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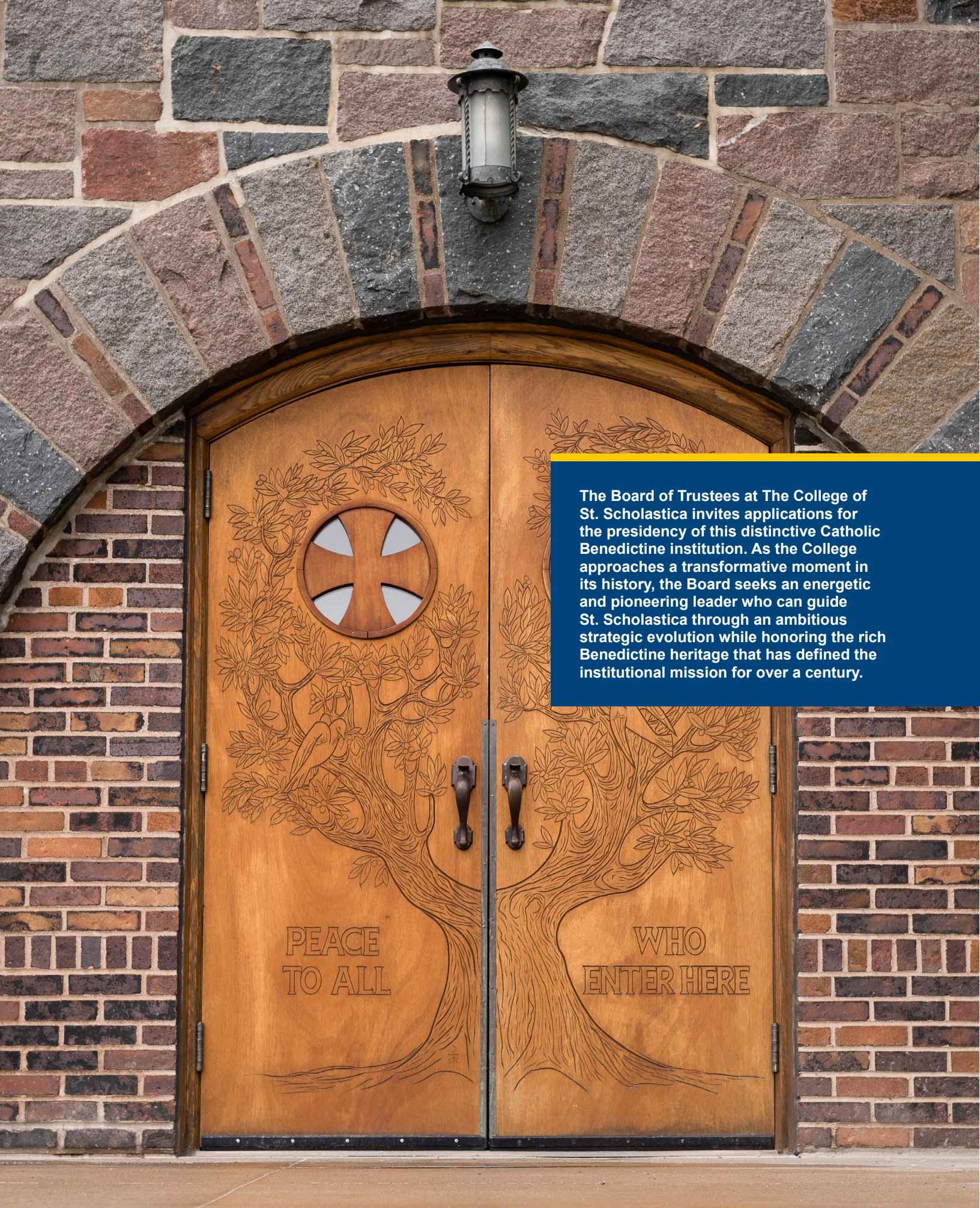
PRESIDENT



The College of
St. Scholastica

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The Board of Trustees at The College of St. Scholastica invites applications for the presidency of this distinctive Catholic Benedictine institution. As the College approaches a transformative moment in its history, the Board seeks an energetic and pioneering leader who can guide St. Scholastica through an ambitious strategic evolution while honoring the rich Benedictine heritage that has defined the institutional mission for over a century.



ABOUT THE COLLEGE OF ST. SCHOLASTICA

The College of St. Scholastica is a co-educational, independent, comprehensive institution of higher learning, uniquely positioned at the intersection of academic excellence and Benedictine values. Sponsored by Duluth Benedictine Ministries, the College maintains a vibrant partnership with the founding community of Benedictine Sisters, whose presence continues to animate campus life and institutional culture.

St. Scholastica serves approximately 3,000 students across undergraduate and graduate programs, offering more than 100 majors and minors through three academic schools. The institution's commitment to developing thoughtful and engaged leaders is realized through intellectual and moral preparation for responsible living and meaningful work, grounded in the liberal arts tradition.

The beautiful 186-acre Duluth main campus overlooks Lake Superior, with a blend of historic and contemporary buildings. Beyond the flagship campus, St. Scholastica extends its reach through additional locations, the Health Science Center at BlueStone in Duluth and the St. Cloud, MN location, as well as robust online programs, reflecting the institution's commitment to accessible, transformative education.

The College's academic programs are organized under three distinctive schools: the School of Arts and Sciences, the School of Health Professions, and the Stender School of Leadership, Business, and Professional Studies. With over 60% of graduates entering health professions, St. Scholastica has established itself as a regional leader in healthcare education, supported by state-of-the-art facilities, including the Health Science Center at BlueStone and specialized sites in St. Cloud.

THE BENEDICTINE FOUNDATION

As a Catholic Benedictine institution, The College of St. Scholastica aspires to welcome all, adhering to five core Benedictine values drawn from the Rule of St. Benedict: community, hospitality, respect, stewardship, and love of learning. These values are not merely aspirational concepts but living principles that shape daily interactions, pedagogical approaches, and institutional decision-making.

The College's relationship with the Benedictine Sisters remains central to its identity and operations. Much of the Duluth campus sits on property owned by the Benedictine Sisters Benevolent Association and leased to the College, symbolizing the enduring partnership

between these institutions. The Sisters maintain five reserved seats on the Board of Trustees and continue to provide significant guidance and spiritual support to the College.

This Benedictine heritage is integrated throughout the student experience, beginning with *Dignitas*. This first-year program introduces students to core Benedictine values, the Catholic intellectual tradition, and Catholic social teaching. The Associate Vice President for Mission Integration serves as both a campus resource and liaison with the Monastery, ensuring that the College's distinctive identity remains vibrant and relevant for contemporary learners.



As a Catholic institution of higher education, we embrace our mission by educating students in the search for truth within a learning community inspired by Jesus Christ and the Catholic Church. Our commitment to Benedictine values, Catholic beliefs, and intellectual growth fosters a vibrant community in service to humanity, setting us apart as a Catholic Benedictine college. We aspire to harmonize faith and reason within a community where everyone is welcomed with dignity and respect, as if they were Christ himself.

STUDENT EXCELLENCE AND DIVERSITY

The student body of 2,930 is diverse, drawing from 49 states, the District of Columbia, Puerto Rico, and 35 countries. The undergraduate population of 1,810 includes 1,399 traditional students on the Duluth campus and 411 in online or hybrid programs, while 1,220 graduate students pursue advanced degrees across the comprehensive program offerings.

St. Scholastica has strategically increased its diversity, with 18% of students from historically underrepresented groups and 30% of traditional undergraduates being first-generation college students. Women comprise 69% of the total student body, reflecting the College's commitment to inclusive excellence and educational access.

The College's athletic programs in the Minnesota Intercollegiate Athletic Conference serve as strong enrollment drivers, with over 35% of traditional undergraduates competing as student-athletes across 22 NCAA Division III sports. Beyond athletics, students engage in over 60 clubs and organizations, more than 20 musical ensembles, and extensive fine and performing arts opportunities that enrich campus culture.

The College's commitment to student success is evidenced by exceptional retention and graduation rates, outstanding job placement statistics, and the institution's distinction as number one in Minnesota for post-secondary earnings one year after graduation.

FINANCIAL STRENGTH AND PHILANTHROPIC SUCCESS

St. Scholastica operates from a position of financial strength, with annual operating revenue exceeding \$76 million, supported by tuition and fees of more than \$45 million and an endowment valued at over \$87 million. The College receives approximately \$5.5 million annually in federal, state, and foundation grants, with significant support for TRIO programs, health professions training, and student scholarships. The overall endowment is approximately \$100M.

Recent philanthropic achievements include the successful completion of the Second Century of Saints Campaign in June 2023. The campaign raised \$64.5 million over nine years for scholarships, facilities, academic programs, and athletics. The campaign's signature achievement was constructing the new Student Center, which opened in August 2024.



LEADERSHIP STRUCTURE AND GOVERNANCE

The College of St. Scholastica operates through a sophisticated leadership structure that balances collaborative decision-making with clear accountability. This framework provides the incoming president with established administrative support and opportunities for leadership innovation.

Dr. Barbara McDonald, who became St. Scholastica's 13th president on August 5, 2019, will retire in summer 2026 after a transformative presidency that has strengthened the institution across multiple dimensions. Her leadership has established collaborative governance models and positioned St. Scholastica for continued strategic growth.

The President's Cabinet serves as the senior leadership team, meeting weekly to guide institutional operations and strategic initiatives. Current senior administration includes the Vice President of Academic Affairs and Interim Vice President of Enrollment Management and Student Affairs, the Vice President of Advancement, the Vice President for Finance and Strategy, the Associate Vice President of Inclusive Excellence, the Associate Vice President for Mission Integration, the Chief Information Officer, and the Executive Assistant to the President.

This senior team collaborates monthly with the Joint Leadership Council, which includes associate vice presidents in student affairs, enrollment management, and academic affairs, academic deans, the Director of Academic Operations, the Title IX Director, the Athletic Director, the Director of Human Resources, and the Dean of Students. President McDonald has cultivated a leadership culture emphasizing inclusive, collaborative decision-making and deep listening skills to ensure broad participation in institutional governance. This administrative structure operates with the College's Benedictine values at its center and maintains an unwavering focus on student success.

The Vice President of Academic Affairs oversees the College's comprehensive academic enterprise, including 50 undergraduate programs and 44 graduate programs at the master's and doctoral levels across three distinctive schools. St. Scholastica faculty represent exceptional expertise in their respective fields. They serve as research, innovation, and scholarship leaders within their disciplines while demonstrating dedication to facilitating learning, fostering critical thinking, and inspiring student achievement.

The recently established Center for Experiential Learning exemplifies St. Scholastica's commitment to high-impact educational practices. It provides internships, study abroad opportunities, and comprehensive career services. This Center increases student access to research and service-learning opportunities while supporting students in discovering meaningful vocational paths that align with their academic preparation and personal values.

The Student Affairs, Enrollment Management, and Marketing and Communications division operates under integrated leadership to attract and retain students while delivering exceptional educational experiences. This collaborative approach contributes to St. Scholastica's impressive retention and graduation rates, outstanding job placement statistics, and distinction as Minnesota's leader in post-secondary earnings one year after graduation.

The Associate Vice President for Mission Integration serves as both an institutional resource and a bridge between the College and the Monastery, ensuring that the Catholic Benedictine identity remains vibrant and accessible to the entire college community. This office oversees Campus Ministry and related programming that helps faculty, staff, students, and board members understand and live out the College's distinctive Benedictine values.



GOVERNANCE AND BOARD LEADERSHIP

The College of St. Scholastica operates under the strategic guidance of a 25-member Board of Trustees, representing the institution's diverse stakeholder communities while maintaining its distinctive Benedictine character. This governance structure provides presidential leadership with strategic oversight and collaborative support from constituencies across the college community.

The Board's composition reflects St. Scholastica's commitment to inclusive governance and institutional accountability. Voting members include trustees elected for their expertise and commitment to the College's mission, five reserved seats held by the Duluth Benedictine Ministries to ensure continued connection to the founding religious community, and the President of the College, who serves as an ex officio voting member.

Four non-voting members provide essential perspectives from key constituencies: the President of the Alumni

Association represents the engaged graduate community, a student appointed by the Student Government Association ensures current student voice in governance, a faculty member elected by the Faculty Assembly contributes academic expertise and institutional knowledge, and a staff representative elected by the Staff Council brings operational insights to board deliberations.

This governance model creates a dynamic partnership between the president and board that balances institutional autonomy with stakeholder engagement. The Board's diverse composition provides the president with access to wide-ranging expertise while ensuring that major strategic decisions reflect input from the communities most directly affected by institutional direction. The continued presence of the Benedictine Sisters on the Board maintains an essential connection to the College's founding mission while supporting contemporary institutional evolution.



STRATEGIC LEADERSHIP AGENDA

The next president of The College of St. Scholastica will assume leadership at a pivotal inflection point, with opportunities to shape the institution's trajectory for generations to come. The Board of Trustees has identified five transformative priorities that will define presidential leadership in the coming years.

STRATEGIC PLAN IMPLEMENTATION AND INSTITUTIONAL TRANSFORMATION

St. Scholastica stands ready to implement an ambitious new strategic vision that received Board ratification in May 2025. This comprehensive [2025-2030 Strategic Plan](#) represents more than incremental change; it envisions fundamental transformation across four interconnected pillars that will redefine how St. Scholastica serves students and communities while strengthening the institution's foundation for long-term success.

Pillar 1: Institutional Sustainability requires presidential leadership capable of creating transparent decision-making models for investment and resource allocation that foster community trust and support financial sustainability.

Pillar 2: Student Success challenges the president to strengthen the student experience from admission to graduation through enhanced collaboration between faculty, support staff, and enrollment services.

Pillar 3: Academic Programming and Lifelong Learning represents perhaps the most ambitious strategic evolution, requiring presidential leadership that can optimize the academic portfolio grounded in St. Scholastica's mission, healthcare legacy, workforce needs, and financial sustainability.

Pillar 4: Our Catholic Benedictine Legacy demands a president capable of responding to the needs of the broader community through the lens of Catholic Social Teaching and the Catholic Intellectual Tradition, acting as a transformative force that addresses social and environmental challenges with justice, human dignity, and commitment to the common good.

HEALTHCARE PARTNERSHIPS AND MARKET EXPANSION

The healthcare sector represents St. Scholastica's greatest opportunity for strategic growth, particularly given that over 60% of graduates enter health professions. The incoming president must possess both strategic vision and operational expertise to maximize partnerships with healthcare systems and expand our market presence.

The St. Cloud campus represents an exceptional growth opportunity requiring presidential leadership that can leverage existing infrastructure while building new partnership models with regional healthcare systems. This involves developing innovative clinical training partnerships, creating continuing education programs for healthcare professionals, and potentially establishing St. Scholastica as a preferred educational partner for major healthcare networks.

Presidential success in this area requires understanding healthcare industry trends, regulatory environments, and workforce development needs. The president must be capable of negotiating complex partnership agreements while ensuring that expanded programs maintain St. Scholastica's distinctive educational quality and Benedictine character.

STRATEGIC LEADERSHIP AGENDA (CONT.)

ENROLLMENT STRATEGY AND PROGRAM INNOVATION

St. Scholastica's enrollment strategy demands presidential leadership that can leverage the College's programmatic strengths while innovating to meet emerging market demands. This requires a sophisticated understanding of higher education demographics, competitive positioning, and program development processes.

The president must guide the expansion of program offerings across our seven satellite campuses, ensuring that new initiatives align with regional workforce needs while maintaining academic excellence. This includes developing new degree programs, expanding online offerings, and creating innovative hybrid models that serve diverse learner populations.

Success requires presidential capability to analyze market data, forecast enrollment trends, and invest strategically in high-demand programs. The president must also ensure that enrollment growth maintains St. Scholastica's commitment to personalized education and student success rather than pursuing growth at the expense of institutional character.

FACILITIES MASTER PLANNING AND CAPITAL CAMPAIGN LEADERSHIP

The incoming president will inherit responsibility for comprehensive facilities master planning that addresses immediate needs and long-term strategic goals. This requires presidential vision that can conceptualize how physical infrastructure supports educational innovation and student success.

Major facilities decisions await presidential leadership, including potential expansion of healthcare education facilities, renovation of historic buildings, and development of new residential options. The president must balance

the preservation of campus character with modernization needs, ensuring that facility planning supports strategic objectives while maintaining financial sustainability.

Perhaps most critically, the president will be expected to dedicate approximately one-third of their time to fundraising, with major capital campaign responsibilities requiring exceptional development leadership. This includes cultivating major donor relationships, articulating compelling institutional vision, and managing complex campaign logistics. Presidential success in advancement requires both strategic thinking about campaign priorities and operational excellence in donor cultivation and stewardship.

FINANCIAL SUSTAINABILITY AND RESOURCE OPTIMIZATION

While St. Scholastica enjoys strong financial health, the incoming president must ensure long-term sustainability through sophisticated financial leadership. This requires understanding complex revenue models, cost optimization strategies, and investment management practices that support institutional growth.

Presidential responsibilities include overseeing endowment growth strategies, diversifying revenue streams, and implementing operational efficiencies that redirect resources toward strategic priorities. The president must work closely with the Board's finance committee to establish financial policies supporting both current operations and future investments.

Success requires presidential capability to balance competing financial demands while maintaining fiscal discipline. This includes making difficult resource allocation decisions, implementing cost-effective operational improvements, and ensuring that financial planning supports rather than constrains strategic ambitions.





REQUIRED AND DESIRED QUALIFICATIONS

The next president of The College of St. Scholastica must be a leader who embraces the institution's Catholic Benedictine identity and demonstrates deep appreciation for how the five core Benedictine values—community, hospitality, respect, stewardship, and love of learning—can guide contemporary higher education leadership. **Candidates must be practicing Catholics** and continue to build strong partnerships with the Benedictine Sisters who continue to play a vital role in institutional life.

Successful candidates will possess proven leadership experience at the senior executive level, with significant higher education experience strongly preferred. The complexity of St. Scholastica's strategic agenda requires a leader who understands the nuances of academic governance, student success initiatives, and the unique challenges facing independent, mission-driven institutions.

While no candidate will embody every desired attribute, the successful candidate will demonstrate many of the following qualifications, skills, and characteristics:

STRATEGIC LEADERSHIP AND VISION

- **Strategic thinking abilities** with demonstrated experience in comprehensive strategic planning, implementation, and institutional transformation
- **Proven track record of leading complex organizational change** while maintaining institutional culture and values
- **Innovation mindset** comfortable with calculated risk-taking to advance institutional goals and respond to evolving market demands
- **Systems thinking capability** to understand interconnections between academic programs, enrollment, facilities, finance, and mission integration

ACADEMIC AND OPERATIONAL EXCELLENCE

- **Advanced degree from an accredited institution**, with terminal degree preferred
- **Senior leadership experience in higher education**, with understanding of academic governance, faculty relations, and curriculum development
- **Knowledge of student success strategies** including retention, completion, and post-graduation outcomes
- **Experience with program development and innovation**, particularly in health professions and professional programs
- **Understanding of accreditation processes** and regulatory compliance in higher education

FINANCIAL ACUMEN AND RESOURCE DEVELOPMENT

- **Sophisticated financial management expertise** with knowledge of higher education finance, budgeting, and endowment oversight
- **Substantial fundraising experience** with proven ability to cultivate major gift relationships and manage comprehensive campaigns
- **Strategic understanding of revenue diversification** including partnership development, auxiliary services, and innovative funding models
- **Experience with capital projects and facilities planning** including budget management and project oversight

REQUIRED AND DESIRED QUALIFICATIONS (CONT.)

EXTERNAL RELATIONS AND COMMUNITY ENGAGEMENT

- **Strong communication skills** with ability to articulate institutional vision to diverse constituencies including donors, community leaders, government officials, and media
- **Proven relationship-building capabilities** with track record of expanding institutional partnerships and community connections
- **Experience with healthcare industry partnerships** and understanding of healthcare workforce development needs
- **Comfort with public representation** of the institution at conferences, community events, and professional gatherings
- **Ability to work effectively with diverse stakeholders** including religious communities, [civic](#) organizations, and business leaders

LEADERSHIP STYLE AND PERSONAL CHARACTERISTICS

- **Collaborative and inclusive leadership approach** that values input from faculty, staff, students, and external partners
- **Emotional intelligence** with the ability to navigate complex interpersonal dynamics and build consensus
- **Transparent and accessible communication style** that promotes trust and open dialogue

- **Deep understanding of diversity and inclusion and demonstrated cultural competence.**
- **Ability to engage and lead inclusively** in ways that respect and align with the Catholic Benedictine tradition of the institution.
- **Resilience and adaptability** to manage the demands of presidential leadership in a complex institutional environment

MISSION INTEGRATION AND VALUES ALIGNMENT

- **Genuine appreciation for Catholic Benedictine higher education** and commitment to preserving and advancing the College's distinctive identity
- **Experience working with religious communities** or mission-driven organizations, with an understanding of the unique dynamics involved
- **Commitment to holistic student development** that integrates intellectual, moral, and spiritual formation
- **Understanding of the role of faith and values** in contemporary higher education and student life
- **Ability to bridge traditional religious heritage with contemporary educational innovation**





APPLICATION PROCEDURES

ASSISTING IN THIS SEARCH

The College of St. Scholastica is assisted in this search by Maya Ranchod Kirkhope, Vice President and Senior Consultant, from Academic Search.

Applications should include the following (as two separate PDFs);

- A thoughtful letter of interest addressing, as appropriate, the key responsibilities and qualifications outlined in this profile.
- A current resume, showing relevant administrative responsibilities and accomplishments.

Inquiries, nominations, and applications should be sent to CSSSPresident@academicsearch.org. Please include the nominee's name, position, employer, and email address.

By institutional policy and search committee affirmation, all information submitted by and about candidates will be kept in strict confidence. For full consideration by the search committee, applications should be submitted by **November 5, 2025**.

The College of St. Scholastica is an Equal Opportunity/Affirmative Action college. The College will not discriminate against or harass any employee or applicant for employment because of race, color, creed, sex, religion, national origin, age, veteran's status, disability, genetic information, sexual orientation, gender identity, marital status, familial status, public assistance status, membership or activity in a local human rights commission, or any other legally protected status.

ABOUT ACADEMIC SEARCH

Academic Search is assisting The College of St. Scholastica. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

