of the senior leadership team, the Provost works in close partnership with other senior leaders and President Bruess to develop and implement institutional strategy, ensuring that educational and student life priorities align with the broader mission and financial realities facing the institutions. The Provost serves as a strategic advisor to the president on matters ranging from board relations to accreditation, from program prioritization to organizational development. This role requires someone who can move fluidly between big-picture strategic thinking and detailed operational execution, who can build consensus while making difficult decisions, and who can honor mission traditions while driving innovation.

The Provost provides direct oversight to four key leadership positions: the Dean of Curriculum and Assessment, the Dean of the Faculty, the Dean of Student Academic Success, and the Associate Provost for Student

Success. Through these leaders and their teams, the Provost ensures excellence in teaching and learning, supports faculty scholarship and development, advances student retention and completion goals, and maintains the academic quality and integrity that have made CSB and SJU nationally recognized liberal arts institutions. A critical dimension of this work has included guiding an academic program prioritization—one of the most complex and consequential undertakings within academic leadership. At CSB and SJU, this mission-centered, data-informed effort has focused on ensuring that the academic portfolio remains both distinctive and sustainable, aligning resources with areas of greatest student need and institutional promise. As the academic program prioritization reaches full implementation by the end of the academic year, it will provide a strong foundation for the next Provost to build upon in advancing academic excellence and innovation.

COMMITMENT TO MISSION AND VALUES

The College of Saint Benedict and Saint John's University seek a Provost who will embrace, uphold, and advance the Catholic and Benedictine mission that defines and unites our two institutions. Rooted in a nearly 1,600-year-old Benedictine wisdom tradition and animated by the Catholic intellectual and social traditions, CSB and SJU educate for the transformation of mind and heart—cultivating wisdom, reverence for truth, and a deep sense of responsibility for the world.

The Catholic intellectual tradition at CSB and SJU affirms that faith and reason are complementary paths to truth. It encourages critical inquiry, dialogue across difference, and an enduring search for meaning that integrates intellectual, moral, and spiritual growth. The Benedictine tradition

THE ROLE OF THE PROVOST (CONT.)

animates this foundation by emphasizing community, stability, and hospitality as the framework for how we live and learn together. These values call our campuses to honor the dignity of every person, to listen “with the ear of the heart,” and to shape an educational environment marked by respect, humility, stewardship, and justice.

The Provost will be called to lead in ways that embody these traditions—advancing academic excellence while ensuring that our educational mission remains centered on the formation of the whole person. This includes fostering a vibrant residential liberal arts experience where students grow in intellect, faith, and character; promoting community life grounded in hospitality and mutual respect; and supporting faculty and staff in their shared vocation as educators and mentors.

ACADEMIC EXCELLENCE AND INNOVATION

At the heart of the Provost’s work is the responsibility to advance academic excellence while fostering innovation that keeps pace with student needs and workforce demands. The Provost leads ongoing program review and assessment processes, using data and evidence to make informed decisions about program development, enhancement, or discontinuation. This requires balancing respect for disciplinary traditions with responsiveness to market realities, and honoring faculty autonomy within shared governance while exercising administrative accountability for outcomes.

As the senior educational officer, the Provost is also responsible for leading the execution of strategic priorities related to faculty and student development outlined in the institutions’ Strategic Plan. This includes ensuring that the academic and co-curricular enterprises actively support:

Mission-Centered Practice, by integrating Benedictine values, Catholic intellectual tradition, and liberal arts learning into curricular and co-curricular experiences, and advancing inclusive excellence as a foundational expression of mission.

Financial and Operational Excellence, through cultivating a data-informed culture of decision-making, optimizing resource allocation, and supporting academic innovation that sustains enrollment and advances institutional priorities.

The Student Experience, by elevating the quality and impact of teaching, learning, advising, and mentoring; strengthening the connection between academic and residential life; and ensuring equitable access to high-impact practices such as research, internships, and study abroad.

The Provost plays a central role in advancing the True North Journey, CSB and SJU’s signature four-year

experience that integrates academic advising, career development, and mentorship from day one. This ambitious initiative represents a fundamental reimagining of how liberal arts education prepares students for tomorrow’s workforce. The Provost must champion this work and collaborate with faculty to ensure that academic programs integrate career readiness authentically, that all facets of student life are aligned, and that the initiative delivers measurable improvements in student outcomes.

The Provost also provides strategic oversight for CSB and SJU’s growing portfolio of academic centers—such as the Center for Teaching and Learning, the Donald McNeely Center for Entrepreneurship, the Eugene J. McCarthy Center for Political and Civic Engagement, the Jay Phillips Center for Interfaith Learning, and the Mark and Teresa Fleischhacker Center for Ethical Leadership in Action. Emerging centers, including the Center for Principled Leadership, the Center for the Environment, the Center for Health-Related Partnerships, and a Humanities Institute, reflect a forward-looking approach to academic and community engagement. The Provost works collaboratively with faculty leaders of these centers to ensure their activities align with institutional priorities, demonstrate measurable impact, and contribute to the holistic education and formation of Bennies and Johnnies.

FACULTY EXCELLENCE AND ACADEMIC LEADERSHIP

The Provost serves as the champion for and steward of CSB+SJU’s core academic community: its faculty. With 228 faculty members—ninety percent of whom are full-time and hold terminal degrees—the institutions enjoy a strong foundation of scholarly expertise and teaching excellence. The Provost is responsible for fostering a culture where faculty thrive professionally, where teaching excellence is recognized and rewarded, where scholarship is supported and celebrated, and where every faculty member feels valued and empowered to contribute to the institutions’ mission.



THE ROLE OF THE PROVOST (CONT.)

This work includes overseeing faculty recruitment, retention, tenure, and promotion processes to ensure they consistent with the Faculty Handbook and are equitable, transparent, and aligned with institutional needs. The Provost must balance the imperative to build a diverse, inclusive faculty with the practical constraints of budget realities. They must champion faculty development initiatives that keep faculty current in their fields and effective in their teaching, while also supporting faculty scholarship and securing resources for research, creative work, and professional growth.

Equally important is the Provost's role in collaborating with faculty governance and ensuring shared governance principles in decision-making. CSB and SJU have strong traditions of faculty voice in institutional affairs, and the Provost must navigate the productive tension between collegial governance and administrative efficiency. This requires someone who listens deeply, builds trust through transparency and empathy, engages faculty genuinely in institutional challenges, and makes difficult decisions when necessary while maintaining faculty confidence and support.

STUDENT SUCCESS AND HOLISTIC DEVELOPMENT

The Provost oversees both academic and student affairs and as such, success in this role requires deep collaboration with student affairs colleagues to ensure a seamless, integrated student experience. The Provost oversees the Associate Provost for Student Success and works closely with student affairs leadership to advance retention, progression, and graduation outcomes while maintaining the distinctive residential, mission-centered experience that defines CSB and SJU.

The True North Journey exemplifies this integrated approach, connecting academic advising with career navigation and professional network development in ways that break down traditional silos between academic and student affairs. The Provost must champion this holistic model, ensuring that academic support services—from tutoring to accessibility services to first-year programming—are robust, effective, and aligned with student needs. They must use data to identify where students need support and develop evidence-based interventions to close opportunity gaps.

This focus on integrated student development is already yielding results: CSB and SJU are recognized as the top two colleges in Minnesota for securing jobs after graduation, rank nationally for study abroad participation, and have been honored as top producers of Fulbright scholars. The Provost will build on this foundation by establishing clear accountability structures for retention, progression, career outcomes, and alumni success.



Increasingly, student success means demonstrable outcomes. Today's students and families expect that a liberal arts education will lead to both personal fulfillment and professional opportunity. The Provost must be a passionate advocate for the enduring value of liberal arts education and ensure students graduate with the skills, experiences, and networks necessary to launch meaningful careers. This requires tracking and improving key metrics: four-year graduation rates, first-destination outcomes, graduate school placement, career satisfaction, and long-term alumni achievement. Success will be measured not only by what students learn but by how effectively they translate their education into lives of purpose and principled achievement—the ultimate measure of CSB+SJU's educational mission. This includes expanding experiential learning opportunities, building industry partnerships, strengthening alumni engagement in student career development, and ensuring that all programs help students articulate the value of their education to employers.

FINANCIAL STEWARDSHIP AND ACADEMIC STRATEGIC PLAN

The Provost serves as the steward of academic and student life resources, managing budgets totaling over \$45 million across both institutions. This requires sophisticated financial acumen, strategic resource allocation skills, and the ability to make difficult programmatic decisions in an era of enrollment uncertainty and financial constraint.

CSB and SJU, like many private residential liberal arts colleges, operate in a tuition-dependent financial model where enrollment directly drives revenue. The Provost must work closely with enrollment management colleagues to ensure that the academic portfolio attracts and retains students while maintaining academic quality. This includes monitoring program enrollment trends, assessing market demand for new programs, evaluating the cost-effectiveness of existing offerings, and making strategic investments in high-demand or strategically important areas while redirecting resources from programs that no longer serve institutional needs.

Beyond managing existing resources, the Provost should also think creatively about revenue diversification and new revenue opportunities. This might include developing

THE ROLE OF THE PROVOST (CONT.)

new academic programs that respond to market demand, exploring partnerships that generate revenue while advancing mission, expanding continuing education or certificate programs, or increasing grant activity across the faculty. The Provost should also support faculty in securing external funding for research, programming, and institutional initiatives.

PRESIDENTIAL PARTNERSHIP AND SENIOR-LEVEL LEADERSHIP

The Provost's success depends fundamentally on their ability to serve as a trusted strategic partner to President Bruess and an effective collaborator with cabinet colleagues. President Bruess has led CSB and SJU through significant organizational transformation, including the implementation of Strong Integration, and the launch of a new strategic plan. He seeks a Provost who can match his strategic vision, complement his leadership style, and serve as a thought partner on the complex challenges facing the institutions.

This role requires someone who can represent the President at events and meetings, communicate institutional priorities effectively to internal and external audiences, and provide leadership during the president's absence. The Provost must also work collaboratively with other senior leaders—particularly the Chief Operating Officer and Chief Financial Officer—to ensure that academic and student life priorities align with operational and financial realities, and that decisions are made with full consideration of their cross-functional implications.

Within the leadership team, the Provost brings an educational perspective, ensuring that decisions about everything from campus facilities to technology investments to marketing strategies consider their impact on teaching, learning, and high quality student experience. The Provost must be able to advocate persuasively for educational priorities while also understanding that they are one member of a team collectively responsible for institutional success.

BOARD RELATIONS AND EXTERNAL ENGAGEMENT

The Provost plays an important role in supporting the president's work with CSB and SJU's Boards of Trustees. Under the Strong Integration model, with two Boards of Trustees, both institutions share the same trustees, the same meetings, and the same board leadership, though they maintain separate corporate members and fiduciary responsibilities. The Provost regularly engages with the board's Student Experience committee, providing updates on academic performance, student life, and strategic initiatives. This requires the ability to communicate complex curricular and co-curricular matters clearly to trustees with diverse backgrounds, to educate board members about higher education trends and competitive positioning, and to build board confidence in academic and student life leadership and direction.

Beyond board relations, the Provost serves as an ambassador for CSB and SJU to external constituencies. This includes maintaining strategic partnerships with Saint John's Abbey and Saint Benedict's Monastery, the founding religious communities that continue to play important roles in institutional life. The Provost manages agreements and collaborations and supports entities such as the SJU School of Theology and Seminary, Saint John's Preparatory School, and ensuring that these relationships benefit all parties while honoring the distinct missions of each organization.

The Provost also represents CSB and SJU in regional and national higher education circles, building the institutions' reputation and visibility while developing partnerships that advance student and faculty opportunities. This might include engagement with peer institutions, disciplinary organizations, higher education associations, civic and business leaders, government officials, and alumni networks. The Provost should be someone who finds energy in these external relationships and understands how to leverage them for institutional benefit.





LEADERSHIP AGENDA

The next Provost of the College of Saint Benedict and Saint John's University will join the institutions at a moment of extraordinary momentum and transformation. CSB and SJU are entering a new era defined by strong integration, a unified mission, and bold academic innovation. The Provost will serve as the senior educational leader and a visible ambassador of the Catholic, Benedictine, and liberal arts traditions—guiding the academic community through an evolving higher-education landscape marked by demographic shifts, technological disruption, and changing societal expectations.

Beyond educational vision and operational excellence, this leader will bring the strategic foresight, communication acumen, and relational capacity to inspire confidence, nurture community, and galvanize collaboration across the two campuses. The Provost will play a central role in enabling ecosystem-wide change—aligning faculty, staff, students, and external partners around shared priorities that strengthen institutional distinctiveness, deepen mission impact, and position CSB and SJU as national exemplars of Catholic and Benedictine higher education.

ADVANCE STRATEGIC PLAN IMPLEMENTATION AND PREPARE FOR REACCREDITATION

The Provost will provide intellectual and operational leadership for advancing and executing key priorities outlined in CSB and SJU's Strategic Plan: Mission-Centered Practice, Financial and Operational Excellence, and The Student Experience. This includes championing academic initiatives that elevate teaching and learning, expand equitable access to high-impact practices, foster Benedictine and inclusive excellence across all disciplines, and ensure the long-term sustainability of academic programs through innovation and data-informed

decision-making. The Provost will work collaboratively with faculty, staff, and senior leadership to align academic strategy with institutional goals, strengthening the integration of academic affairs, student development, and mission-based community engagement.

In parallel, the Provost will lead the institutions through the Higher Learning Commission (HLC) comprehensive reaccreditation process in 2027. This includes ensuring that the self-study process serves not as a compliance exercise but as a catalyst for institutional learning and improvement—promoting a culture of evidence-based assessment, transparent communication, and mission alignment across the academic community. The proximity of the HLC visit to the Provost's start date makes this an immediate institutional priority requiring strong project management, collaboration, and decisive leadership to sustain momentum toward accreditation readiness and strategic excellence.

LAUNCH AND SCALE THE TRUE NORTH JOURNEY

The True North Journey represents one of CSB and SJU's most ambitious and mission-centered innovations in recent decades—a comprehensive, four-year framework that integrates academic advising, career development, and mentoring from day one to prepare students for purposeful lives and meaningful work. With the design phase complete and implementation well underway, the Provost, in partnership with the Chief Operating Officer, will guide the next stage of full adoption across all academic and administrative units. This effort requires close collaboration with faculty and student life leaders to ensure that the Career Navigator, Academic Navigator, and Network Navigator roles function seamlessly and that the True North Journey is fully integrated with the institutions' academic and

LEADERSHIP AGENDA (CONT.)

co-curricular learning experiences. It also involves developing assessment mechanisms to demonstrate the initiative's impact on student outcomes and effectively communicating its value to prospective students and families. Success will be reflected in strong faculty engagement, broad student participation, and measurable gains in career readiness, post-graduate outcomes, employer satisfaction, and alumni reports of career meaning and impact.

INTEGRATE ACADEMIC AND STUDENT AFFAIRS FOR HOLISTIC FORMATION

Building on significant progress already made to bridge Academic Affairs and Student Development, the Provost will provide the leadership, coordination, and accountability needed to fully realize a unified approach to student formation. Reflecting the Benedictine belief in educating the whole person—mind, body, and spirit—the Provost will ensure that academic and co-curricular experiences are intentionally aligned to promote intellectual vitality, personal growth, and spiritual development.

This includes guiding the implementation of learning outcomes across curricular and co-curricular programs, advancing systematic assessment and continuous improvement processes, and ensuring that all areas of campus life—from residence halls and student activities to athletics and academic departments—contribute cohesively to student flourishing and mission-centered learning. The Provost will serve as the connective leader who transforms this integrated framework from concept to implementation.

STRENGTHEN AND EXPAND ACADEMIC CENTERS

CSB+SJU has developed an impressive portfolio of academic centers that enhance teaching, foster student engagement, and create distinctive learning opportunities. However, these centers exist at different

stages of maturity and sustainability. Established centers like the Donald McNeely Center for Entrepreneurship, the Eugene J. McCarthy Center for Political and Civic Engagement, and the Mark and Teresa Fleischhacker Center for Ethical Leadership in Action have strong funding and clear programmatic identities, while the Center for Teaching and Learning needs additional resources and several centers remain in development (Center for Principled Leadership, Center for the Environment, Center for Health-Related Partnerships, and Humanities Institute). The Provost must develop a strategic framework for center governance and sustainability, identify funding strategies for under-resourced centers, ensure appropriate staffing models, clarify the relationship between centers and academic departments, assess center impact and alignment with institutional priorities, and determine which development-stage centers merit institutional investment. This work requires balancing faculty entrepreneurial spirit with institutional capacity and ensuring that centers collectively advance rather than fragment the academic mission.

META-STRATEGIC LEADERSHIP AND COMMUNICATION

The Provost will join a leadership team characterized by deep collaboration and shared governance. As both strategist and communicator, this leader will cultivate trust, clarity, and alignment across a diverse ecosystem of stakeholders—faculty, staff, monastic communities, trustees, alumni, and external partners. The ability to navigate uncertainty, articulate a compelling academic vision, and communicate with authenticity and empathy will be essential.

In an era of rapid change, the Provost will be a stabilizing and visionary presence—one who draws from the enduring wisdom of the Benedictine tradition to lead boldly, inspire collective purpose, and ensure that CSB and SJU continue to model how mission-anchored institutions can thrive amidst disruption.





REQUIRED QUALIFICATIONS

The successful candidate will bring a distinguished record of academic and administrative achievement. CSB and SJU seek a Provost who combines scholarly credibility with proven leadership capacity, strategic vision with operational excellence, and mission alignment with inclusive values.

Stewardship, Mission, and Values. The College of Saint Benedict and Saint John's University seek a Provost who will lead with a deep understanding of and commitment to the Catholic and Benedictine mission that animates both institutions. Rooted in the Catholic intellectual tradition, CSB and SJU integrate faith and reason in the search for truth and meaning—educating students to think critically, act with integrity, and serve the common good.

The Benedictine values of hospitality, community, stewardship, respect for persons, and justice guide every aspect of campus life and provide the ethical and spiritual foundation for leadership, learning, and service. The Provost will model and advance these values in ways that foster a community where intellectual vitality, spiritual depth, and moral formation are interwoven, and where every member is invited to flourish.

While the Provost need not be Catholic, they must demonstrate a genuine openness to these traditions and a willingness to draw upon the foundational principles of the Catholic intellectual tradition and Benedictine values to inform decision-making, leadership style, and institutional practice. Candidates should be able not only to understand and articulate the contemporary relevance of these traditions, but to embody them in their approach to leadership—grounding institutional decisions in discernment, collaboration, ethical reflection, and care for

the common good.

Experience within a faith-based or mission-driven institution is valuable but not required; what matters most is a demonstrated ability to lead in a way that advances the mission, values, and holistic educational vision of CSB and SJU.

Academic Credentials and Scholarly Standing.

Candidates must hold an earned terminal degree (Ph.D., Ed.D., or equivalent) in a relevant academic discipline and have achieved the rank of tenured full professor. The institutions value scholarly engagement and seek a Provost whose own academic career demonstrates sustained intellectual contribution to their field through research, publication, creative work, or other forms of scholarship appropriate to their discipline. While the Provost role is primarily administrative, maintaining scholarly credibility is important for earning faculty respect and understanding the faculty experience. Experience in undergraduate teaching is essential, as the Provost must champion the distinctive pedagogical mission of residential liberal arts education.

Progressive Academic Leadership Experience. The Provost must bring at least seven years of progressively responsible academic administrative experience in higher education. This should include demonstrated success in leading complex academic organizations, managing multiple constituencies, and navigating the challenges inherent in higher education today. The Provost will need experience supervising and developing senior-level administrators, building high-performing cross-functional teams, and creating organizational cultures where people can do their best work. Prior experience

REQUIRED QUALIFICATIONS (CONT.)

as a dean, associate or vice provost, provost, or similar academic leadership role is essential for understanding the complexities of this position.

Financial and Strategic Acumen. The Provost must demonstrate a sophisticated understanding of higher education finance, including experience managing significant budgets (preferably \$10 million or more) with accountability for financial performance. This includes strategic resource allocation, program prioritization, budget development and forecasting, and finding efficiencies without compromising quality. The successful candidate will have led strategic planning processes, developed and implemented major initiatives aligned with institutional missions, and made difficult decisions using data and evidence. Experience with program review, assessment, and accreditation processes is essential, as is the ability to think systemically about how academic decisions ripple through the institution.

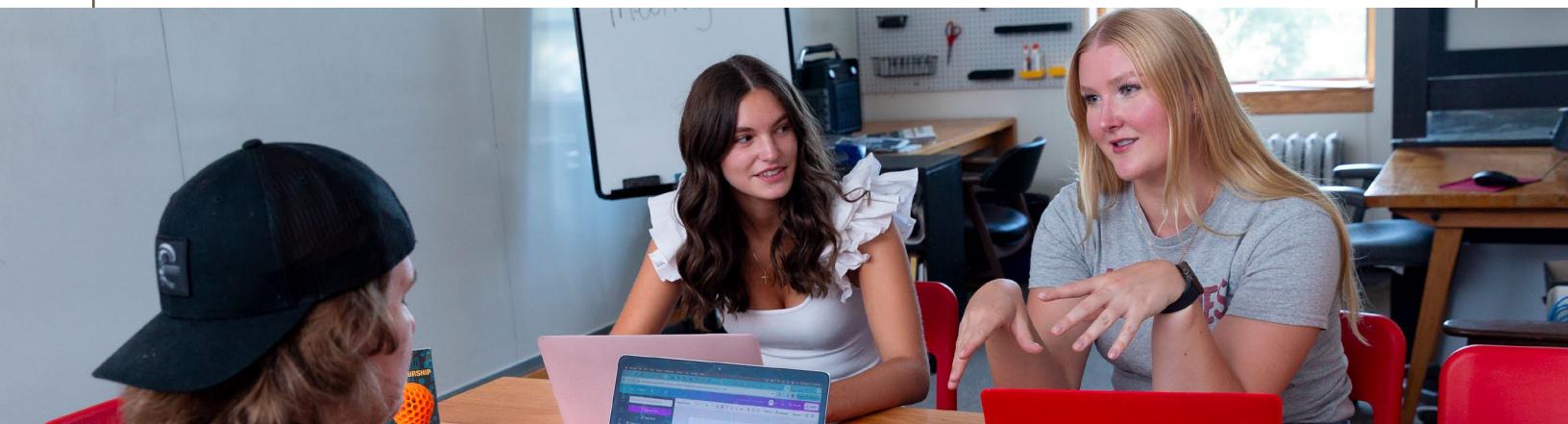
Collaborative Leadership and Interpersonal Excellence. The role demands exceptional communication and relationship-building skills. The Provost must be able to engage productively with faculty, staff, students, trustees, external partners, and the broader community—constituencies with sometimes competing interests and perspectives. This requires someone who listens deeply, communicates with clarity and authenticity, builds trust through transparency, and navigates conflict constructively. Experience with shared governance models is essential, along with a demonstrated commitment to collaborative decision-making that honors faculty voice, while maintaining administrative accountability. The ability to lead through influence rather than authority, to build coalitions, and to find common ground among diverse perspectives will be critical to success. The successful candidate will need to thrive within the Strong Integration governance model, demonstrating capacity to lead across institutional boundaries, build unified teams, and leverage the benefits of coordinated decision-making while respecting the distinctive cultures of both campuses.

Dedication to Inclusive Excellence. CSB and SJU seek a Provost who demonstrates a steadfast commitment to inclusive excellence as a lived expression of our Catholic and Benedictine mission. This commitment calls for fostering an academic community where every person is welcomed, respected, and empowered to flourish—reflecting the Benedictine belief in the inherent dignity and sacred worth of each individual.

Grounded in the values of hospitality, respect for persons, justice, and community living, the Provost will lead efforts to ensure that teaching, learning, and scholarship reflect our shared responsibility for one another. This includes cultivating learning environments that affirm belonging, developing pedagogies that honor multiple perspectives and experiences, and supporting faculty and staff in nurturing the intellectual and personal formation of all students.

The Provost will model the Benedictine practice of listening with the ear of the heart, promoting authentic dialogue, mutual understanding, and a culture of care across our campuses. This role requires a leader who can engage thoughtfully and faithfully on matters of human dignity and belonging, balancing our Catholic identity with an openness to people of all beliefs and backgrounds. In the spirit of the Catholic Intellectual Tradition, we welcome those who do not consider themselves part of any religious tradition but who devote themselves with passion and integrity to their disciplines and to the transformative education of their students.

Ultimately, the Provost will view inclusive excellence not as a program, but as a way of being—one that animates our educational mission, strengthens community, and embodies our collective call to seek wisdom, act with justice, and ensure that all who join our community can thrive.



PREFERRED QUALIFICATIONS

While the required qualifications establish a baseline, CSB+SJU recognize that exceptional candidates will bring additional experiences and capabilities that position them for success in this role.

- **Experience in Catholic Higher Education.** Experience at Catholic institutions or engagement with the Catholic intellectual and social traditions brings immediate understanding of CSB and SJU's distinctive mission. Familiarity with Benedictine values accelerates the Provost's ability to help others understand how these traditions speak to contemporary challenges. The institutions welcome candidates from diverse faith backgrounds and recognize that fresh perspectives often come from different experiences.
- **Integrated Student Success Leadership.** Candidates who have led initiatives integrating academic and student affairs will be well-prepared for advancing the True North Journey. Experience with high-impact practices, improved retention and graduation rates (particularly for underrepresented populations), and articulating clear theories of change connecting pedagogical approaches to measurable outcomes demonstrates the data-driven, equity-minded approach CSB+SJU value.
- **Senior Academic Leadership at Residential Liberal Arts Institutions.** Experience as a provost, vice president for academic affairs, or equivalent role—particularly at a residential liberal arts college or faith-based institution—provides invaluable preparation. Experience navigating complex governance structures, multi-institutional collaborations, or organizational transformation will be particularly valuable given CSB+SJU's Strong Integration model.
- **Enhanced Scholarly Profile and Grant Experience.** Distinguished records of research productivity, national reputation, or significant external grant funding bring additional credibility. Experience leading interdisciplinary initiatives, participating in national conversations about higher education, or mentoring faculty in grant development strengthens candidacies.

- **Financial Leadership in Resource-Constrained Environments.** Experience leading academic enterprises through enrollment uncertainty or budget constraint is particularly relevant. This includes program prioritization, revenue development, operational efficiencies, and strategic investments. Understanding enrollment-driven financial models and the economics of residential liberal arts education will be necessary for making an immediate contribution to sustainability conversations.
- **Board Relations and External Partnership Development.** Significant trustee engagement experience—particularly presenting on academic matters or providing strategic counsel—brings valuable skills. Experience building partnerships with employers, community organizations, or alumni networks, and engagement in fundraising supporting academic priorities offer additional strengths.



ABOUT THE COLLEGE OF SAINT BENEDICT AND SAINT JOHN'S UNIVERSITY

TWO INSTITUTIONS, ONE ACADEMIC PROGRAM

The College of Saint Benedict and Saint John's University are two nationally recognized liberal arts colleges that have operated in partnership for decades. CSB, an institution for women located in St. Joseph, Minnesota, and SJU, an institution for men located six miles away in Collegeville, Minnesota, share a common undergraduate curriculum, a single faculty, and identical degree requirements. Together they enroll approximately 2,860 students—2,659 undergraduates and 201 graduate students—and employ 228 faculty members, ninety percent of whom hold terminal degrees.

The institutions are surrounded by 3,000 acres of forests, prairies, and lakes in central Minnesota, minutes from the St. Cloud metropolitan area and seventy miles from Minneapolis and St. Paul. This distinctive environment provides students with both the natural beauty and contemplative space characteristic of Benedictine communities and proximity to urban cultural, internship, and career opportunities.

CSB and SJU produce outstanding student outcomes, regularly ranking among the top liberal arts colleges nationally. They are recognized as the top two colleges in Minnesota for securing jobs after graduation, are national leaders among baccalaureate institutions for study abroad participation, have been honored as top producers of Fulbright scholars, and maintain non-governmental observer status to the United Nations Framework Convention on Climate Change. Students benefit from more than 65 clubs and organizations, competitive NCAA Division III athletic programs in the Minnesota Intercollegiate Athletic Conference, and rich spiritual and cultural programming rooted in the institutions' Catholic and Benedictine traditions.

CATHOLIC AND BENEDICTINE IDENTITY

CSB and SJU are Catholic and Benedictine residential liberal arts colleges founded and enriched by Saint Benedict's Monastery and Saint John's Abbey. The academic communities at both institutions are dedicated to the intellectual, spiritual, and ethical formation of all members and to academic excellence in the search for truth. The founding and ongoing inspiration of the institutions is the Catholic intellectual tradition in the context of Benedictine values and spirituality.

The Catholic identity of these schools extends beyond religious sponsorship to encompass thoroughgoing engagement with the ideas and traditions of Catholic culture and thought. The intellectual life of the campuses

affirms the harmony of faith and reason, honors the full dignity of each person, and seeks to promote justice and the common good. The Benedictine character emphasizes community, hospitality, stewardship, respect for persons, and the integration of prayer and work that creates balance and wholeness in life.

As single-sex undergraduate institutions, CSB and SJU each maintain particular attention to holistic gender development within their respective missions. CSB's mission focuses on providing women the best undergraduate residential liberal arts education and fostering exceptional leadership for change. SJU's College of Arts and Sciences prepares young men to reach their full potential and lead lives of significance and principled achievement. SJU's School of Theology and Seminary educates women and men for ordained and lay ministry in the Catholic and Benedictine tradition.

In addition, CSB is home to nationally recognized graduate nursing programs, including Master of Science in Nursing and Doctor of Nursing Practice (DNP) degrees. These programs build on CSB's liberal arts foundation and Benedictine values, preparing advanced practice nurses and nurse educators who integrate clinical excellence, ethical leadership, and compassionate care in service to their communities.



ABOUT THE COLLEGE OF SAINT BENEDICT AND SAINT JOHN'S UNIVERSITY (CONT.)

STRONG INTEGRATION: A NEW MODEL OF COLLABORATION

In 2021, after decades of operating under a coordinate relationship, CSB and SJU adopted a groundbreaking new governance and leadership model known as Strong Integration. This transformation brought the institutions under unified leadership for the first time, with Brian J. Bruess, Ph.D., becoming the inaugural president of both institutions in July 2022. Under Strong Integration, CSB and SJU operate with a single president, an integrated leadership team, and unified administrative functions—while maintaining two legally distinct governing boards composed of the same trustees. This distinctive structure allows both institutions to honor their individual identities and corporate responsibilities while advancing a shared mission through collaborative governance and strategic alignment.

This innovative structure has allowed the institutions to develop more coherent strategic direction, achieve greater operational efficiency, make decisions with enhanced agility, and build a unified brand identity—all while preserving the distinctive single-sex missions and campus identities that make each institution special. The move to Strong Integration positions CSB and SJU to navigate the challenges facing residential liberal arts education with greater strength and sustainability than either could achieve alone.

FINANCIAL STRENGTH AND STABILITY

CSB and SJU maintain strong financial foundations, as evidenced by their U.S. Department of Education Financial Responsibility Composite Score of 3.0—the highest possible rating. CSB's operating budget is approximately \$52 million with an endowment of \$162 million; SJU's combined operating budget across three divisions (College of Arts and Sciences, School of Theology, and Artist in Residence) totals approximately \$60 million with an endowment of \$342 million.

Both institutions have demonstrated consistent financial discipline, effectively managing enrollment-related operating shortfalls through the prudent use of stewarded reserve funds, containing costs while continuing to invest strategically in key institutional priorities. Primary revenue sources include net tuition and fees (approximately 60% of budget), endowment and annual fund support (26%), and auxiliary operations (11%). Both maintain manageable debt levels. The move to Strong Integration has generated additional efficiencies and cost savings while positioning the institutions for greater long-term sustainability.

STRATEGIC DIRECTION: MOVING FORWARD, TOGETHER

CSB+SJU's current strategic plan, launched in 2023, is a rolling plan updated annually around three core directions: Mission Centered Practice, Financial and Operational Excellence, and The Student Experience. The plan emphasizes leveraging Benedictine wisdom and Catholic traditions to create inclusive, welcoming communities that empower students to solve society's most urgent problems; achieving sustainable balance between revenues and expenses through operational excellence and strategic resource allocation; and providing exceptional residential liberal arts education combined with compelling co-curricular experiences that prepare graduates to transform a world in need.

Central to this strategic direction is the True North Journey, a signature four-year experience that scaffolds academic advising, career development, and mentorship intentionally from day one. Every student receives personalized support from a True North Team including a Career Navigator, Academic Navigator, and Network Navigator who help connect purpose to real-world action. This Purpose-Driven Promise ensures graduates are prepared for tomorrow's workforce through integrated learning environments, meaningful experiential opportunities, and outcomes-focused development grounded in CSB+SJU's foundational values.

ACCREDITATION AND ACADEMIC QUALITY

Both CSB and SJU are accredited by the Higher Learning Commission, which has reaffirmed both institutions' accreditation for ten-year periods extending through 2027-2028. This accreditation reflects sustained commitment to academic quality, continuous improvement, and mission fulfillment across all programs and services.





APPLICATION PROCESS

The search for the College of Saint Benedict and Saint John's University's next Provost is being assisted by Maya Ranchod Kirkhope at Academic Search. Applications, nominations, and expressions of interest can be submitted in confidence to CSBSJUProvost@academicsearch.org.

Applications should consist of a substantive letter of interest addressing the candidate's qualifications and alignment with this opportunity, along with a current curriculum vitae. Both documents should be submitted as separate PDF files.

Though applications will continue to be accepted until the position is filled, only those materials received by **December 11, 2025** are assured full consideration.

The start date for the Provost is July 1, 2026.

EQUAL OPPORTUNITY AND NON-DISCRIMINATION

The College of Saint Benedict and Saint John's University are committed to working toward workplace and educational environments, as well as programs and activities, that are free from discrimination, harassment, and retaliation. CSB and SJU do not unlawfully discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, age, marital

status, disability, familial status, status with regard to public assistance, or other legally protected category or characteristic in their education programs and activities, admissions policies, employment policies and practices, and all other areas of the institutions.

Both institutions believe that excellent liberal arts education requires understanding and appreciation of cultural differences and that everyone deserves to feel safe and morally valued. To that end, CSB and SJU challenge their own practices and systems, incorporate inclusive values into all decision-making processes, and dedicate themselves to cultivating equitable, inclusive communities founded on respect for all persons.

DISABILITY ACCOMMODATION

Candidates requiring disability accommodations during the search process should contact CSBSJUProvost@academicsearch.org

The College of Saint Benedict and Saint John's University are proud members of the Council of Independent Colleges and are committed to the principles of shared governance, academic freedom, and the liberal arts tradition. Both institutions hold deep respect for the natural environment and demonstrate this commitment through sustainable practices across their campuses and in their academic programs.

ABOUT ACADEMIC SEARCH

Academic Search is assisting College of Saint Benedict and Saint John's University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

