Presidential Search Profile
Saint John’s University

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Saint John’s University, a selective, national liberal arts college for men located one hour northwest of Minneapolis-St. Paul in Collegeville, Minnesota, is seeking its 13th president to succeed Fr. Robert Koopmann, OSB, who has chosen to return to the faculty at the conclusion of his term on June 30, 2012.

The following profile provides nominators and applicants with information about the university, its presidency, and participation in the search.

**History and Location**

Set amid 2,700 acres of wetlands, several lakes, an oak savanna, a restored prairie, and hiking trails that wind through an extensive pine and hardwood forest, the Saint John’s University and Abbey campus is remarkable in its natural beauty. The landscape inspires spiritual and artistic reflection and fosters the Benedictine traditions of land stewardship, education and environmental respect.

Founded in 1857 by the Order of Saint Benedict, Saint John’s is one of the nation’s great Catholic liberal arts colleges, imbued with a rich tradition of Catholic intellectual thought. It is the longest continuously operating college in Minnesota, founded one year before Minnesota statehood. Saint John’s is the first Catholic institution in the country to hold an endowed chair in Jewish studies, and is also the birthplace of Minnesota Public Radio.

Saint John’s inspires undergraduate men to new heights of intellectual, spiritual, physical and social development informed by ethical reflection and grounded in the Catholic and Benedictine tradition. It distinguishes itself by offering a robust undergraduate liberal arts program, graduate theological education, preservation of arts and culture, and environmental stewardship and sustainability. The university focuses on academic excellence, a sense of place, and the enduring involvement of its alumni (*Johnnies*).
Saint John's University today enrolls nearly 1,900 undergraduate men from 36 states and 29 foreign 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. The average first-year Saint John's student has graduated in the top 25 percent of his high school class, with nearly one third graduating in the top 10 percent. The typical student reports an ACT entrance exam score of 26, placing him in the top 15 percent of all test takers nationally.

Saint John's University is one of four men's colleges in the United States but is the only school in the country engaged in a coordinated relationship with a similarly successful women's institution. It is distinguished by its commitment to the development of men within the context of a unified, coeducational academic experience with its partner, the College of Saint Benedict, a women's college, located six miles to the east in the city of St. Joseph, Minnesota.

Saint John's is just one hour northwest of the Minneapolis-St. Paul metropolitan area and 20 minutes from St. Cloud, a regional center with a metropolitan area population of more than 150,000.

In addition to the liberal arts undergraduate program, the university includes a graduate School of Theology and Seminary, which offers master's degrees in theology and ministry to women and men, preparing them to use their diverse gifts to transform the world. Its Hill Museum & Manuscript Library, an international center for the preservation of manuscripts, was the recent recipient of the National Medal for Museums and Library Service. The university is also home to The Saint John's Bible and other sponsored programs.

_A Distinctive Partnership_

For more than 45 years, the presidents of Saint John's University and the College of Saint Benedict 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 two institutions to remain independent while at the same time leveraging their combined resources to expand opportunities for students. Saint John's University and the College of Saint Benedict 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, exceptional leadership, and fulfilling Benedictine values.

More than half of all staff work on behalf of both institutions and serve a common academic mission. For example, operationally, the two institutions share one provost, one admission and enrollment management team, and one planning and communication function. They offer 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 two colleges. All facilities and most programs are open to students at both campuses. Yet, each institution retains its own campus, residence halls, athletic programs and traditions. Each is committed to serving the specific needs of the gender it represents. At Saint John's, men's programming is incorporated into all areas of student life with a commitment to the holistic development of men and increasing men's involvement in community activities.

Together, Saint John's and Saint Benedict's enroll approximately 4,000 students, with 52 percent women and 48 percent men. Their combined enrollment creates the largest undergraduate liberal arts college in the country, thereby providing students with more academic and extracurricular opportunities.

The governing boards of each institution meet both jointly and separately and have approved formal policies governing their relationship. Within the fiercely competitive higher education marketplace, the partnership 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 Saint John's University and the College of Saint Benedict deeply value their separate identity and describe their relationship as a "permanent arrangement of interdependence."

Student Profile

Saint John's University enrolls high achieving, confident men. The university is committed to educating leaders of competence, conscience, and compassion who will help fashion a more just, humane, and sustainable world. Though three-quarters of all new students applied to at least three colleges, more than 80 percent said that Saint John's was their first-choice institution, well above average for new entering private college students nationally. Twenty-three percent of entering Saint John's students indicated that neither parent had a baccalaureate degree. The university has an enviable retention rate. Each year, more than 90 percent of all first-year students return for their second year, ranking among the best in the country.

Nearly all students are traditional college-age, attend full time and live in the residence halls. Approximately 80 percent are from Minnesota, with 42 percent from the Twin Cities metropolitan area. The university has made a strong commitment to increase racial and ethnic diversity. Today, 10 percent of the student body is composed of American students of color. The university has been particularly successful enrolling international students, who this year come from 29 countries and make up 6.4 percent of the student population.

In 2011, Saint John's graduated the largest undergraduate class in school history – 475 men; of these, 62 students graduated with honors. More than three-quarters of SJU students graduate within four years which is well above the national average for private colleges.

Tuition and fees at Saint John's for the 2011-12 year total $33,606, plus an average of $8,344 for room and board. Saint John's awarded $46.3 million in financial aid last year ($26.4 million of that in institutionally-awarded grants and scholarships) and 93 percent of the student body received scholarship or grant assistance.
The Academic Experience

Saint John’s University and the College of Saint Benedict together offer 36 majors and 32 minors leading to a bachelor’s degree, including interdisciplinary programs in environmental studies, peace studies, Asian studies, and Latino/Latin American studies. The curriculum is taught by more than 359 faculty, among them lay and Benedictine professors with diverse educational, cultural, and religious backgrounds. More than 80 percent of the faculty are full time, and approximately 80 percent hold the highest degrees in their respective fields. Student-to-faculty ratio is an enviable 11:1 and the average class size is 20. No classes are taught by teaching assistants.

Faculty members excel in research and scholarship, in addition to their primary commitment to teaching. Attesting to the distinction of the two institutions, each has been named recently by their peers as one of the nation’s 27 best teaching institutions among national liberal arts colleges (U.S. News). 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, the two institutions have tripled their investment in research opportunities and have created the Undergraduate Research Program to promote research and assist students in identifying and applying for external research opportunities.

Learning takes place in a challenging, interactive environment where students and professors get to know each other on a first-name basis. Nearly nine in 10 students identify a faculty member as a mentor or role model. Students and alumni give high marks for the quality of the liberal arts experience. Service learning, which reflects an abiding commitment to the needs of the local and global community, is a signature activity of the learning experience. Through the Service Learning Program, students apply classroom learning to community service projects. More than 40 percent of students take at least one course with a service-learning component. In October 2009, Saint John’s University and the College of Saint Benedict achieved the significant accomplishment of being granted a Phi Beta Kappa chapter.

Reflecting its commitment to global culture and citizenship, the two institutions are distinguished by an extraordinary international studies program, offering 15 faculty-led semester-long international study programs in 14 countries on six continents. For the second consecutive year, Saint John’s University and the College of Saint Benedict ranked No. 1 nationally among baccalaureate institutions with students who participate in mid-length study abroad programs, according to Open Doors 2011, the annual report on international education published by the Institute of International Education (IIE). The two schools had 367 students study abroad in mid-length programs during the 2009-10 school year. CSB and SJU have been among the top six
nationally in the number of students participating in international study abroad programs for the past seven years. This year, both CSB and SJU were cited with just 25 other institutions for the quality of their study abroad program. The importance of educating students to have a multicultural, international understanding of the world is a central tenant of the educational experience. In addition to international study, the curriculum offers more than 200 on-campus courses with a global focus each year.

Exceptional Alumni

Saint John’s University has more than 24,000 alumni living in all 50 states and around the world. It counts among its alumni two U.S. senators, college presidents, CEOs of Fortune 500 companies, Supreme Court justices, noteworthy entrepreneurs, Bishops and Abbots, Broadway actors, distinguished scientists, army generals, the founder of Minnesota Public Radio, and a 9-11 national hero.

The university’s graduates report exceptional outcomes. Nearly 30 percent of all alumni have earned a graduate degree. Among graduates of just the last 25 years, 55 percent have either completed their graduate degree or pursued at least some graduate education. Fully nine in 10 graduates from the last 25 years say that they would choose Saint John’s University again if they could start college over. One-third of all Saint John’s alumni give each year, an alumni participation rate that significantly exceeds the average for Minnesota’s private colleges. The university’s alumni also contribute thousands of hours of service to current students each year through mentorship programs, career advising, and classroom participation.

Saint John’s alumni have a strong loyalty and affinity to their alma mater. The university boasts an active alumni association, as evidenced by a consistently strong turnout at reunions and other alumni events and activities. The motto of the alumni association is “Once a johnnie always a johnnie,” and the strength and visibility of the johnnie network is best summed up by a recent comment of a University of Minnesota graduate who said, “There aren’t a lot of johnnies, but you guys are everywhere!”

Accreditation

The university completed its reaccreditation visit in fall 2008 and was successfully reaccredited by The Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools for a full 10 years. The university was judged to have completely met all five of the HLC accreditation criteria with no follow-up requirements.
Student Life

Saint John’s University hosts more than 80 student clubs and organizations that reflect student interests in academics, politics, social justice, sustainability, spirituality and faith development, the arts, athletics and recreation, and intercultural exchange. Approximately 65 percent of the student body is Catholic. Reflecting the institution’s Benedictine heritage and values, life on campus is distinguished by an extraordinary sense of community. Students overwhelmingly describe the university as a friendly, fun community, and more than two-thirds identify another student as a mentor or role model. More than half the student body volunteers locally and globally through a number of outreach programs and service clubs.

Men live on the Saint John’s University campus while women live on the College of Saint Benedict campus. Each campus has its own library, athletic facilities, dining areas and residence halls, providing opportunities of a large school while enjoying the tight-knit community of a smaller campus. The majority of students live in campus housing, with most of the remainder living immediately contiguous to campus. The Faculty Resident Program at Saint John’s is a distinctive part of campus life whereby Benedictine professors and administrators live in the residence areas and serve as adult mentors. The program has been cited by external assessment teams as one of the major strengths of the university.

Saint John’s and Saint Benedict’s are members of the Minnesota Intercollegiate Athletic Conference and together have 23 teams that compete in NCAA Division III and 11 competitive club sports that participate in regional and national competition. Each campus has its own exceptional athletic facilities. The johnnies, competing on 13 varsity sports teams at the NCAA Division III level, regularly place among the top teams in the Minnesota Intercollegiate Athletic Conference (MIAC). Best known for its winning tradition on the gridiron, the Saint John's football program has the best winning percentage in NCAA Division III history and has won 29 MIAC conference titles and four national championships. Its celebrated coach, John Gagliardi, is the top coach in college football and the first active coach to be inducted into the College Football Hall of Fame. Most johnnies also participate in intramural leagues and on club sports teams.
A Sense of Place and Beauty

The buildings at Saint John’s date from the 1860s and are arranged in a series of quadrangles and courtyards. The Abbey and University Church, one of 10 campus buildings designed by Marcel Breuer, commands a central presence. With its towering bell banner and six-story wall of stained glass, the church is among the most striking pieces of 20th century architecture in the country.

Saint John’s is the home of The Saint John’s Bible, the first handwritten, illuminated Bible commissioned by a Benedictine monastery in the western world in more than 500 years. All 73 books from the Old and New Testaments presented in seven volumes are at home at Saint John’s. Touring exhibits of The Saint John’s Bible in the United States and England have been viewed by more than one million people.

Governance

Saint John’s University was recently incorporated as a civil entity governed by an independent board of trustees. The Order of Saint Benedict and the board of regents (to be the board of trustees effective July 1, 2012) approved this newly configured governance and management structure for the university in the fall of 2011. After a year of transition, the new structure will become fully effective on July 1, 2012. Prior to this recent change, Saint John’s University was one of four divisions operating within the corporation of the Order of Saint Benedict. The other corporate divisions are Saint John’s Abbey, Saint John’s Preparatory School, and the Liturgical Press. Under the new configuration, Saint John’s University will continue to enjoy the benefits of “the larger Saint John’s community” that create a distinctive environment for undergraduate and theological education but will have more self-governing responsibility through its board of trustees. The president will report to the board of trustees.
The Saint John's presidency presents a unique leadership opportunity. This institution is the only Catholic, liberal arts men’s university of its size and the only school in the country engaged in a coordinated relationship with a similarly successful women’s institution. Together Saint John’s University and the College of Saint Benedict are on their way to becoming the finest Catholic liberal arts institutions in the country.

The successful candidate will possess the vision, leadership, and commitment to engage the faculty, staff, students, and alumni in fulfilling the university’s mission while continuing to raise the university’s academic profile and national reputation. The appointment of the president is expected to take effect on or around July 1, 2012.

The new president will join a supportive community of staff, students and faculty, including an outstanding senior cabinet and dedicated board, to continue and expand the university’s forward momentum in the following areas:

**Addressing the Future**

In 2010, the board approved a strategic plan for the university, mapping its future through 2015. The plan seeks to secure the university’s place among the nation’s great Catholic liberal arts institutions, by providing the best holistic learning experiences for men in the country. The nine-point plan addresses the university’s challenges and opportunities. The Saint John’s community is continually planning, implementing and assessing goals to move the university forward. As with any business or academic institution, it is important that Saint John’s understands and communicates its unique identity as it moves to attract students. In this regard, there is great support for continuing the university’s focus on academic excellence and further defining its distinctions.

Although Saint John’s has held steady on enrollment for the past few years, largely meeting its enrollment projections and residential capacity,
the current student demographics are fluctuating, with fewer college-bound students in Minnesota and fewer students who can afford private school tuition. It has become clear that there are likely to be fewer students in the university’s traditional demographic pool of predominantly white Midwestern males. Currently, more than 90 percent of the students receive some form of financial aid, and the university has made real strides in recent years to improve diversity in all ways, from socioeconomic to ethnic and racial representation. The commitments to diversity and to preserving both the university’s national reputation and academic profile are ongoing and essential.

In order to attract enrollment Saint John’s will need to reach beyond its traditional student base to attract more first-generation, ethnically diverse students from urban and suburban schools as well as attract a more national enrollment. Saint John’s enrollment remains strong, but it is important to be conscious of the national challenge, and pay particular attention to what men need and want from college.

The president will provide leadership in accomplishing these goals through expansion of national recruitment and representation of the university to a broad higher education audience. The new president will bring leadership for connecting a rigorous liberal arts curriculum with opportunities for the ethical, social and spiritual development of men, guided by Benedictine values and principles.

Securing Resources

Saint John’s University has enjoyed careful financial stewardship throughout its nearly 154-year history. The current endowment is $160 million and the operating budget is $70 million. A successful capital campaign, raising $145 million for the university, was completed in 2008, and the university is now entering the silent phase of another campaign with a similar goal. The university has enjoyed good support from both friends and alumni, with 34 percent of alumni contributing to the university on an annual basis, bringing in $3 million per year for the annual fund.

As it is for most colleges and universities, financial management is a major focus for Saint John’s as it attempts to attract the best faculty, manage tuition costs, provide scholarship support, and generate new programming and learning opportunities. The challenges posed by competitive markets, changing demographics, aging infrastructure, energy and health-care costs, and unfunded student aid point squarely to the need for a higher endowment going forward.

The president must effectively articulate the mission and vision of Saint John’s University to many diverse audiences in order to actively engage them in financial and volunteer support for the institution. The president must energetically and persuasively represent Saint John’s to alumni, friends, corporate and foundation leaders, employees, and peers while working with the development staff and the board to identify new sources of funding and successfully engage the extended community in the work of the university.
Building Community

The president of Saint John’s will cultivate an environment that promotes trust and engages the academic and Benedictine communities in maintaining community at all levels. The next president will be a visible and active member of the academic community and the extended campus community of Saint John’s, while maintaining a presence for the institution with many external audiences. The president will also be Catholic and will participate in the faith and worship life at Saint John’s. The president’s ability to encourage and facilitate open communication and mutual respect at all levels will provide the environment necessary for the successful work of the university.

Leading Coordinate Collaboration

The president of Saint John’s will work in close collaboration with the president of the College of Saint Benedict to strengthen national identity and reputation, advance student achievement, support faculty research and scholarship, and enable faculty participation in national initiatives. The institutions’ shared values and the close working partnership of their respective presidents and governing boards provide a leadership model unlike any other in higher education. Teamwork, diplomacy, professional trust, multilateral decision-making, and maximizing the use of resources while preserving the individual integrity of two exceptional institutions are just a few of the assets of this special partnership. The Saint John’s president is a role model for these important leadership values.

Board Development

By all accounts, the 44-member Saint John’s Board of Regents is second to none in devotion to the university. Over the years, engaged board leadership has raised the board’s level of performance through a structured and detailed annual agenda and work plan, a more intentional recruitment of new board members, an increased involvement of the board in fundraising, and by greater attention to “best practices” in board conduct. At this time, the board needs to increase its capacity for a stronger, direct role in fundraising. The president’s outreach and skills will be essential to growing a stronger board. The board will look to the next president for guidance as it prepares to support all aspects of the strategic plan.
Presidential Qualifications

In addition to an earned terminal degree and significant demonstrated leadership in higher education, the next president will be a person with high energy, good humor, highly developed people skills, excellent public speaking and communication skills, and a can-do spirit. The next president will be a Catholic with a deep appreciation of Benedictine values, who can ensure the ongoing Catholic and Benedictine character, mission, and identity of the university. The successful candidate will possess demonstrated skill and capacity to provide leadership in the following areas:

- Serve as the intellectual leader of the campus

- Enhance the visibility of Saint John’s as a premier liberal arts college based on the Catholic intellectual tradition and excellence in every facet of the educational enterprise

- Enhance and strengthen strategic directions that will enable Saint John’s to flourish in the coming years

- Value and support an academic community focused on the development of the whole person through the curriculum, co-curriculum and residential life

- Demonstrate a habit of decision-making that is reflective, data-supported, mission-driven, consultative, and firm

- Demonstrate an interest in and ability to work in strong collaboration with the College of Saint Benedict, and be a full partner with the president of the College of Saint Benedict

- Exhibit a facility to nimbly lead a complex institution

- Build and maintain a collaborative and supportive community, sustaining the strong relationship with Saint John’s Abbey

- Demonstrate success in working with faculty and faculty governance

- Be the face of the institution in terms of presence to the external community, and demonstrate skills in community relations and public speaking

- Work both internally and externally to enhance a culture of philanthropy and actual fundraising success

- Have experience with and knowledge of budgets and budget oversight, including collaboratively setting budget priorities

- Demonstrate knowledge of enrollment management issues with a vision for sustaining and building a strong and diversified undergraduate student body

- Understand and communicate the broader issues driving the national higher education agenda, including global and gender issues
Application Procedures

Board member and alumnus Dr. Kenneth Roering chairs the 17-member board-appointed presidential search committee. The search committee will begin a review of applications on January 9, 2012. It expects to conduct neutral-site interviews February 15 and 16 in Minneapolis, plans to invite finalists to campus during the week of February 20, and hopes to conclude an appointment by early March. The successful candidate would assume office during the summer of 2012; some flexibility on the start date is possible.

To apply, candidates should address a reflective letter of interest to Dr. Roering, the search chair, addressing the ways in which they meet desired presidential characteristics and their background in relation to the challenges and opportunities described above. Applications should include a current résumé and the names and phone numbers of at least five professional references (these will only be called at a later, semifinal stage, with the candidate's foreknowledge). Letters of nomination and reference are not requested. By university policy and search-committee affirmation, information from and about all candidates will be kept in strict confidence. Send materials as an e-mail attachment in Microsoft Word to saintjohns@academic-search.com.

Saint John's University is being assisted by Dr. Jacqueline Doud and Maya Kirkhope of Academic Search, Inc. in Washington, D.C. Dr. Doud may be contacted at jpd@academic-search.com and (310) 597-9042; Ms. Kirkhope can be contacted at mrk@academic-search.com and (703) 380-9195. Please visit the Saint John's University website at http://www.csbsju.edu/About/Saint-Johns-University.htm for more information.

Women and people of diverse racial, ethnic, cultural backgrounds and persons with disabilities are encouraged to apply. Saint John's University is an Affirmative Action/Equal Opportunity Employer.