SEARCH PROSPECTUS

Vice President for Academic Affairs
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St. Norbert College, a thriving, nationally ranked Catholic liberal arts college known for its academic excellence, international focus, and leadership and service opportunities seeks its next senior academic officer. Situated on an attractive, riverside campus in De Pere, Wisconsin, a community contiguous with the city of Green Bay, St. Norbert is the only college in the world sponsored by the Norbertines, a Catholic order devoted to community, education, and serving the needs of others.
As one of the nation’s top Catholic liberal arts colleges, St. Norbert builds on the beliefs and practices of an ancient religious order while responding to the current needs of our students and communities. Today, at St. Norbert College, the spirit of Norbert of Xanten, who founded the Norbertine order of priests in the twelfth century, lives through this modern, bustling riverfront community dedicated to transforming and empowering its students. The college has seen remarkable development in the past decade, particularly the construction and renovation of more than $150 million in campus facilities and infrastructure including the Ariens Family Welcome Center; the Cassandra Voss Center; Dudley Birder Hall; the Gehl-Mulva Science Center and its South Teaching Wing; Gries Hall; Michels Commons; the Mulva Family Fitness & Sports Center; the Mulva Library; Schneider Stadium; and Todd Wehr Hall.

St. Norbert is characterized by recent strong enrollments, as evidenced this year with the largest, most diverse, and most talented first-year class in the college’s history; St. Norbert’s eight largest first-year classes have enrolled in the last decade. The college’s fundraising has been excellent and has included a recent $30 million transformational gift added to the institution’s endowment, which has grown from $38 million in 1998 to $146 million.

ST. NORBERT’S MISSION

St. Norbert College embraces the Norbertine ideal of communio and provides an educational environment that fosters intellectual, spiritual, and personal development, both inside and outside the classroom. Communio challenges individuals to engage in open dialogue, consultation, and collaboration and encourages members to show respect, mutual esteem, trust, sincerity, faith, and responsibility – the foundation for the deep sense of community found at St. Norbert. The college promotes the development of the whole person by cultivating practices of study, reflection, prayer, wellness, play, and action.

ST. NORBERT’S THREE TRADITIONS

Integral to a St. Norbert College education is the experience of the three core traditions:

The Catholic tradition, which calls the institution to:
- uphold the sacred dignity of all persons
- seek truth through an ongoing dialogue among faith, reason, and culture
- utilize knowledge to promote a Gospel vision of justice.

The liberal arts tradition, which calls the institution to:
- dialogue with diverse cultures, perspectives, and beliefs
- cultivate a love of lifelong learning inspired by excellent teaching
- think critically as responsible members of society.

The Norbertine tradition, which calls the institution to:
- pray and reflect communally and individually, welcoming all to participate
- seek peace and reconciliation in the spirit of St. Norbert
- respond to the needs of the institution’s global and local communities.
ACADEMIC AFFAIRS

At St. Norbert College, a holistic approach to students characterizes the curriculum and classroom; faculty use their award-winning research to challenge and encourage students to greater curiosity and students learn and collaborate both in and outside the classroom in an integrated experience. St. Norbert College is organized into four academic divisions – Humanities, Natural Sciences, Social Sciences, and Visual & Performing Arts – and the Donald J. Schneider School of Business & Economics. Undergraduate degree programs lead to the Bachelor of Arts, Bachelor of Business Administration, Bachelor of Music, and Bachelor of Science. Graduate programs at the College are the Master of Arts in Liberal Studies, the Master of Business Administration, and the Master of Theological Studies.

For more information on Academic Affairs at St. Norbert, click here. For an organizational chart of the unit, click here.

FACULTY

St. Norbert College employs 209 faculty, 141 of whom are full-time. Ninety-two percent of the full-time faculty members hold a doctoral or other terminal degree in their field. The student-to-faculty ratio is approximately 13:1. The faculty has grown and developed recently, with approximately 47 percent of the tenured and tenure track faculty hired in the last eleven years and a trend toward greater diversity. St. Norbert College faculty members are practicing teacher-scholars; their research informs their teaching. The faculty publish widely; present scholarship at regional, national, and international conferences; and serve on boards and as editors of major academic journals. Undergraduate students collaborate with faculty on research and creative projects, frequently presenting at regional and national conferences and helping produce peer-reviewed publications. The St. Norbert Collaborative is the center for undergraduate, research, scholarship, and creative activities. Its goal is to provide support for students, faculty, and staff at all levels of undergraduate research collaboration.

Please see the following articles for a sample of the innovative contributions St. Norbert faculty are making in their disciplines and classrooms:

- **Battery-Powered Summer** (Nick Mauro, Physics)
- **Body of Knowledge** (Joel Mann, Philosophy; David Bailey, Biology)
- **Dangerous Science Draws Film Crew to Campus** (Adam Brandt, Biology)
- **Fashion This!** (April Beiswenger, Theatre Studies; Shan Bryan-Hanson, Art; Katie Ries, Art)
- **Fulbright Brings Czech Parasitologist to Campus** (Anindo Choudhury, Biology)
- **Global, and All in the Family** (Shalisa Collins, Spanish)
- **Into the Great Silence** (Karen Park, Theology)
- **Is This As Good As It Gets?** (Ben Chan, Philosophy)
- **Leading Edge** (Karlyn Crowley, English; Ty Meidl, Education)
- **Newly Decorated for Service to France** (Tom Conner, French)
- **On the Road to Disaster** (Lucy Arendt, Business Administration)
- **SNC Study Reveals $138.5 Million Possibility for Region** (Marc Schaffer, Economics)
• **Spirit of Inquiry Colors the Season** (David Poister, Environmental Science)
• **Textbook Example** (Jim Neuliep, Communications)
• **The (Not So) Great Divide** (Wendy Scattergood, Political Science)
• **Treasure/Henry Sink** (Victoria Tashjian, History)
• **Unpacking a Plesiosaur** (Rebecca McKean, Geology)

THE DIVISION OF HUMANITIES
*The Division of Humanities* consists of six academic disciplines: Communication & Media Studies, English, History, Modern Languages & Literatures, Philosophy, and Theology & Religious Studies. It also sponsors four interdisciplinary programs: American Studies, Classical Studies, Humanities, and Women's and Gender Studies. A divisional major is available for students seeking a broader range of courses in the humanities in order to attain individualized academic and career goals. Taken as a whole, the disciplinary offerings constitute an integral part of a liberal arts education and play a vital role in the intellectual, moral, and personal development of the college’s students.

THE DIVISION OF NATURAL SCIENCES
*The Division of Natural Sciences* consists of eight academic disciplines: Biology, Chemistry, Computer Science, Environmental Science, Geology, Mathematics, and Physics. In addition, programs are offered in pre-professional areas such as: Pre-Dental, Pre-Engineering, Pre-Medical, Pre-Pharmacy, and Pre-Veterinary. A divisional major is available for students seeking a broader range of courses in the natural sciences in order to make course selections based on the requirements of a professional school. Taken as a whole, the disciplinary offerings allow students to achieve confidence as self-educating persons and identify and pursue their personal goals.

Most Natural Sciences disciplines are housed in the Gehl-Mulva Science Center, which is the college’s most significant capital building initiative to date following a $40 million renovation and expansion. The center also houses the nationally recognized Medical College of Wisconsin’s Green Bay campus. MCW is committed to providing first-rate physician education, while growing and developing the health-care infrastructure of the region. Enrollment opportunities are provided for St. Norbert College students.

THE DIVISION OF SOCIAL SCIENCES
*The Division of Social Sciences* consists of five academic disciplines: Geography, International Studies, Political Science, Psychology, and Sociology (which contains concentrations in Human Services and Sociology). The division also contains a professional program in Teacher Education with concentrations in Elementary/Early Childhood, Elementary/Middle Childhood, and Secondary/Middle Childhood. A special education certification is also available to St. Norbert students through a collaborative program with the University of Wisconsin Oshkosh. The social sciences deal in systematic, empirical ways with human nature and prepare students to critically collect and assess data on contemporary issues, whether at the level of the person, society, or world.

THE DIVISION OF VISUAL & PERFORMING ARTS
*The Division of Visual & Performing Arts* consists of three academic disciplines: Art, Music, and Theatre Studies. In addition to these programs,
divisional major is available for students seeking a broader range of courses in the visual and performing arts. The division’s mission calls on faculty, staff, and students to share their intellect and abilities to create a compassionate world community.

THE DONALD J. SCHNEIDER SCHOOL OF BUSINESS & ECONOMICS
The Donald J. Schneider School of Business & Economics, through its undergraduate and Master of Business Administration (MBA) programs and its outreach to the business community, is the region’s center for the advancement of sound business practice. It champions principles and methods that contribute to a thriving northeast Wisconsin, rich in economic opportunity for all. Students can earn degrees in the Schneider School’s undergraduate disciplines of Accounting, Business Administration, Economics, International Business & Language Area Studies (IBLAS), and Leadership Studies. The Schneider School MBA program provides talented individuals from organizations throughout the region with the tools to become effective agents for growth and change. Established in 2014, the Schneider School amplifies St. Norbert College’s engagement with northeast Wisconsin’s business community and many regional organizations turn to the college as a partner and a resource.

THE MIRIAM B. AND JAMES J. MULVA LIBRARY
The Miriam B. and James J. Mulva Library was dedicated in 2009. In 2013 a studio-level expansion designed for collaborative and creative learning was added. The library collection has thousands of electronic publications and e-books, and more than 247,000 books, journals, and audio-visual materials. The facility also houses the Center for Norbertine Studies, special collections, and the college’s archives. The digital commons is a cross-college initiative that seeks to highlight, preserve, and cultivate the institution’s repository of online documents, media, and materials.

ACADEMIC CENTERS
St. Norbert’s eight academic centers are unique in focus and expertise and enrich the lives and experiences of students both in and out of the classroom.

The Cassandra Voss Center is dedicated to innovative, holistic programming about gender and identity that is making an impact at the regional and national level. With its mission of “transformative thinking for a just world,” the Cassandra Voss Center is guided by the core values of “scholarship-driven, welcoming, innovative, fun” to educate others — including local businesses, nonprofits, and community leaders — about the intersections of identity.

The Center for Business & Economic Analysis fosters the relationships between the faculty and staff of St. Norbert College and the local business community. A team of St. Norbert faculty members and top students in business and economics work hand in hand with local business and nonprofit leaders to provide information, networking and collaboration, and a source for problem-solving.

The Center for Exceptional Leadership provides developmental opportunities for the region’s business leadership through a highly individualized program of assessment, planning, development, coaching, and mentorship — all focused on building confident, visionary champions of an organization’s mission. Data-driven assessments and coaching instill behaviors and practices for high-performing organizational cultures.
**ACADEMIC AFFAIRS (cont.)**

**The Center for Global Engagement** is the hub of all international activity at St. Norbert College. The center provides global opportunities for students, faculty, staff, and the community, including current students studying abroad or international students considering coming to St. Norbert. It serves as the nexus for a complex of rich experiences that facilitates international education for students and fosters meaningful dialog and exchange between cultures.

**The Center for Norbertine Studies** explores, in collaboration with Norbertines throughout the world, how the heritage of the college’s founding order, so rich in its cultural expression and influence down through the centuries and in today’s diverse global community, informs and helps shape spiritual, intellectual, and cultural life on campus.

**The Norman Miller Center for Peace, Justice & Public Understanding** cultivates awareness, compassion, and commitment to justice and the building of sustainable peace so that the college’s community members can understand and become partners for change in complex global issues. The center houses informed and hopeful realists who champion human dignity and partner for change, promoting hope through action.

**The St. Norbert College Strategic Research Institute** is one of the Midwest’s most respected resources for gathering, reporting, and interpreting data. For businesses and nonprofits throughout the region and beyond, the institute provides the means to make strategically sound decisions on fundamental questions of opportunity, direction, and growth.

**The Sturzl Center for Community Service & Learning** champions the college’s deeply ingrained mission of community engagement. In a curricular and co-curricular collaboration, the center actively supports experiential and community-engaged learning through faculty and staff development opportunities and by resourcing effective community partnerships that support the curriculum. The center strengthens relationships with local partners working for the common good and supports those efforts with College resources.

**HONORS PROGRAM**

**The Honors Program** transforms learning into action and classroom problem-solving into education that matters to the world. Currently, 268 total students participate in the program. It offers 78 spots annually to first-year students who wish to set themselves apart while discovering ways to improve themselves and society. The program actively engages in building a community of student-scholars. Through limited enrollment and discussion-based honors classes, students are challenged in a classroom environment that includes extensive interaction with faculty and fellow honors students. The Honors Program promotes and supports lifelong learning, creative problem solving, critical thinking skills, original research, and ethical leadership.
ST. NORBERT SELECT POINTS OF PRIDE

- St. Norbert was named one of 2017’s “Best in the Midwest” by The Princeton Review’s Best 366 Colleges.
- St. Norbert was named to the John Templeton Foundation Honor Roll for Character-Building Colleges as a college with exemplary programs that inspire students to lead ethical and civic-minded lives.
- From 1991 to 2008, U.S. News & World Report ranked St. Norbert College among the top comprehensive colleges in the Midwest, then among the top liberal arts colleges in the nation since 2008. In their 2018 guide to “America’s Best Colleges,” St. Norbert was ranked as one of the Best National Liberal Arts Colleges, making it one of the top 10 Catholic liberal arts colleges in the nation.
- Colleges of Distinction continued to recognize St. Norbert College in 2017-18 for its engaged students, great teaching, vibrant community, and successful outcomes.
- In the Forbes Magazine rankings of “America’s Top Colleges,” St. Norbert College sits at #350 out of 650 ranked colleges and universities in the nation.
- With rankings that combine educational quality, affordability and alumni success, Money magazine ranked St. Norbert #251 out of 2,400 colleges as one of the 2017 “Best Colleges for Your Money.”
- St. Norbert College was selected for its exemplary practices of community engagement by the Carnegie Foundation for the Advancement of Teaching.
- St. Norbert consistently achieves one of the best on-time graduation rates in the Midwest.
- St. Norbert College was recognized by the Center for Student Opportunity’s College Access & Opportunity Guide for its commitment to serving and supporting students from first-generation, underserved backgrounds.
- St. Norbert College is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools (HLC).

LEADERSHIP

Brian J. Bruess, Ph.D., a 1990 graduate of St. Norbert, is only the second St. Norbert graduate to hold the position of president. Bruess served in various leadership roles including executive vice president and chief operating officer at St. Catherine University in St. Paul, Minnesota, before returning to St. Norbert. Bruess was also responsible for multiple areas including enrollment management, student affairs, information technology, athletics, finance, and administration. He built a reputation for a collaborative and innovative approach to planning and leadership; was the principal architect of efforts resulting in 15 consecutive years of record student enrollment; has an unrelenting focus on student learning, which resulted in strong student retention and increased diversity; and was instrumental in attaining and sustaining St. Kate’s financial strength. In Bruess’ first year as president of St. Norbert, the Donald J. and Patricia A. Schneider family contributed an unprecedented $30 million gift for the St. Norbert College endowment.
St. Norbert is a four-year residential campus with a student body consisting of 2,134 undergraduate students from 28 states, 26 countries, and five continents, as well as 96 graduate students. Ninety-two percent of the students are between 18 and 22 years of age. Nearly all of the students live on or near the campus, which creates a strong sense of community and a wide range of opportunities for involvement. There are 16 campus living options, including residence halls, townhouses, apartment-style suites, college houses, and themed housing for students with similar interests. Students can reside in living areas dedicated to service-learning, the Honors Program, or global communities. Engaged community defines the St. Norbert experience, which offers 90-plus student organizations, as well as leadership-development programs, service opportunities, and on-campus internships.

St. Norbert offers a variety of leadership organizations and programs to help students consciously explore leadership foundations and master skills. Emerging Leaders is a first-year student program that uses a combination of skills, workshops, and self-exploration to help students develop a personal philosophy of leadership and create a foundation for future leadership roles. Students can pursue leadership further through the Leadership Studies minor, which examines ethical issues relevant to leadership, theories and styles of leadership, and the impact of leaders, and through the two-day student leadership conference offered each fall.

Service is also a defining characteristic of the St. Norbert student experience, which can start on one of students’ first days on campus with participation in Into the Streets – a community immersion service event. Many students spend their spring or winter breaks in the Turning Responsibility into Powerful Service (TRIPS) program. The College consistently ranks within the top ten schools in the Breakaway network, a recognition of the strong percentage of St. Norbert students participating in these offerings. TRIPS is an alternative break service program that gives students the opportunity to put their values, convictions, and religious beliefs into action through service. Through service-learning, the campus and the community come together in partnership to share resources and meet community needs.

Robust offerings to support students’ spiritual development are another important part of the college landscape. St. Norbert College Parish, housed in a central spot on campus, offers rich liturgical experiences and opportunities for students to work and serve in leadership positions. The Emmaus Center for Spiritual Life & Vocation offers a variety of programs – from silent retreats to worship services organized by the Protestant Chaplain to a team of peer ministers organizing events in the first-year halls. In the early 2000’s, St. Norbert was awarded $2.5 million as part of the Lilly Endowment Inc.’s Programs for the Theological Exploration of Vocation. Rich student programs, alongside faculty and staff development opportunities, continue today through the Emmaus Center. St. Norbert is considered a leading school in the Council of Independent College’s Network for Vocation in Undergraduate Education (NetVUE), with both a NetVUE board member and a NetVUE consultant in its ranks.

Alumni

St. Norbert College has more than 22,000 alumni of record. Alumni surveys consistently report that about 90 percent of alumni respondents were satisfied with their overall experience at the college and would recommend St. Norbert College to others. About 90 percent also report that the college had helped them achieve the goals they came to St. Norbert to achieve, and that the college has an excellent reputation.
The St. Norbert College Green Knights athletics teams compete intercollegiately in the Midwest Conference and the Northern Collegiate Hockey Association. St. Norbert College has won 120 conference championships since joining the MWC in 1983. St. Norbert student-athletes have been named Academic All-America 71 times, the most of any school in the Midwest Conference.

In 2017-18 St. Norbert College scholar athletes received 11 of the 20 MWC Elite-20 Awards given to the scholar with the highest G.P.A. for each conference championship. The men’s ice hockey team has won 15 league titles since joining the NCHA in 1994, and claimed the 2008, 2011, 2012, 2014, and 2018 NCAA Division III national championships.

THE NORBERTINE ORDER

Norbert of Gennep was born near Cologne in 1080. He was of noble rank and, although he was an appointed canon, he initially refused to become a priest and assume the responsibilities associated with that position. His life changed dramatically after a conversion; he thereafter devoted himself to becoming a priest. He later disposed of his estate and gave his wealth to the poor. He became an itinerant preacher and adopted an austere lifestyle, thereby gaining the respect of church leaders. In 1119, Pope Calixtus II asked St. Norbert to establish a religious order so his work would be perpetuated after his death. He died in 1134 at the age of 53 and was canonized by Gregory XIII in 1582.

The order Norbert founded, which will soon celebrate its 900th anniversary, ultimately became a respected community of men and women – priests, cloistered nuns and active sisters, lay brothers, and lay associates – which, in addition to its centuries-old commitment to the pastoral care of God’s people, has known distinguished scholars, scientists, and teachers. The Premonstratensians, or Norbertines, have established a reputation of excellence in teaching, especially in the United States. Today the order consists of abbeys and convents throughout the world, including St. Norbert Abbey in De Pere, Wisconsin. The Norbertine concept of radical hospitality is a cornerstone on which St. Norbert College was established. It continues to be reflected in the mission of the college today. The Norbertines have always believed strongly in the value of community life – both within the order and beyond – which the college reflects through its community orientation and in preparing students to be agents for positive change.

To learn more about the college’s community and faith commitments, including its emphasis on common life and social justice, see the Catholic identity statement here.
Located on a bend of the Fox River, De Pere boasts gorgeous river views, boutique-style shopping, lively restaurants, and many opportunities for outdoor recreation. The Fox River Trail runs through the city and extends along the river through downtown Green Bay. The 25-mile trail is a haven for bicyclists, runners, and rollerbladers.

Five minutes north of De Pere, Green Bay offers abundant opportunities for recreational and cultural endeavors, growing communities with modern and historical housing options, top-tier schools, and world-class health care. The greater Green Bay area has three times been voted one of the “100 Best Communities for Young People” by America’s Promise Alliance. Northeast Wisconsin is home to Fortune 500 companies, as well as thriving start-ups, and is served by its own international airport. For additional information, click here.
KEY RESPONSIBILITIES

• Develop, articulate, and pursue St. Norbert’s mission-based academic vision
• Lead the college’s efforts to evolve the curriculum
• Hire, develop, retain, promote, and diversify the faculty
• Cultivate a culture of shared governance
• Steward a culture of teaching and scholarship
• Lead all strategic plan initiatives aimed at offering an increasingly more sophisticated and integrated student educational experience
• Translate academic vision to a strategic and actionable Master Academic Plan
• Garner and effectively manage resources to support the Master Academic Plan
• Give steady and visionary leadership to equity and inclusion efforts
• Guide the integration of the college’s mission with its hiring and educational practice
• Steward accreditation and assessment efforts and ensure compliance
• Build an evidence-based culture of leadership and decision-making
• Design and implement academic- and faculty-based strategies to help grow the endowment
• Oversee the college’s retention and completion agenda
• Provide administrative and leadership prowess in fair and equitable application of college policy
• Engage in strategic partnerships, in the region and beyond
• Guide the interface of all academic matters with the Board of Trustees
• Represent the college on the national level
• Lead the college when the president is not on campus or is otherwise unavailable.

QUALIFICATIONS

The ideal candidate to become the senior academic architect and leader at St. Norbert will possess:

• A terminal degree and will qualify for the rank of full professor at St. Norbert College
• Demonstrated capacity as an organizational designer and builder who flourishes in a shared governance environment
• Strategic planning experience (institution-wide preferred)
• Accreditation experience (oversight or chair)
• Knowledge of and experience with building assessment protocols
• Superior communication skills
• A collaborative, networked, interdisciplinary, relationship-based, and consultative style
• An appreciative inquiry mindset

• Strong administrative, financial, and leadership acumen
• A collegial style and a sense of humor.
Nominations, applications, and inquiries may be sent in complete confidence. Full consideration will be given to all applications received by February 4, 2019. Application materials (to include a letter of interest, curriculum vitae, and the names, addresses, telephone numbers, and email addresses of five references – who will not be contacted without permission) must be electronically submitted to: StNorbertVPAA@academic-search.com.

Assisting St. Norbert College in this search are Ann Die Hasselmo (Ann.Hasselmo@academic-search.com) and Chris Butler (Chris.Butler@academic-search.com), consultants with Academic Search, Inc., Washington, D.C. Further information about St. Norbert College is available at www.snc.edu/.

St. Norbert College is an equal opportunity employer and is committed to enhancing the diversity of our people, ideas and talents. We welcome individuals with diverse experiences, backgrounds, and skills to join our college community in our pursuit of inclusion and excellence. Women and individuals from underrepresented groups are strongly encouraged to apply.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting St. Norbert College 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/.

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