SEARCH PROSPECTUS:
Dean of the School of Arts and Letters

The College of St. Scholastica
Duluth, MN
The College of St. Scholastica (CSS), a vibrant, multi-campus institution in the Catholic Benedictine tradition with its main campus in Duluth, Minnesota, seeks an experienced academic leader with an interdisciplinary and integrative vision of liberal arts education in the Catholic Intellectual Tradition to serve as its next Dean of the School of Arts and Letters. The new Dean is expected to take office in summer 2018.

The School of Arts and Letters (SAL) will look to the new Dean to advance its outstanding programs while ensuring alignment with the College’s mission, vision, strategic plan, and goal of inclusive excellence. The College invites students to choose from a variety of program formats, including online classes, accelerated course schedules, flexible degree programs, and evening and weekend classes, at a number of sites. The College currently operates nine satellite campuses within Minnesota, in addition to the main campus in Duluth. Graduate, Extended and Online (GEO) programs include traditional graduate programs, which are offered on the main campus, accelerated programs offered at the extended sites, and online programs. Enrollment for the 2017 academic year was 4,325—1,792 traditional undergraduates and 2,533 students in GEO programs.

The Dean reports to the Vice President for Academic Affairs, serves on the Academic Council, and is responsible for providing strategic vision and leadership in all aspects of the academic program in the School of Arts and Letters. The Dean will advocate for Inclusive Excellence and support CSS’s long-standing commitment to equity, inclusion, and cultural fluency.
CSS was founded in 1912 under the sponsorship of the Benedictine Sisters, with a mission of providing intellectual and moral preparation for responsible living and meaningful work within the context of Catholic Benedictine values. The guiding principles of the Benedictines run deep at CSS. The College maintains a close relationship with the founding community of Benedictine Sisters. There are five Sister members on the Board of Trustees of the College.

The College’s vision is to develop thoughtful and engaged leaders, sharpened and sensitized by the liberal arts, who are prepared for and committed to serving and transforming the world. The values at the heart of the College mission—community, hospitality, respect, stewardship, and love of learning—animate the student experience.

Today, CSS offers programs in Duluth, at satellite locations in Brainerd, Cloquet, Hibbing, Grand Rapids, Inver Grove Heights, Rochester, Austin, St. Cloud, and St. Paul, and online. CSS has 26,000 alumni who are active and engaged in their communities around the world.

The institution is currently embarking on an innovative strategic plan with anticipated Board of Trustee approval in 2018.

**The Student Body**

Approximately 42% of traditional undergraduates are first-generation students, a point of pride for the College. Students come from 49 states plus DC and Puerto Rico and 18 countries. Women make up 72% of the overall student body.

A rich program of co-curricular opportunities is available to students on the main campus, including 22 varsity sports and 30 intramural sports; 70 student clubs and organizations; annual musical and theatrical performances; and more than 20 musical ensembles. As part of the great array of outdoor sports and recreation opportunities offered in the natural environment of Duluth and the surrounding area, more than 70 outdoor adventure activities are offered by the College’s Outdoor Pursuit program each year.

In addition, CSS students commit themselves to service in their community, with 3,000 hours of service contributed during the Fall 2017 Community Day event. The College emphasizes application of the educational experience through internships, field experience, clinical work, and research opportunities. More than 70% of CSS students complete at least one experiential learning opportunity. An impressive 96% of students are employed or enrolled in a graduate program within six months of graduation.

**Inclusive Excellence**

The institution has long expressed its commitment to an inclusive and welcoming community where difference is valued in all of its forms. The College believes that equity and inclusion are key ingredients to academic excellence and the success of all students. Its Catholic Benedictine heritage, grounded in Catholic social teaching, informs this vision.

CSS recognizes the fact that a diverse student body deeply benefits all students. Through exposure to a range of cultures, perspectives and ideas, students build the cultural fluency needed to live, work and excel among people from varying groups within the United States and globally. For CSS, Inclusive Excellence goes beyond accepting differences; the goal is to actively cultivate a campus environment where students, faculty and staff of every background and experience can thrive. CSS has engaged in deliberate strategies for the past decade to infuse equity and inclusion throughout its community.

Candidates are encouraged to view the Statement on Inclusive Excellence, as well as the Inclusive Excellence Strategic Plan Summary.
DULUTH, MINNESOTA

Duluth is a beautiful and vibrant city of 86,000 set on the shore of Lake Superior, the largest freshwater lake by surface area in the world. For outdoor enthusiasts, Duluth offers four seasons of first-rate opportunities: beaches, bike paths, jogging trails, ski resorts, cross-country skiing trails, boating and fishing sites, and rinks for skating, curling, and hockey. The Boundary Waters Canoe Area Wilderness is an easy drive. *Outside* magazine has recently named Duluth as the number one “Outside City” in the US. The magazine also named Duluth as a runner-up for the “best adventure hub” in a worldwide survey of destinations for outdoor activities. The nonprofit American Institute for Economics ranked Duluth as one of America’s best small metropolitan areas for college students. Similarly, the travel site *DreamPlanGo* named Duluth in the Top Ten of America’s Most Scenic College Towns.

For more information on Duluth, go to [www.visitduluth.com](http://www.visitduluth.com).
ACADEMIC ORGANIZATION

The College offers programs at both the undergraduate (certificate and bachelor’s) and graduate (master’s and doctoral) levels across six academic schools grounded in the liberal arts, with a particularly strong focus and reputation in nursing and the health professions. The Schools are: Arts and Letters, Business and Technology, Education, Health Sciences, Nursing, and Sciences. The School of Arts and Letters and the School of Sciences only offer undergraduate programs of study. Many programs also are offered in nontraditional formats on the Duluth campus, extended campuses across Minnesota and online. Online, hybrid, extended, accelerated and residential classes are available. The College is committed to the goals of Inclusive Excellence in all aspects of its programs and services.

The General Education program, Veritas, addresses the deeply felt goal of providing students with a rigorous liberal education in the Catholic Intellectual Tradition. Dignitas introduces students to the Benedictine values, the Catholic Intellectual Tradition, and Catholic social teaching. Dignitas, the Latin word for dignity, is the program’s signature element focusing on the intrinsic, absolute value of being a person. (Detailed information on all of the College’s academic programs is available on the website, http://www.css.edu/academics/schools.html).

The Vice President for Academic Affairs, Dr. Wolfgang Natter, is the College's chief academic officer. Since his arrival in summer, 2017, he has brought vision and a sense of possibility to Academic Affairs. That vision includes a strong commitment to the liberal arts and an entrepreneurial drive to recognize new opportunities and markets for them informed by academic excellence, holistic student education, inclusive excellence, and the development of interdisciplinary and external partnerships. With President Geary, he has led the current strategic planning process of the College.

A brief overview of the Schools at CSS is provided here.

The School of Business and Technology combines an academic emphasis on liberal arts with experiential learning to create global leaders who consistently demonstrate the highest levels of ethical decision-making, social responsibility, global awareness, and professional excellence. The school offers undergraduate programs in Accounting, Economics, Finance, Management, Marketing, Organizational Behavior, and Computer Information Systems and graduate programs in Leadership and Change, Rural Healthcare, and Project Management. Through study abroad and service learning opportunities, both our graduate and undergraduate students gain real-world experience applying their classroom knowledge.

The School of Education offers both graduate and undergraduate programs on multiple campuses and fully online. All programs are standards based and designed to provide students with the knowledge, skills, and dispositions characteristic of highly qualified educational professionals. Faculty members have significant K-12 and administrative experience, allowing them to bring real-world perspective to their students.

The School of Health Sciences is an interprofessional school featuring seven professional studies departments. Athletic Training offers a Master of Science (MS) degree. Exercise Physiology offers both an undergraduate degree and a MS degree. Health Informatics and Information Management (HIIM) offers an undergraduate degree in Health Information Management and graduate degrees in Health Informatics and in Health Information Management. Occupational Therapy offers an MS in Occupational Therapy. Physician Assistant Studies offers an MS degree in the PA profession. The Social Work department offers an undergraduate degree focusing on beginning generalist professional practice, as well as a clinically focused Master of Social Work program. The Physical Therapy department offers a Doctor of Physical Therapy (DPT)
degree as well as a transitional DPT program to provide working clinicians with a path to the clinical doctoral degree.

The School of Nursing, one of the largest in Minnesota, offers the signature Doctor of Nursing Practice (DNP) program to help meet the growing demand for advanced practice nurses. The School of Nursing programs respond to the health care needs of both rural and urban areas, especially underserved populations, and residents with mental health needs. The undergraduate nursing program, which is approved as a licensure-preparing program by the Minnesota Board of Nursing, prepares students for entry-level professional nursing practice. On the graduate level, the Doctor of Nursing Practice is offered as a post-master’s option for current advanced practice nurses, and a BS to DNP option for baccalaureate-prepared registered nurses. Both options reflect a multidisciplinary design incorporating appropriate graduate-level courses from other disciplines. In addition, the School of Nursing offers a certificate in Nursing Informatics. This 100-percent online program provides nurses with a strong background in healthcare informatics, with a focus on making patient information accessible at the point of care.

The School of Sciences offers bachelor’s degrees in Biology, Chemistry, Math, Natural Sciences, Psychology and Social Sciences, as well as a certificate/minor in gerontology. Through these programs, students learn how to learn, obtain and evaluate different kinds of information, think critically, solve problems systematically and write effectively. A robust undergraduate research program allows students to gain real-world experience through faculty-student collaborative research and prepares them for graduate programs and to be leaders in their fields. Additionally, the School contributes to general education, provides service courses for a variety of majors and prepares students for entrance into professional schools in the health professions.
The **School of Arts and Letters** (SAL), along with the School of Science, provides the liberal arts foundation for the College. The School of Arts and Letters offers over 20 diverse academic programs. SAL fosters its students’ desire for learning and its faculty’s commitment to scholarly and creative research within and across disciplines. It cultivates intellectual honesty, ethical behavior and a commitment to justice and plays a fundamental role in preparing students for their lives as engaged and responsible global citizens. SAL plays a major role in The College of St. Scholastica’s evolution as a comprehensive institution of higher education.

There are 7 departments within SAL: Communication, Theatre and Art; English; Global, Cultural and Language Studies; History and Politics; Music; Philosophy; and Theology and Religious Studies. The largest department is Communication, Theatre and Art in terms of both faculty and students majoring in these fields. More than 43 faculty members teach in SAL, many of whom are leaders in their fields. Approximately 80% of the faculty are tenured or on tenure track. There are 7 department chairs and 6 program directors within SAL.

An interdisciplinary group of 10 faculty from four schools developed a new major in Sustainability Studies and the Environment, which is housed in SAL. The program, approved by the Board of Trustees, was launched this Spring with classes starting in Fall 2018. A director has been appointed for this project.

In the past 5 years, the School has added new majors in Philosophy, Health Humanities, and Peace and Justice studies. The Philosophy (PHL) major prepares graduates for success whether they’re entering directly into a profession or seeking to pursue graduate study in philosophy or professional fields such as law. Peace and Justice Studies is a new interdisciplinary program that reflects the College's commitment to a value-based education. The program integrates theory and practice — combining academic study with informed practical experience and the thoughtful, lived pursuit of peace and justice. Students who complete this major are well prepared to take jobs in domestic or international humanitarian or social change organizations or to work in government agencies. The program also provides excellent preparation for graduate or future professional study.

Endowed programs in SAL include the Catholic Studies program (major and minor), the Alworth Peace and Justice Lecture Series, the Shea Lecture, and the Rose Warner Center for Writing and Critical Thinking.

SAL has a vibrant arts community and offers majors in Art, Music, and Film, and minors in Theatre and Photography. Each year, the Music department performs approximately 20 concerts; the Theatre produces 3 fully-staged plays. The Communication, Theatre and Art department sponsors an annual film festival. For the last 4 years, the Art program has designed, created, and installed 5 mural projects in the Duluth community. Student art exhibitions routinely adorn the hallways.

The School of Arts and Letters has strong traditional offerings in the liberal arts and has answered the current national trend against the humanities by generating innovative, interdisciplinary programs. The faculty are dedicated teachers and scholars, and active citizens of the College.

SAL offers several study abroad options. These include the Ireland in the Spring semester, the Russian Language Study Tour in Petrozavodsk, the Cuernavaca Quest service learning trip to Mexico, a Tanzanian service learning trip, and the Literature and Theatre of London trip. CSS is also affiliated with the Higher Education Consortium for Urban Affairs (HECUA) and the Washington Semesters.
ATTRIBUTES OF THE NEW DEAN OF ARTS AND LETTERS

In addition to managing the day-to-day business of the school, the Dean provides leadership in offering students an authentic liberal arts education in the Catholic Intellectual Tradition through a qualified faculty and appropriate academic program. The Dean recommends department chairs, handles student and faculty issues, recommends faculty for tenure and promotion, and plays a key role in hiring, retaining, and evaluating faculty. The Dean is a member of the academic council chaired by the Vice President for Academic Affairs, to whom the Dean reports directly. The Dean must be ready to work on program development and, especially, to continue the task of building a strong and integrated core curriculum.

The Dean provides leadership to position the School of Arts and Letters so that its mission is fully consistent with that of CSS. The Dean will support the strengthening of disciplines across all departments within the School and encourage initiatives—which include ongoing assessment and maintenance of recommended standards and measuring outcomes of educational programs enriched by the institution’s Catholic Benedictine values.

The new Dean of Arts and Letters may be asked to take on other programmatic areas of responsibility as needed. The School of Arts and Letters has enjoyed solid leadership and provides a rich array of programs for the next Dean to administer within the School.

PREFERRED QUALIFICATIONS

An earned doctorate is required for this position—ideally, in a discipline offered within the School of Arts and Letters. A teaching and publications record commensurate with tenure is also required, as well as a progressive record of achievement in administration. In addition, the candidate will ideally have the following:

- an interdisciplinary, integrative and inclusive vision of liberal arts education in the Catholic Intellectual Tradition
- an accomplished record as a college instructor and a solid record of scholarship
- an appreciation of the distinctive learning enabled by disciplinary pursuits in the arts and humanities and best practices to achieve them
- outstanding administrative experience at or above the department chair/program director level
- demonstrated experience managing a budget
- an understanding of and respect for faculty governance
- the ability to foster School-wide a culture of assessment, and to facilitate and implement a proactive faculty evaluation process
- an awareness of emerging trends and the role of the humanities in higher education
- innovative ideas to support and advance programs
- an ability to articulate the importance of and advocate for the humanities and arts within the College and the broader community
- experience in development and grant writing
- a demonstrated commitment to cultural competency and a deep respect for diversity
- superb communication skills
- a commitment to respectful, fair and transparent decision-making
- the ability to build consensus and foster a collegial environment
- strong organizational skills and the ability to manage multiple priorities
- a commitment to mentoring faculty and to supporting them in balancing teaching, service, and scholarship
- a record of data driven decision making
- a vision for how to foster opportunities for internships and career pathways for humanities and arts students.
This search is being assisted by Academic Search, Inc. Applications should consist of (1) a detailed cover letter addressing the expectations of the position as outlined in this profile; (2) a current curriculum vitae (CV) demonstrating relevant administrative responsibilities and accomplishments; and (3) a list of five professional references with contact information and a note explaining your working relationship with each. References will not be contacted without explicit permission from the candidate. For more information about the institution, please visit http://www.css.edu/.

Nominations and applications should be sent electronically to CSSDean@academic-search.com. The position will remain open until filled, but only applications received by Monday, March 26, 2018 can be assured full consideration. The search committee and those of us at Academic Search are committed to the highest standards of executive search, including providing the greatest degree of confidentiality.

Nominators and prospective candidates may also arrange a confidential discussion about this opportunity with Maya Ranchod Kirkhope, Senior Consultant at Academic Search, Inc. at mrk@academic-search.com or (703) 380 9195.

Equal Opportunity Employer

The College of St. Scholastica is an equal opportunity employer committed to creating an educational and work environment that is rich in diversity, inclusive and supportive of all students, faculty and staff. Individuals from diverse racial, ethnic, and cultural backgrounds and persons with disabilities are strongly encouraged to apply. While there is no religious requirement, we are interested in individuals who value and support the rich Catholic Benedictine heritage of the College of St. Scholastica.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting the College of St. Scholastica in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academic-search.com/.

Committed to identifying and DEVELOPING LEADERSHIP by providing the highest level of search to our clients and assisting in ENRICHING THE PIPELINE of potential leaders in higher education.