



COLLEGE OF  
**Saint Benedict**

SAINT JOSEPH, MINNESOTA



# Presidential Search Profile





## The Search for the 15<sup>th</sup> President of the College of Saint Benedict

The College of Saint Benedict, one of the highest ranking Catholic liberal arts colleges for women in the country and the nation's only Benedictine college for women, is seeking its 15th president to succeed Dr. MaryAnn Baenninger, who will leave after 10 years of outstanding leadership. The new president is expected to take office on or about July 1, 2014.

Founded by Benedictine Sisters in 1913, the College of Saint Benedict (Saint Ben's or CSB) was among the first undergraduate women's colleges in the Upper

Midwest. Saint Ben's history is characterized by a fierce belief in the power of liberal education, an engagement with the world, responsiveness to the needs of society, an enduring commitment to its Catholic and Benedictine heritage and an unwavering focus on women's development as leaders, professionals and scholars. The institution envisions its future as grounded in these same commitments, and embraces the changes and challenges impacting the world with the same courage, strength and boldness of its foremothers.

The mission of the College of Saint Benedict is to provide for women the best residential liberal arts education in the Catholic university tradition. The College fosters integrated learning, exceptional leadership for change and wisdom for a lifetime.

Located on 315 acres in the **City of Saint Joseph**, Minn., the College of Saint Benedict is just one hour northwest of the Minneapolis-Saint Paul metropolitan area and 10 minutes from **Saint Cloud**, a regional center with a metropolitan area population of more than 200,000. The campus is an impressive combination of contemporary buildings and carefully restored and maintained turn-of-the-century buildings. The Benedicta Arts Center, long known as one of the Upper Midwest's most highly regarded cultural and performing arts facilities, underwent a major expansion in 2005 that garnered three architectural awards. The recently opened Centennial Commons is the first student housing in Minnesota to receive **LEED for Homes Platinum** Certification. Planning is underway for a new academic building to house the departments of psychology, economics, computer science and mathematics. This new building is also envisioned as a gateway to the campus.



## A Distinctive Partnership

Unique in all of higher education in the United States, the College of Saint Benedict is distinguished by its commitment to the development of women within the context of a unified, coeducational academic experience with its partner, Saint John's University, a college for men, located six miles to the west in Collegeville, Minn.

For 50 years, the College of Saint Benedict and Saint John's University (CSB/SJU) have engaged in a cooperative educational partnership unlike any other in American higher education. Begun as an experiment sharing a limited number of classes, the relationship has evolved continuously over the last four decades. Today it is among the most successful partnerships in American higher education, allowing the institutions to remain independent while at the same time providing a unique environment for development of young women and men and leveraging their combined resources to expand opportunities for students. This "coordinate relationship" offers a common undergraduate curriculum, unified academic departments, identical degree requirements and a single academic calendar. Students from both campuses attend classes together and have access to the facilities, programs and activities of the two institutions.

### The College of Saint Benedict commits the following to its students:

- A unified liberal arts curriculum
- An integrative environment for learning
- An emphasis on the personal growth of women
- An experience of Benedictine values grounded in a women's monastic community
- The opportunity to observe and practice leadership and service
- The capacity to make their place in the world

The College of Saint Benedict and Saint John's University share a common fundamental mission: to provide the very best liberal arts residential education in the Catholic university tradition. Each promotes an environment for integrated learning, attention to diversity, emphasis on the personal growth of women and men, and a commitment to Benedictine values. Operationally, the two institutions share one provost, one admission and financial aid office, and one planning and public affairs enterprise. In addition, many of the other divisions at each of the institutions share employees and programs. The boards of the two institutions meet both jointly and separately and have approved formal policies governing their relationship.

The faculty of the College of Saint Benedict and Saint John's University participates in institutional governance through the Joint Faculty Assembly and through its representatives on the Joint Faculty Senate and standing faculty committees of the Joint Faculty Assembly. The Joint Faculty Senate is charged to deliberate on undergraduate curricular matters, including admission and

graduation requirements; the general education requirements (the Common Curriculum); additions and deletions of majors, minors and programs; and other academic policies. The Joint Faculty Assembly along with the standing faculty committees actively participate in governance of both institutions by evaluating and making recommendations about tenure, promotion, sabbaticals, use of faculty development funds, compensation, benefits, assessment, curricular standards, budget priorities, capital requests and working conditions.

Within the fiercely competitive higher education marketplace, the coordinate relationship has enhanced the depth and breadth of student learning opportunities on both campuses and has insured the long-term viability and vitality of each institution. The relationship continues to grow and evolve. Both the College of Saint Benedict and Saint John's University deeply value their separate identities and describe their relationship as a "permanent arrangement of interdependence."



From Commencement 2013 through Commencement 2014, the College of Saint Benedict is celebrating its centennial year with a series of intellectual, inspiring, and lively events on campus and with alumnae around the world. Throughout the year, friends and alumnae of the college have gathered to celebrate a connection to the past, and to kick off the next 100 years in women's education with vision, imagination, and joy. More information about the centennial celebration is available at [csbcentennial.com](http://csbcentennial.com).



## A Commitment to Excellence

As Saint Ben's enters its second century, it has much to celebrate as a nationally recognized liberal arts college for women. The College:

- ranks among the top 100 liberal arts colleges in the country as rated by *U.S. News & World Report* in its most recent *Best Colleges* publication.
- together with Saint John's University, was granted a Phi Beta Kappa chapter in 2009, a significant achievement recognizing excellence in the liberal arts and sciences.
- was named for three consecutive years – with distinction – to the President's Higher Education Community Service Honor Roll, which recognizes colleges that integrate service learning into their curriculum and have made measurable impact in the broader community.
- with partner Saint John's University, received the Senator Paul Simon Award for Comprehensive Internationalization from the Association of International Educators; the highest award in international education, it recognizes five institutions nationally for outstanding and innovative achievements in campus internationalization.
- in three of the last four years was, with Saint John's, ranked first among liberal arts college for student participation in semester-long study abroad programs; 61 percent of CSB students study internationally in faculty-led programs on six continents.
- is on the forefront of sustainability; as a signatory to the American College and University Presidents' Climate Commitment, Saint Ben's has promised to incorporate sustainability into all facets of campus life. Saint Ben's was the first college in Minnesota, and one of nine in the U.S., to implement a water bottle policy that eliminates the sale and purchase of plain, plastic bottled water on campus. In addition, CSB has gone "trayless" in all dining facilities, and Centennial Commons is the first student housing in Minnesota to receive LEED for Homes Platinum Certification.
- celebrates strong cabinet-level leadership, including Provost Rita E. Knuesel, recipient of the 2013 CIC Chief Academic Officer Award in recognition of her contributions to colleagues at independent colleges and universities. Knuesel has served as provost of both the College of Saint Benedict and Saint John's University since 2007, preceded by a year as interim provost. She has made numerous presentations at the Institute for Chief Academic Officers and at the CIC Workshops for Department and Division Chairs on faculty development, gender education and development, learning communities, mentoring new faculty members, assessment and program review, and women mentoring women.

## The Academic Experience

The College of Saint Benedict and Saint John's University together offer 37 majors and 34 minors leading to a bachelor's degree, including interdisciplinary programs in gender studies, environmental studies, peace studies, Asian studies, and Hispanic studies. The curriculum is taught by more than 375 faculty, among them lay and Benedictine professors with diverse educational, cultural and religious backgrounds. Approximately 85 percent of the faculty is full-time, and approximately 80 percent holds the highest degrees in their respective fields. The student to faculty ratio is 12:1 and the average class size is 20. All classes are taught by CSB/SJU faculty members.

The College of Saint Benedict was named recently by its peers as one of the nation's 18 best teaching institutions among national liberal arts colleges (*U.S. News & World Report*). Small classes and labs promote student-faculty

interaction and students have opportunities for independent research both during the summer and the academic year. In recent years, CSB/SJU have tripled their funding for undergraduate research. The Undergraduate Research Program provides students with the resources to engage in intensive scholarship, research and creative work by providing grants to fund the production and presentation of student research and creative works, coordinating an annual day-long student conference and managing a thriving summer research program. In 2012 alone, the Celebrating Scholarship and Creativity Day included 457 student presentations, some including multiple student authors.

Learning takes place in a challenging, interactive environment where faculty and students build close relationships inside and outside of the classroom. Nearly 9 in 10 students identify a faculty member as a mentor or role model. Students and alumnae give high marks for the quality of the liberal arts experience. Service





## Accreditation

The College was successfully reaccredited by the Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools in August 2009. The College was judged to have completely met all five of the HLC accreditation criteria with no follow-up requirements. The College was invited to participate in a new Open Pathway to reaffirmation in 2017-18, and planning for that reaccreditation is already underway.

learning, which reflects an abiding commitment to the needs of the local and global community, is a meaningful part of the learning experience, with more than 40 percent of students taking at least one course with a service-learning component. CSB alumnae overwhelmingly indicate that they were well prepared for professional life after college, and that their college experience helped them to experience new ideas and combine them in creative ways.

Reflecting a commitment to global culture and citizenship, CSB/SJU are distinguished by an extraordinary international studies program, offering 16 faculty-led semester-long international study programs in 15 countries on six continents. In three of the past four years, the College of Saint Benedict and Saint John's University have ranked No. 1 nationally among baccalaureate institutions for the number of students participating in mid-length study abroad programs. In addition, the curriculum offers more than 200 on-campus courses with a global focus each year. The importance of educating students to have a multicultural, international understanding of the world is a central tenet of the educational experience.

### **The College of Saint Benedict, along with Saint John's University, is also accredited by the following organizations:**

American Chemical Society

The American  
Dietetic Association

Minnesota Board of Nursing

Minnesota Board of Teaching

National Association of  
Schools of Music

National Council for  
Accreditation of  
Teacher Education

Commission for  
Collegiate Nursing  
Education

## Student Profile

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The College of Saint Benedict today enrolls over 2,000 undergraduate women from 30 states and 24 countries. Its residential liberal arts education provides students with the framework for fulfilling lives of disciplined inquiry and leadership in careers devoted to the professions, public life and service to others. In the fall of 2013, approximately 80 percent of all new students came from Minnesota, most of those from the Twin Cities metropolitan area, and nearly 60 percent of students are Catholic. CSB/SJU have also made a strong commitment to increasing the racial and ethnic diversity of the student body. In fall 2004, American students of color made up less than 5 percent of all new students. By fall 2013 they comprised over 18 percent of all new students at CSB, exceeding the Strategic Directions goal. Another 3 percent of new entering students at CSB are international students.



Saint Ben's students are high achieving, confident women who describe themselves as driven, friendly and curious. The average new College of Saint Benedict student reports an ACT entrance exam score of 25.2. Nearly one in seven new entering students at the College in fall 2013 reported ACT scores in the top five percent of all test-takers nationally. Nearly 20 percent reported a high school grade point average of 4.0 and nearly one-third had grade point averages higher than 3.9. The College has an enviable retention rate. Each year, approximately 90 percent of all first-year students return for their second year, and more than 70 percent graduate within four years, rates that rank among the best in the country. In recent years, CSB students were the recipients of a Truman Scholarship, the Minnesota Psychological Association's Donald G. Paterson Award in Psychology, and Campus Compact's Newman Civic Fellowship. Upon graduation, 68 percent of Saint Ben's graduates find full-time employment in their field within one year after graduation, 20 percent seek continuing education, 8 percent volunteer, 2 percent find part-time employment and 1 percent are serving in the military.

## Student Life

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Student life is not only vital to the sense of community found at the College of Saint Benedict and Saint John's University; it is a fundamental part of the educational process. While committed to providing a unified educational experience for all students, each institution retains its own campus, residence halls, athletic programs and traditions. Through unique programming, each institution is committed to serving the needs of women or men. Over 85 student clubs and organizations sponsored by Student Activities and Leadership Development reflect student interests in academics, politics, social justice, sustainability, spirituality and faith development, the arts, athletics and recreation,

and intercultural exchange, and provide integral learning opportunities for students in order to enhance their overall educational experience.

Reflecting the Colleges' Benedictine heritage and values, life on campus is distinguished by an extraordinary sense of community, and more than two-thirds of students identify another student as a mentor or role model. More than 90 percent of all Saint Ben's students live in campus housing or in residence at a study abroad site, with most of the remainder living immediately contiguous to campus in the City of Saint Joseph. The College recently implemented a four-year residency requirement as an opportunity to enhance student learning and development from the first year through the senior year.



The Renner House, the College President's place of residence, was completed in 2005. The house was designed to provide a private living space for the president on campus, as well as to provide public hospitality. The house can host up to 70 people, and regularly serves as a reception hall, guest house, and dining facility for visiting dignitaries, as well as a home. The house offers 5,000 square feet of space, including 1,800 square feet for personal living space. The Renner House is named after S. Emmanuel Renner, Professor Emerita of History and President Emerita.

## **Benedictine Values**

The College of Saint Benedict and Saint John's University are guided by the Benedictine Values distilled from the Rule of Saint Benedict, written in the sixth century by Saint Benedict, the founder of the Benedictine monastic order.

### **Awareness of God**

To look for God not in the abstract but in the ordinary events of every day.

### **Community Living**

To become who we are by our relationships with others.

### **Dignity of Work**

To appreciate the dignity of work in God's creation.

### **Hospitality**

To offer warmth, acceptance, and joy in welcoming others.

### **Justice**

To work toward a just order in our immediate environment and in the larger society.

### **Listening**

To hear keenly and sensitively the voices of persons and all created beings.

### **Moderation**

To be content with living simply and finding balance in work, prayer, and leisure.

The College has a strong and historic commitment to women's development as leaders. The **Sister Nancy Hynes Institute for Women's Leadership** works to empower women to engage in inclusive dialog, reflective thinking and ethical action that celebrates and recognizes women as shapers of the world. Each year, up to 12 sophomore women are selected as Hynes Scholars, a yearlong cohort-based program that explores gender and leadership. This cohort engages in personal exploration and reflection, scholarship and dialog concerning the topics of gender and leadership, social justice, self-awareness and self-actualization as well as the opportunities and challenges of being women in today's society.

## Athletics

The College's commitment to leadership and women's development also is reflected in its exceptional athletic program. The **CSB Blazers** compete on 11 NCAA Division III varsity sports teams that regularly place among the top



teams in the Minnesota Intercollegiate Athletic Conference. Since 1988-89, the Blazers have placed fourth or better every year in the race for the Pat Wiesner Trophy, awarded to the top overall women's sports program in the conference. In addition to consistently fielding competitive teams, the athletic program at the College of Saint Benedict provides student-athletes with opportunities for leadership training, risk-taking exercise, community involvement and communication skills development. Blazer student-athletes also consistently earn top academic honors, both within the conference and within their national sport associations. The Student Athlete Advisory Committee is seen as a leader among its conference peers.



## Arts and Culture

Arts and culture hold a special place in the life of the College of Saint Benedict. The architecturally award-winning Benedicta Arts Center (BAC) is home to a **Fine Arts Program** that brings national and international artists to its stages and is active in commissioning new works of art that have their world premieres on the Saint Ben's campus. Reflecting the centuries-old Benedictine tradition of fostering the arts, the BAC serves the dual purpose of demonstrating the importance of the arts in an academic liberal arts environment and extending the College's resources into the civic community.

Founded in 1996 to foster creative writing, publishing and interaction between students and writers, the Literary Arts Institute (LAI) expresses the College's historic commitment to the written word. Each year, the institute sponsors visits by writers of national and international stature for lectures and residencies. LAI celebrates the College's heritage by promoting the work of the best contemporary writers and by giving voice to new and emerging writers through its three signature programs: Writers Writing, Welle Book Arts Studio and the Sister Mariella Gable Book Awards.

## A Tradition of Collaboration and Sponsorship

The Catholic character of the College of Saint Benedict has been and continues to be shaped by its founding community, the Sisters of the Order of Saint Benedict, who arrived in Minnesota in 1857 to begin a broad outreach that included opening hundreds of schools, hospitals and service ministries. Although founded and

sponsored by the Sisters of the Order of Saint Benedict, the College was separately incorporated in 1961 as a nonprofit corporation governed by a **board of trustees**. Benedictine women remain active today as teachers, mentors and administrators, and their presence in community life provides a strong and enduring sense of place for which the College is well known. Both the College and the Monastery remain committed to a collaborative union that seeks to preserve the College's original mission as a liberal arts college for women in the Catholic university tradition.

## Alumnae

In June, CSB hosted more than 1,400 alumnae from 38 states and seven countries for a once-in-a-lifetime All-School Reunion to kick off the College's centennial, "A Century of Connection." The fact that the College of Saint Benedict was established seven years before women had the right to vote demonstrates the courageous spirit and intellectual fortitude of the founding

### Benedictine Friends

In the late 1970s, a few students asked Vocation Director S. Eunice Antony how they could get to know some Sisters. Now 35 years later, in fall 2013, 175 first-year students asked to join what is known as the Benedictine Friends Program. Besides these 175 new members, more than 100 Sisters are Benedictine Friends to about 150 actively involved upper-class CSB students and countless numbers of alumnae of College of Saint Benedict. A core team, including a Sister in charge of the Benedictine Friends program and a select group of dedicated students, plans group activities throughout the year that draw more than 200 CSB students and Sisters at a time. Many of the students who join the Benedictine Friends Program as first-year students continue meeting with their Sister Benedictine Friend throughout their college years.





sisters. This same spirit and courage has persisted throughout the College's first century, and as a result, Saint Ben's women are deliberate, responsive and bold. They leave Saint Ben's not only prepared to pursue their careers, but also with a responsibility to engage their intelligence and to use their insight and confidence to face the world's greatest challenges.

The College's 21,000 alumnae live in nearly every state in the U.S. and in 52 countries around the world. Guided by Benedictine values and intellectual strength, they are forging paths of leadership within a broad spectrum of professional fields:

- **Organizational Leadership:** CEOs of for-profit and nonprofit companies ranging from energy and advertising/branding to social services and the arts. Currently two alumnae serve as college presidents.
- **Judiciary:** A Supreme Court justice in the Bahamas and the first female judge in Stearns County, Minn., are noted among several other judges in the U.S.
- **Government:** Several elected officials, state, federal, county and city administrators, foreign service officers and lobbyists, as well as the first woman appointed the director of corrections for the State of Oregon
- **Athletics:** Former executive director of the U.S. Olympic Training Center as well as many coaches, exercise physiologists and physical therapists
- **Education:** Several superintendents including the first female superintendent of the San Antonio School District and the 2013 Superintendent of the Year in Minnesota

- **Health Care:** CSB has a 30-year history of providing nursing students with a superior education that prepares them for contemporary nursing practice. Additionally, an increasing number of alumnae are becoming doctors and other professional health care providers. Two alumnae currently serve as chief medical information officers for hospital systems, including the Mayo Clinic in Rochester, Minn.

Humanitarian efforts, philanthropy and volunteerism are equally powerful ways in which Saint Ben's alumnae are making a difference in the world. They are founders of microsavings programs in South Africa, researchers of maternal and infant health issues, advocates for the poor and builders in developing countries. Saint Ben's graduates are breaking new ground and shattering glass ceilings.

The College believes that there is no greater value, no greater return on investment, than an educated, empowered woman who is grounded in liberal arts and given the tools and courage to change the world. At this critical time in the College's history — as we embark on our next 100 years — the torch has been passed to alumnae as the “sisters for the second century.” These talented, fierce women will keep the legacy of Saint Ben's alive and ensure that the next generation of women has the opportunity to experience Saint Ben's just as they did.

## Financial Future

True to the Benedictine values of simplicity and living in community, Saint Ben's is adept at financial stewardship. And, after 100 years, Saint Ben's continues to thrive financially. The endowment stands at \$52 million, and its annual operating budget is \$64 million. The College has delivered decades of balanced budgets and is

committed to building its financial strength. In 2008, the College completed an \$82.5 million capital campaign, which resulted in increased endowment, a new dining and conference center, a major addition to the Benedicta Arts Center and annual and endowed scholarship support, among other initiatives.

To ensure that this community of women continues to grow and to thrive for the next century and beyond, the College of Saint Benedict has begun the quiet phase of a \$125 million capital campaign, the largest in the College's history.

The campaign originated from **Strategic Directions 2015**, and it reflects the strategic priorities for the next 100 years. At the campaign's center is a new, sustainable academic building that will serve as a gateway to the campus and house the departments of computer science, economics, mathematics and psychology. The campaign will also expand scholarships to students, provide for the creation of new interdisciplinary academic centers focused on mentoring and scholarly activity and allow for completion of the first phase of renovations toward a world-class athletic and fitness complex. Together, these projects lay the foundation for Saint Ben's second century — fostering the living and learning experiences that prepare well-rounded women to be forces for good in the world.

Support from the community includes a national network of alumnae, parents and friends of the College. Current alumnae participation rate is 20.1 percent and the College has had increases in annual and overall giving the past two fiscal years. Continued growth in philanthropy will require the president and Institutional Advancement staff to deeply engage the community and identify new sources and strategies for contributed revenue.

## Presidential Qualifications and Qualities

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In addition to an earned terminal degree and significant demonstrated leadership in higher education, the next president will understand and embrace Benedictine values and the Catholic intellectual tradition. The successful candidate will demonstrate a number of presidential qualities, including the abilities to:

- Articulate the College of Saint Benedict mission and commitment to core liberal arts values in the education of women;
- Nurture a strong partnership with the president of Saint John's University;
- Co-lead the efforts of CSB/SJU to advance a strong academic ethos and national reputation, and facilitate a strong coordinate relationship;
- Promote women's leadership and serve as a role model for students as well as the larger Saint Ben's community;
- Understand the priorities and needs to be met in higher education both currently and for the future;
- Think strategically in positioning the College of Saint Benedict within the national and international higher education environment;
- Provide inspiration and vision in engaging others, both internally and externally, in the work of the College of Saint Benedict;
- Lead successful friend-raising and fundraising for the College through a demonstrated passion for the Saint Benedict mission, strong interpersonal skills, and the drive to pursue and secure major gifts;
- Communicate openly and directly with all Saint Ben's constituencies, addressing complex and sensitive issues inclusively and immediately;
- Participate actively in the life of the Saint Ben's community, and in the local communities of Saint Joseph and Saint Cloud, as well as in the Twin Cities, providing leadership in the best interests of students and their education;
- Understand the complexities of the financial pressures of higher education as it relates to revenues and expenses;
- Bring financial knowledge and a record of effective budget management, hiring and delegation;
- Ensure ongoing support for faculty and staff development;
- Promote and drive continuous innovation and improvement across the institution;
- Lead and manage change;
- Demonstrate genuine interpersonal skills that convey integrity, authenticity and humor.

## Application Procedures

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For more information about the College of Saint Benedict, please visit <http://www.csbsju.edu>. A site dedicated to the presidential search can be found at [www.csbsju.edu/x35171](http://www.csbsju.edu/x35171).

Maya Ranchod Kirkhope and Andrea Warren Hamos of Academic Search, Inc., Washington, D.C., are assisting the College of Saint Benedict with this search. Nominations and expressions of interest may be submitted electronically to: [CSBPresident@academic-search.com](mailto:CSBPresident@academic-search.com). Nominators or prospective candidates may direct inquiries or questions to Maya Kirkhope at (703) 380-9195 or [mrk@academic-search.com](mailto:mrk@academic-search.com) or Andrea Warren Hamos at (202) 263-7477 or [awh@academic-search.com](mailto:awh@academic-search.com).

To ensure full consideration, applications should be submitted by Jan. 24, 2014. Application materials

must be submitted electronically to [CSBPresident@academic-search.com](mailto:CSBPresident@academic-search.com). The packet should consist of a substantive cover letter addressing the leadership characteristics noted above, a resume, and full contact information for five professional references, none of whom will be contacted without the explicit permission of the candidate.

The search committee, co-chaired by Lynn Newman (current board chair) and Barb Melsen, will conduct neutral-site interviews in Minneapolis, Minn., in mid-February 2014, plans to invite finalists to campus in late February/early March, and hopes to conclude an appointment by mid-March. The successful candidate is expected to assume office during the summer of 2014. All nominations, applications and inquiries will be held in full confidence until finalists are identified for on-campus interviews.

*Women and people of diverse racial, ethnic and cultural backgrounds are encouraged to apply. The College of Saint Benedict/Saint John's University are EEO/AA employers.*