



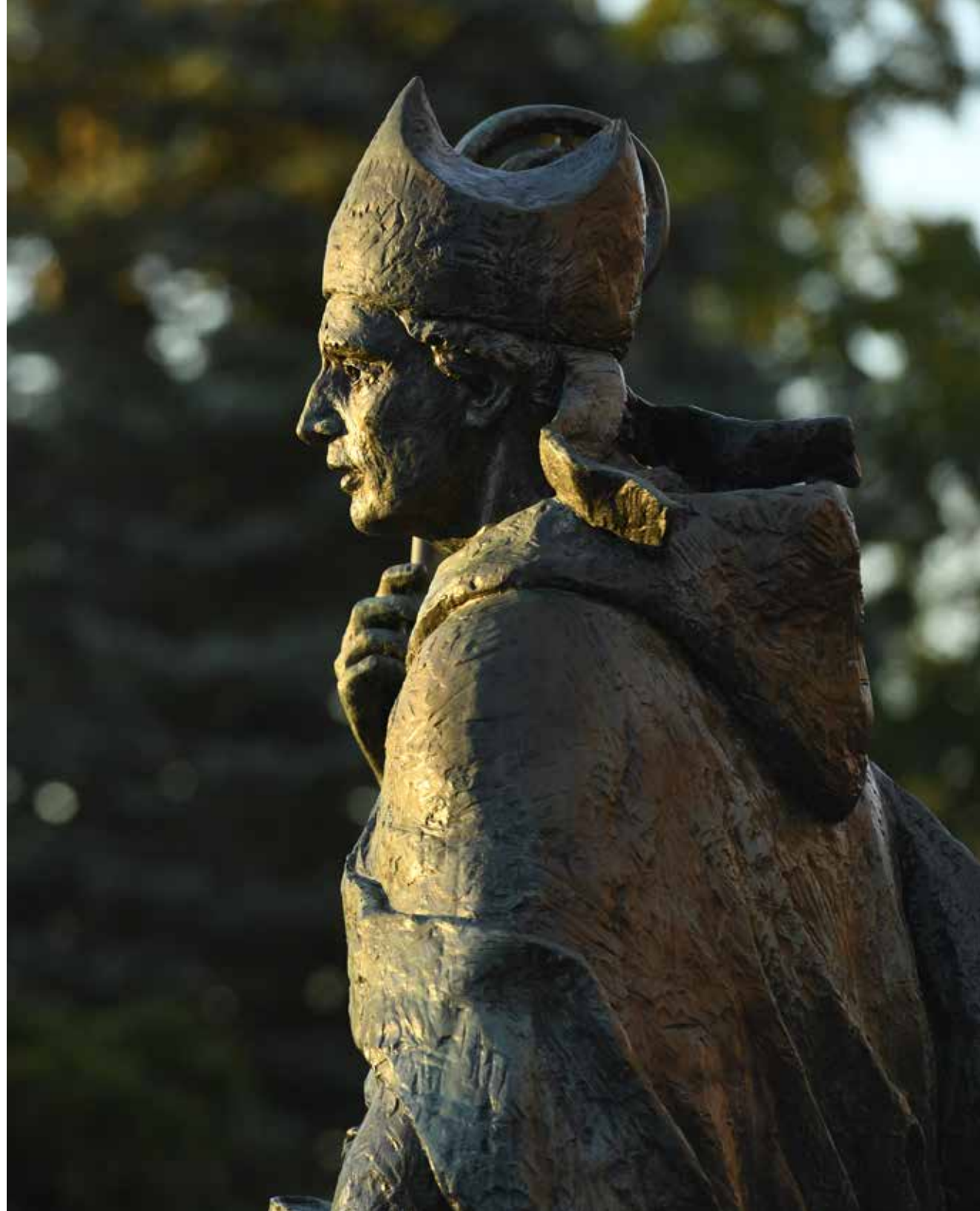
LEADERSHIP PROFILE
VICE PRESIDENT
FOR ACADEMIC AFFAIRS



MISSION

Saint Anselm College is a Catholic, Benedictine institution providing all its students a distinctive liberal arts education that incorporates opportunities for professional and career preparation. It does so in a learning community that encourages the lifelong pursuit of the truth and fosters intellectual, moral and spiritual growth to sustain and enrich its graduates' personal lives, work, and engagement within local, national, and global communities.

For more than 130 years, Saint Anselm College has remained committed to its mission and tradition, constantly building on its strengths and evolving to meet the changing needs of its current and prospective students. What makes an Anselmian education distinctive and exceptional are students' deep involvement and integrative growth guided by a Benedictine-inspired educational philosophy.





COLLEGE LEADERSHIP & STRATEGIC PLAN

In July of 2019, Saint Anselm College appointed Dr. Joseph A. Favazza its 11th president. In partnership with the Board of Trustees and the entire College Community, Dr. Favazza launched a new strategic planning process to build on the College's history of success while positioning it solidly for the next decade.

Unyielding in its pledge to student success, grounded in the liberal arts tradition, and informed by the Benedictine values of community, hospitality, and stability, our Vision 2025 strategic plan will guide Saint Anselm College to be recognized for delivering an inclusive, innovative, and transformative educational experience whose graduates are distinguished as engaged citizen-leaders who think critically, demonstrate empathy, and are committed to social justice and the common good.

The Strategic Plan is built around key “pillars” to drive our progress:

ACADEMIC INNOVATION: Saint Anselm College will create an environment that fosters innovation, drives change for the better and challenges the status quo, while maintaining high standards of academic achievement in teaching and learning, research and study. We will explore adding new graduate programs, new certificate programs, interdisciplinary teaching and research and better enable transfer students and non-traditional students to access a Saint Anselm education.

TRANSFORMATIVE LEARNING & CAREER PREPARATION: Saint Anselm College pledges to create and promote an engaged student journey that integrates academic learning and individual development and formation helping prepare students for life and career. We will craft engaged learning programs that bridge classroom learning with additional high impact experiences synthesizing them into a unique compelling story about what they envision their “good life” to be and their post-graduate journey.

PARTNERSHIPS: Saint Anselm College will develop transformative alliances with institutions, businesses, and organizations both on and off campus with the determination to creatively achieve mutually beneficial goals, extend the positive brand of Saint Anselm College, and utilize

curricular and co-curricular resources to expand experiential learning and facilitate employment opportunities for students.

ACCESS & SUCCESS: Saint Anselm College is committed to developing and implementing a Diversity, Equity, and Inclusion Action Plan that will enhance transformative learning, improve educational access, retention and graduation rates, strengthen career preparation for civic participation, and ensure that our future enrollment reflects the demographic shifts that will sustain the College.

STEWARDSHIP: Saint Anselm College will make certain the viability of this plan and enable optimum achievement of the strategic pillars by leveraging the institution's financial resources, physical assets and human capital. In addition, the College will secure its long-term financial stability including revenue diversification initiatives, optimization of resources, and improved financial transparency.

As part of the Strategic Plan - Saint Anselm College is seeking a new **Vice President of Academic Affairs** to help accelerate our academic innovation, transformative learning and partnerships.





THE POSITION — VICE PRESIDENT FOR ACADEMIC AFFAIRS

The Vice President for Academic Affairs (VPAA) will be a visible leader on campus, with an impressive record of scholarship and teaching. The VPAA must be a seasoned administrator with experience in higher education who can build upon Saint Anselm's legacy while providing vision and leadership to foster academic excellence and innovation and fulfill the College's Catholic, Benedictine mission.

The VPAA oversees all academic deans, departments, and programs as well as a variety of academic support functions. The VPAA will work alongside a highly talented and passionate faculty to ensure that academic affairs plays a central role in recruiting, retaining and serving students at the College.

The scope of the role includes almost 2,000 undergraduate, graduate, and professional students; over 90 academic programs; nearly 221 faculty (full- and part-time); and 85 administrators/staff.

A demonstrated understanding of and commitment to the liberal arts tradition and the connectivity between programs and the interdisciplinary opportunities across the College will be key to the VPAA's role in supporting implementation of the Strategic Plan. Ideal candidates will have experience in thinking creatively and implementing new academic programs, building consensus across the College community, driving the allocation and reallocation of resources appropriately, while staying true to the academic mission.



PRIMARY DUTIES & RESPONSIBILITIES

The Vice President for Academic Affairs serves as the chief academic officer for the College, responsible for all academic-related affairs and leadership. The Vice President is responsible for developing and implementing the College's academic plan and promoting academic excellence through collaboration, cooperation and teamwork across the College. In this work, the VPAA will:

- Provide dynamic, visionary, and strategic leadership and management of academic affairs; oversee academic strategic planning that advances the College's mission.
- Ensure effective operational and fiscal management of academic departments and services to achieve student centered and fiscal objectives.
- Provide leadership, management, and guidance to the academic programs and departments including academic deans, endowed chairs, sponsored programs and research, the Geisel Library, Registrar, International Programs, Academic Resource Center, Centers for Academic Excellence, and the Career Development Center.
- Oversee faculty and academic staff recruitment and development in coordination with the Dean of the Faculty.
- Serve as a member of the Senior Administrative Leadership Team and as a resource for the Academic Affairs Committee of the Board of Trustees in developing, communicating, and implementing the College's academic priorities.
- Work in close collaboration with the President, the Board of Trustees, and various College constituents to develop, implement, and communicate academic growth and success metrics, curriculum development strategies, and continue to raise the profile of the College.
- Collaborate with the President, Faculty, Staff and monastic leadership to provide outstanding care and success for students and ensure that the academic vision integrates with the College's Catholic and Benedictine identity and mission.
- Partner closely with the Executive Vice President, Chief Diversity Officer, Vice Presidents of Advancement, Enrollment, and Student Affairs to develop and promote mission, academic and student life through innovative recruitment, enrollment, and retention strategies.
- Collaborate with the Vice President of Enrollment, Deans, and Faculty to inspire the development of new and innovative programs that appeal to the intellectual curiosity and career aspirations, whether academic or professional, of today's students.

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PRIMARY DUTIES & RESPONSIBILITIES *(continued)*

- Coordinate the development of a clear, comprehensive marketing plan that unites the efforts of College Leadership and Faculty to promote Saint Anselm College.
- Ensure that all standards and requirements of the New England Commission of Higher Education accreditation process are delivered; assure adherence to College policies and procedures and compliance with rules, regulations and laws of federal, state and accrediting agencies; and serve as the representative to educational and accrediting agencies on behalf of the President.
- Establish priorities and plans for academic program development, delivery, and assessment; demonstrate commitment to an environment that encourages faculty to create positive and innovative learning opportunities; promote and facilitate innovations in teaching and learning and supporting technologies and infrastructures.
- Oversee student-centered engaged learning opportunities as a Top 5 College in New England for Engaged Learning through our Meelia Center for Community Engagement; 50+ study abroad opportunities as well as our Hilltop campus in Orvieto, Italy; a robust internship program at the Career Development Center; and an emergent undergraduate research program with an opportunity for expansion beyond the existing New Hampshire IDeA Network of Biological Research Excellence (NH-INBRE) Biomedical grant funding over 50 student researchers each year.
- Support and promote academic centralities of learning through our renowned New Hampshire Institute of Politics, Center for Ethics in Society, Honors Program, Center for Teaching Excellence, The Institute for Saint Anselm Studies, and the launch of the capital campaign for the Gregory J. Grappone '04 Humanities Institute.
- Develop and implement major initiatives of the College's strategic plan, Vision 2025, including sustained commitments to a student-centered focus; diversity, equity, and inclusion; a transformational learning environment; and an innovative organizational culture.
- Champion the College's strategic goals for campus-wide diversity and inclusiveness, seeking out evidence-based approaches to improving student outcomes, embracing national reform initiatives and "best in class" innovations that prioritize student-centered pedagogy, including equitable policies and practices in all academic environments.
- Promote a transformative living/learning environment and academic innovation to create mission-aligned experiences for students that develop engaged citizen-leaders who think critically, demonstrate empathy, and are committed to social justice and the common good.





DESIRED QUALIFICATIONS & EXPERIENCES

Candidates must have earned a doctoral degree. The successful candidate will have been a tenured faculty member in a current or prior position and possess proven administrative leadership experience in academia.

This opportunity requires a strong and thoughtful leader with the vision and execution skills to move programs forward in an innovative and nimble way while honoring the Catholic and Benedictine mission.

The VPAA role will provide visionary leadership that allows Saint Anselm College to continue to strengthen its liberal arts core while also responding to the needs of students entering the contemporary workforce. The role will require shepherding the academic program grounded in the liberal arts while building out our pre-professional undergraduate programs, graduate programs, and experiential offerings to elevate the College's stature regionally and nationally.

Candidates must possess experience supporting and advocating for all students, faculty, and staff while ensuring that all constituents enhance and improve their knowledge, methods of pedagogy and familiarity with supporting technologies that speak to the aspirations of today's students.

Key Experiences & Traits Must Include:

A leader who is eager to advance and support the College's mission through its Catholic and Benedictine identity.

Strong ability to build innovative new programs that will leverage the College's strong liberal arts heritage and position new programs for today's students and the rapidly changing global environment.

Ability to work with a diverse group of constituencies with differing opinions and build consensus toward a shared academic goal. Demonstrated adaptive leadership skills to work across and collaborate with the senior leadership and various stakeholder groups of the College to develop a newly established and shared vision.

An experienced educator who has participated in successful academic program review processes, revitalization efforts, the creation and implementation of new academic initiatives and programs — one who is creative in identifying new market/program opportunities, and who works as a collaborative partner with faculty in shaping the College's academic program for the future.

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DESIRED QUALIFICATIONS & EXPERIENCES *(continued)*

An accomplished problem solver and decision maker who is skilled at gathering data and input, open to new ideas and possibilities, able to build consensus, and, then, make timely and clear decisions.

A solid understanding of the value of a 21st century education and what students desire to attain from higher education to prepare them to be thoughtful and successful citizens.

Experience with short and long-term strategic planning, interdisciplinary education, assessment and outreach activities. A track record of leading strategic planning and implementation that drove measurable change, impact and desired outcomes.

An academic leader broadly prepared to guide the College through conversations to develop and implement new offerings including potential graduate programs, entrepreneurial initiatives, external partnerships, and the creation of a new innovation lab to raise College visibility and increase enrollment.

An advocate for undergraduate teaching excellence who has spent significant time in the classroom and will be an advocate for faculty professional development.

Knowledge of the changing demographics impacting higher education overall, and the landscape of small liberal arts colleges across the country and especially in the Northeast. Must appreciate the importance of becoming a more diverse and inclusive college community, while understanding the needs of a tuition driven institution.

Knowledge of a shared governance model that will enable them to lead conversations when necessary to refine and distill issues.

Strong communication skills, verbal and written, that will foster trust and collaboration.

Emotional intelligence and conflict management skills that are essential to drive significant change and transformation in a collaborative and efficient manner.

A commitment to the importance of community and comfortable as the face of academic affairs. A record of effectively representing the College to external constituencies including state and local government, industry partners, foundations and grant awarding agencies.

A commitment to diversity, equity and inclusion in all its forms.

Personable, approachable and accessible to staff, faculty, and students.

Personal integrity, with a sense of humility and a sense of humor.



ABOUT THE COLLEGE

“Educated according to centuries-proven Benedictine principles, our alumni and students are distinguished by their lives of meaning, leadership, and achievement.”

Saint Anselm College was founded in 1889 by the Benedictine monks of St. Mary's Abbey of Newark, New Jersey, in response to the invitation by Bishop Denis M. Bradley, the first bishop of Manchester, New Hampshire.

Since the College's founding, a monastic community has resided on-campus and the Benedictine monks of Saint Anselm are an integral part of the College and its tradition. As a community of 31 monks, composed of priests and brothers, Saint Anselm Abbey is one of the 22 houses of the American-Cassinense Congregation of Benedictines, members of the Order of Saint Benedict (O.S.B.). The monks, faithful to the Gospel, live out Christ's Paschal Mystery in community, under a rule and an abbot, seeking God through prayer and work. In addition to the vows of conversion of life and obedience, the monks of Saint Anselm also take a vow of stability. This means for the duration of their lives they will live in the monastery located on the campus, with the primary labor of their community being work in the college, a labor offered in service to the church.





ACADEMICS, FACULTY & ADMINISTRATION

Based in the Benedictine tradition of transformation through education that nourishes the whole student, Saint Anselm College carries on the tradition of inquiry that exemplifies a liberal arts education. The academic program offers 46 majors and 54 minors, accelerated master's programs, as well as an Honors Program and pre-professional advisory programs that prepare students for advanced studies in engineering, law, medicine, and theology. While its tradition resides in its strong liberal arts education, Saint Anselm College also offers strong professional programs in business, criminal justice, education, social work, and nursing.

The academic core at Saint Anselm College has been designed to give students a breadth of experience to prepare them for life, allowing students to make connections between the scientific and the philosophical, the artistic and the theological. As first-year students in *Conversatio*, the Humanities Program, they are introduced to the perennial questions faced by humankind.

As of fall 2021 there are 221 faculty members: 153 full-time faculty and 68 part-time or adjunct faculty. As a teaching-focused institution with a faculty to student ratio of 1 to 11, the intimate classroom experience inspires excellent teaching and the opportunity for students to work more closely with faculty committed to educating undergraduates through rigorous coursework and collaborative research projects. Much of the faculty's work also takes place outside of the classroom as many lead education trips abroad, advise student clubs, and serve on college committees.

The Faculty Senate is an active body at the College. Its elected representatives work with faculty in collaboration with the academic deans to determine the aims and objectives of the College in such fundamental areas as curriculum, subject matter and methods of instruction, research, faculty status and other aspects of College life which directly relate to the educational process.

More than 88 percent of the 153 full-time faculty have the appropriate terminal degree for their field, with over 70 different universities represented from five countries. Eighty-eight are tenured faculty and 26 are on the tenure track. A recent status report indicates that the minority population of the faculty is 8 percent. Currently there are 300 full-time staff and 90 part-time staff, equally dedicated to student support.



WHOM WE SERVE

Despite an extremely competitive environment among private colleges in New England, Saint Anselm has been marked with steady enrollment for the past five years. Degree-seeking enrollment includes 1,981 undergraduate and graduate students in the fall of 2021. The four year College's total student body is 60 percent female, 40 percent are male, and approximately 36 percent of students indicate that they are Catholic. Seventeen percent are first-generation students. Students hail from 30 states and nine foreign countries. Ninety-nine percent of Saint Anselm students receive some form of institutional grant or scholarship assistance and the College allocates approximately \$44,000,000 annually in institutional financial aid. The College currently boasts a retention rate of 91 percent and a four-year graduation rate of 81 percent, both of which are institutional records.

Saint Anselm College residential life integrates a Benedictine approach to the educational journey and places distinctive emphasis on community. More than 50 student clubs and organizations are available for students to join, including sports-related club teams, academic clubs, and volunteer societies. The Office of Campus Ministry is another integral part of the community as it supports all Anselmians along their journey of faith as individuals and as a community.

The College's residential housing accommodates more than 1,800 students in various living arrangements, ranging from traditional residence halls to suites, townhouses and apartments. More than 97 percent of incoming students choose to live on campus and housing is guaranteed for all four years to students who enter in residence as freshmen and remain on campus.

Giving back to the community and the world is an important part of the Saint Anselm experience. The Meelia Center for Community Engagement, which began as the Center for Volunteers in 1989, seeks to connect the College and the community, and sustain them as partners in addressing real-world challenges. With over 80 student leaders, the Center mobilizes students, faculty and staff to collaborate with more than 50 community agencies throughout Greater Manchester. Annually more than 1,200 members of the campus community provide over 21,000 service hours.

ATHLETICS

Intercollegiate athletics is a hallmark of the Saint Anselm experience as 25 percent of students at the College are varsity student athletes. The Hawks sponsor 18 varsity teams and compete as an NCAA Division II member institution. Saint Anselm belongs to the Northeast-10 Conference and the New England Women's Hockey Alliance. Several teams have experienced unparalleled recent success, reaching the Elite Eight (women's basketball), Final Four (men's basketball), and two national championship appearances (field hockey, softball).

Club sports are also an integral part of student life, with dozens of club teams operating as student-run organizations. Faculty, staff and students have access to the Spagnuolo Fitness Center, a 9,000 square foot facility constructed in 2009 that overlooks Sullivan Field and Grappone Stadium. While primarily home to the men's and women's ice hockey programs, the Thomas F. Sullivan Arena is another on campus athletic venue that all students can enjoy.





THE SETTING — CAMPUS & NEW HAMPSHIRE

Built upon stability and stewardship, two of the hallmarks of a Benedictine education, the Saint Anselm College campus sits on 175 developed acres of the College's over 380 acres. A large part of the remaining acreage is made up of undeveloped fields, forests and wetlands that surround the campus and provide a buffer to encroaching development. This natural landscape also reflects the College's role as a good steward of environmental resources.

Over the past quarter century, the College has dramatically grown as a residential liberal arts college, with more than 88 percent of students now residing on campus. The College celebrated the opening of the new Roger and Francine Jean Student Center Complex in 2018. This 53,000 square foot facility serves as a dynamic new gathering, working, and learning place in the very center of campus. In the Benedictine expression of hospitality, the Savard Welcome Center opened in the summer of 2020 and serves as the front porch of the College, welcoming visiting students and families.

Manchester itself is one hour from Boston, one hour from the seacoast, one hour from the White Mountains and is a dynamic and growing city that combines exciting urban opportunities with nearby natural splendor.

As the largest city in New Hampshire, Manchester is home to leading cultural attractions including the Currier Museum of Art, the Palace Theatre, and the Historic Millyard. With many restaurants, a minor league baseball team, an airport, and an entertainment arena, there is no shortage of things to occupy one's time.





INCLUSIVITY STATEMENT

Saint Anselm College affirms that the diversity of human perspectives and capabilities is essential to the fostering of educational excellence in the 21st century and beyond. In order to realize our mission as a Catholic, Benedictine, liberal arts institution, Saint Anselm is committed to sustaining an intentionally inclusive environment that benefits all constituencies. All members of this community are called to intentionally honor the dignity of all people, and to treat each other with the respect to which each is entitled.

The College is devoted to providing students with the richest opportunities to learn, both inside and outside the classroom. Saint Anselm aspires to bring together a faculty, staff, and student body that helps enhance this educational endeavor with their diverse scholarly interests, ideas, beliefs, experience, talents, and racial, ethnic, and socioeconomic backgrounds.

THE PROCESS OF CANDIDACY

The Search Committee for Saint Anselm's Vice President for Academic Affairs will begin reviewing applications in early December and will continue until the position is filled. For best consideration, applicant materials should be received by December 10, 2021. The expected start date is July 1, 2022.

Candidates should provide:

- 1) A letter of interest stating how the candidate's experiences and qualifications connect with the required/preferred characteristics and priorities expressed in the position profile;
- 2) A statement articulating the candidate's personal philosophy on education and society and how it fits with the College's Benedictine mission;
- 3) A curriculum vitae; and
- 4) Five professional references with e-mails, telephone numbers, and a description of the candidate's professional relationship with each reference listed. References will not be contacted without prior written authorization from the applicant.

Application materials and nominations should be sent electronically (Microsoft Word or PDF format) to: SaintAnselmVPAA@agbsearch.com.

The search is being assisted by:

Dr. Concetta M. Stewart, Principal, Executive Search Consultant
concetta.stewart@agbsearch.com / (908) 341-2178 and

Ms. Joy Yablonsky, Executive Search Consultant
joy.yablonsky@agbsearch.com / (215) 934-1386.

Consistent with the Benedictine, Catholic principles that sustain the mission and heritage of Saint Anselm College, no one acting on behalf of the College or in administering the affairs of the College, shall discriminate against any student, faculty, staff, vendor, or contractor on the basis of the individual's race, color, gender, religion, national origin, marital status, age, disability, sexual orientation, or veteran status.

