



The Search for Provost & Vice President for Academic Affairs

[St. Olaf College](#), a dynamic and nationally ranked residential liberal arts college located in Northfield, Minnesota, welcomes applications for the role of Provost & Vice President for Academic Affairs who will serve as Chief Academic Officer.

St. Olaf offers a vibrant four-year educational program distinguished by breadth, depth, innovation, and engagement, aiming to develop individuals of action and substance who will shape the world. Founded in 1874 by Norwegian Lutheran immigrants and one of 26 colleges of the [ELCA](#), the largest Lutheran denomination in the U.S., St. Olaf is both religiously affiliated and religiously diverse, including many community members who identify as spiritually curious but not religious. With a student population of approximately 3,066, the College employs 308 full- and part-time faculty members and 528 staff members, and has a student-faculty ratio of 12:1. The College is located about 45 minutes south of the Minneapolis/St. Paul metropolitan area.

St. Olaf is one of fewer than 80 colleges and universities in the nation committed to meeting the full demonstrated financial need of every admitted student.

St. Olaf's students hail from nearly all 50 states and close to 99 countries, representing diverse backgrounds and experiences. Twenty percent are first-generation college students; 22.3 percent are domestic students of color; and 10.5 percent are international. Students come from a wide range of religious traditions as well as no faith tradition.

The College's bands, choirs, and orchestras are world-renowned and central to campus life. Approximately one-third of St. Olaf students participate in music. St. Olaf has nearly 200 registered student organizations and 26 varsity NCAA Division III athletic teams, 13 for men and 13 for women.

Mission and Vision

Mission: St. Olaf College challenges students to excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition.

Vision: St. Olaf College will be known as one of the country's best liberal arts colleges, nationally and internationally recognized for excellence, academic rigor and community inclusivity, while developing and preparing students of character to lead lives of substance as contributing citizens of the world.

To advance its mission, St. Olaf College is currently developing a new strategic plan. St. Olaf's "True North" is developing individuals of action and substance who will shape the world — in other words,

solution seekers. The world needs the wisdom and courage of multidimensional St. Olaf students who can build strong and innovative communities, businesses, and relationships that enhance everyone's quality of life.

St. Olaf offers many opportunities to develop the competencies that solution seekers need, from compelling academic programs to an abundance of centers of excellence to co-curricular opportunities and experiences — including athletics and fine arts — where character, teamwork, and leadership are cultivated.

St. Olaf's promise for the future is to provide a liberal arts plus education, an approach that combines the best of the liberal arts with pre-professional and advising programs. To solve the pressing issues of our times, we need innovators and collaborators who seek solutions — and have the fortitude to implement them.

Academics

Within the College's Bachelor of Arts and Bachelor of Music degree programs, 51 academic majors are offered in the natural sciences and mathematics, fine arts, social sciences, and humanities. Students also may pursue an individually designed major on any subject that permits coherent, in-depth study using resources available through the College. In addition to the Bachelor of Arts degree in music, the Music Department provides a professional Bachelor of Music degree with majors in performance, church music, theory and composition, music education, and elective studies. To enrich their learning, St. Olaf students may choose among 22 different interdisciplinary concentrations, including Asian studies, business management, environmental studies, linguistics, and neuroscience.

St. Olaf is accredited as a degree-granting institution by the Higher Learning Commission. The College's academic programs are also accredited or approved by the American Chemical Society, American Society for Biochemistry and Molecular Biology, Commission on Collegiate Nursing Education, Council on Social Work Education, Minnesota Board of Nursing, Minnesota Board of Teaching, National Association of Schools of Art and Design, National Association of Schools of Dance, National Association of Schools of Music, and National Association of Schools of Theatre.

St. Olaf College is one of only a handful of colleges and universities that adhere to a 4-1-4 academic calendar. The January Term is a four-week period of intensive study that allows faculty and students to focus their attention on one course, offering time for in-depth study. Many students choose to pursue off-campus and international study during this time.

A significant development was the launch of St. Olaf's new general education curriculum known as the [OLE Core](#) in 2021 to prepare students to engage in robust discourse and gain access to diverse perspectives to take part in solving societal problems. Among its signature elements is a new [Power and Race](#) course requirement, in which students "gain knowledge of how race and ethnicity can contribute to inequality in contemporary U.S. society, and how these forms of inequality intersect with other social characteristics and institutions such as gender, religion, sexual orientation, social class, and the environment."

The recent creation of the Community and Belonging division and the appointment of the new Vice President for Community and Belonging presents a clear opportunity for collaboration across divisions

and initiatives to continue transforming St Olaf into a more welcoming, inclusive, and diverse community. The Provost and Vice President for Academic Affairs will play a key role in supporting diversity, equity, inclusion, and belonging initiatives in partnership with the division for Community and Belonging. Among these opportunities for collaboration include:

- Training for faculty search committees on how to reduce bias in interviewing and increase diversity in the applicant pool;
- Collaborative work between both divisions to increase retention efforts, specifically among First Gen/Low-Income students;
- Opportunities to identify support and mentorship for all faculty and in particular for faculty from underrepresented backgrounds;
- Programming opportunities through the Taylor Center for Equity and Inclusion, the Institute for Freedom and Community, and endowed lectures and concerts;
- Working with the Disability and Access office to provide accommodations for students with disabilities; and
- Working together to welcome and orient international students at the beginning of the academic year.

Campus and Facilities

Known as “The Hill,” St. Olaf College’s picturesque 300-acre campus is home to 16 academic and administrative buildings, 10 athletic facilities, and 11 student residence halls. As a residential community, 97 percent of St. Olaf students reside on campus. In the fall of 2022, the College opened a new, 300-bed residence hall and 14 townhouses, each with 10 beds.

Adjacent to campus are 325 acres of restored wetlands, woodlands, and native tallgrass prairie owned and maintained by St. Olaf. The College also has a utility-grade wind turbine, and 40 acres of college-owned land are blanketed with solar panels. The College’s solar subscriptions, combined with the energy generated by its wind turbine, have enabled St. Olaf to achieve 100 percent carbon-free electrical power.

Financial Overview

For fiscal year 2024-25, St. Olaf College has an operating budget of \$152.2 million with a Moody’s rating of A1 – stable. In addition, there is a \$35.5 million capital budget, focused on residence hall renovations and facilities infrastructure upgrades. The College’s outstanding debt was \$150.8 million as of May 31, 2024.

St. Olaf’s \$803.8 million endowment as of May 31, 2024 supports many aspects of the life of the College, including financial aid for students, professorships, and academic and co-curricular programs. During the fiscal year 2023-24, \$13.4 million was added to the endowment from new gifts, estates, matured planned gifts, and other sources. The endowment consists of a total portfolio of more than 2,000 individual endowed funds.

Annually, 98 percent of students receive need- or merit-based financial aid. For the 2024-25 academic year, tuition, room and board, and student fees total \$73,390 for full-time undergraduates. The College's last comprehensive campaign, “For the Hill and Beyond,” successfully concluded in 2020. More than \$250

million was raised against a goal of \$200 million. More than 25,000 donors played a role in this record-setting campaign.

Student Life

The [Division of Student Life](#) seeks to promote the intellectual, ethical, spiritual, physical and social development of all students, responding to their evolving needs and supporting their thriving as whole persons. The division's mission to foster an inclusive community and champion student success cannot be fulfilled without acknowledging the pain experienced by students who identify as BIPOC (Black, Indigenous, and People of Color, including APIDA [Asian, Pacific Islander, and Desi Americans], Latinx/a/o, and other communities of Color). As a division, it affirms this pain; it denounces racism, firmly believes Black Lives Matter, and is committed to building a racially just society and an antiracist community.

There are approximately [200 student groups](#) at St. Olaf with missions related to service, fitness and wellness, the performing arts, current events, faith, global affairs, sustainability, academic excellence, and many others. More than [two dozen multicultural student organizations](#), including the Asian American Student Union, Indigenous Peoples Organization, Cultural Union for Black Expression (CUBE), International Studies Organization, the Latine Student Excellence Initiative, and the Muslim Student Association are also part of the array of offerings. All groups are open to all students.

Campus Demographics

As of Fall 2024, the total student body is 3,066. Domestic students of color comprise 22.3 percent of the student body and 10.5 percent of the population are International students. The percentage of domestic students of color at St. Olaf has grown from 17.2 percent since Fall 2015. The international student population comes to Northfield from nearly 100 countries.

The 308 instructional faculty include 18.2 percent domestic faculty of color and 3.2 percent international faculty. 13.6 percent of the 528 non-instructional staff are domestic persons of color. In addition to its student affinity groups, there are dedicated BIPOC and Lavender (LGBTQIA+) affinity groups for faculty and staff, open to any interested employee.

Faculty Governance

The Faculty Governance Committee organizes and monitors faculty governance and represents the faculty to the administration and the Board of Regents. Its responsibilities include:

- Making recommendations on faculty governance;
- Advising the administration on faculty meetings, college governance, and college planning;
- Reviewing and making recommendations to the faculty on changes to the Faculty Manual;
- Appointing faculty to the Regents-Faculty Conference Committee and to the offices of Secretary of the Faculty and Parliamentarian;
- Overseeing at-large and faculty membership on faculty committees, nominating candidates for committee elections, and coordinating elections; and
- Selecting hearing committees in cases of faculty dismissal proceedings.

The St. Olaf College [Faculty Handbook](#) provides members of the faculty with information that is important for their work as teachers, advisers, and scholars. Policies and procedures regarding faculty governance as well as the rights and responsibilities of the faculty are provided under separate cover in the [Faculty Manual](#).

COLLEGE LEADERSHIP

President Susan Rundell Singer



St. Olaf College's 12th president is Susan Rundell Singer, an experienced leader in higher education who has led national efforts to advance undergraduate teaching and learning. The first woman to serve as president of St. Olaf, Rundell Singer took office on June 1, 2023, succeeding David R. Anderson '74, who retired after having led the college with distinction since 2006.

Rundell Singer was previously the vice president for academic affairs and provost at Rollins College in Winter Park, Florida, where she was also a professor in the Department of Biology. Before joining Rollins College in 2016, she served as the director for the Division of Undergraduate Education at the National Science Foundation (NSF), having been recruited to this role after she led a study for the National Academies of Science, Engineering, and Medicine (NASEM) on effective undergraduate learning and teaching. While at the NSF from 2013-2016, she led efforts to advance undergraduate STEM education across 14 federal agencies, overseeing a \$350 million annual budget and investment portfolio of \$1.2 billion.

While these roles have taken Rundell Singer across the country for the last decade, her Minnesota — and Northfield — roots run deep. She served as the Laurence McKinley Gould Professor in the Biology and Cognitive Science Departments at Carleton College for 30 years, where she also directed the Perlman Center for Learning and Teaching.

Rundell Singer's scholarship focuses on partnerships and networks of organizations collaboratively advancing undergraduate STEM education, with an emphasis on diversity, equity, inclusion, and belonging. Equitable and excellent undergraduate education is a signature element of her successes at Carleton, NSF, national organizations, and Rollins.

Rundell Singer is an American Association for the Advancement of Science (AAAS) Fellow and recipient of the American Society of Plant Biology teaching award and Botanical Society of America Charles Bessey award. She is an Association of American Universities Senior Scholar and chairs the National Academies of Science, Engineering, and Medicine (NASEM) Board on Science Education. She serves on the Executive Council of the Higher Education Leadership Initiative for Open Scholarship and the Science Museum of Minnesota Board. She chaired several NASEM studies, including Discipline-based Education Research.

Rundell Singer earned her bachelor's degree, master's degree, and Ph.D. in biology from Rensselaer Polytechnic Institute in New York.

Board of Regents

The St. Olaf College [Board of Regents](#) establishes and advances the mission and strategic priorities of the College. Currently consisting of 22 members, the Board oversees the College's academic quality and fiscal integrity, ensuring St. Olaf's ability to accomplish its purposes both now and in the future. The Board meets three times during each academic year and has multiple responsibilities, such as approving tenure for faculty members, reviewing and approving the college's budget, and monitoring student outcomes, community well-being, and institutional effectiveness. The Board appoints the College president and assesses the president's performance.

Each Regent serves on one or more [Board committees](#). The Academic Affairs committee works closely with the President and the Provost & Vice President for Academic Affairs to promote high standards of academic excellence and challenges students to excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition. The Academic Affairs Committee ensures that the academic program and the academic environment support St. Olaf's commitment to diversity, equity, and inclusion for students, faculty, and staff.

The committee works with the President and the Provost & Vice President for Academic Affairs in overseeing and making recommendations to the Board of Regents regarding:

- The quality of the educational program and its suitability for St. Olaf College's mission;
- The hiring, development, and retention of a diverse, highly qualified faculty and staff;
- The review of faculty members for promotion and tenure, and faculty personnel policies and procedures;
- The alignment of the academic budget, and faculty and staff levels, with the College's academic and strategic priorities; and
- The review, assessment, and ongoing improvement of academic programs, their quality, and contribution to learning for students of all backgrounds.

President's Leadership Team (PLT)

The Provost and Vice President for Academic Affairs serves as a member of the [President's Leadership Team](#). This senior team supports the president and the Board of Regents in delivering on the College mission. Collectively, their expertise covers all dimensions of the work of the College.

Living in Northfield

St. Olaf College is located in Northfield, a historic river town of 21,000 in the southeast part of Minnesota, just 45 minutes from the Twin Cities and Minneapolis/St. Paul (MSP) international airport. Historic downtown Northfield, within walking distance of campus, features coffeehouses, sandwich shops, restaurants, gift stores, and local art galleries. Northfield is also home to Carleton College, an institutional partner to St. Olaf and frequent athletic rival whose campus is just across the Cannon River. Northfield was named one of [Money's Top 50 Best Places to Live in the U.S.](#).

The [Northfield Public Schools](#) include three elementary schools serving approximately 1,600 students, a middle school, and a high school. The high school was extensively remodeled, and a new football field/stadium was built in 2004. In 2019-20, the Greenvale Park Elementary School was completed. The

combination of progressive programs, quality teachers, improved facilities and a high level of community support has proven to be a success. Northfield Public Schools have a graduation rate 15 percentage points above the Minnesota average, with approximately 85 percent of graduating seniors moving on to post-secondary education. Families also have the option of pursuing charter, private, and parochial education for their children.

Residents and visitors can enjoy canoeing, horseback riding, and more at the [Cannon River Wilderness Area](#); view the waterfall and wildflowers at [Nerstrand Big Woods State Park](#); and learn more about the natural world at [River Bend Nature Center](#). Arts lovers can take in performances by the [Cannon Valley Regional Orchestra](#) and the [Northfield Youth Choir](#), and Northfield is home to [the Vintage Band Festival](#) every summer. Both St. Olaf and Carleton offer a rich array of music, theater, and dance performances, athletic competitions, and events with nationally- and internationally-known speakers that are open to the public. With easy access to the Twin Cities, Northfield residents also benefit from the wide variety of artistic, educational, culinary, and outdoor recreation opportunities that characterize the Minneapolis/St. Paul metropolitan area.

St. Olaf, in collaboration with Carleton College and the City of Northfield, developed the following shared Land Acknowledgement Statement: *We stand on the homelands of the Wahpekute Band of the Dakota Nation. We honor with gratitude the people who have stewarded the land throughout the generations and their ongoing contributions to this region. We acknowledge the ongoing injustices that we have committed against the Dakota Nation, and we wish to interrupt this legacy, beginning with acts of healing and honest storytelling about this place.* St. Olaf is working on acts of healing and honest storytelling.

THE ROLE OF THE PROVOST & VICE PRESIDENT FOR ACADEMIC AFFAIRS

The Provost & Vice President for Academic Affairs oversees an operating budget of approximately \$49.8 million with an additional \$9.8 million in restricted funds, annually, managing the following established areas:

- Academic Faculties
 - Fine Arts
 - Humanities
 - Interdisciplinary and General Studies
 - Natural Sciences and Mathematics
 - Social Sciences
- [Associate Provost](#)
- [Academic Success Center](#)
- [Center for Innovation in the Liberal Arts](#)
- [Collaborative Undergraduate Research and Inquiry](#)
- [Flaten Art Museum](#)
- [Government, Foundation, and Corporate Relations](#)
- [Information Technology](#)
- [Libraries](#)
- [Natural Lands](#)
- [Registrar's Office](#)
- [Smith Center for Global Engagement](#)
- TRIO Programs

- [McNair Scholars Program](#)
- [Student Support Services](#)

[Direct reports](#) to the Provost & Vice President for Academic Affairs include the Associate Provost, Chief Information Officer of Libraries and IT, Registrar, Director of the Academic Success Center, Director of Government, Foundations and Corporate Relations, Director of the Smith Center for Global Engagement, Director of Student Support Services, five Associate Deans of the Faculties (Fine Arts, Humanities, Interdisciplinary and General Studies, Natural Sciences and Mathematics, and Social Sciences), Associate Dean of the First Year Experience and Sophomore Thriving, Executive Assistant to the Provost, and Faculty Budget Analyst



Illustration by Emily Joynton '10

THE AGENDA FOR LEADERSHIP

The work of the Provost & Vice President for Academic Affairs will be broad and all encompassing. The Provost & Vice President for Academic Affairs will provide strategic, visionary, consultative, and collaborative leadership for all aspects of St. Olaf's academic program and be a vibrant thought partner to the President and members of the President's Leadership Team. Building on the past and ongoing work at St. Olaf, the Provost & Vice President for Academic Affairs will:

- **Assess, innovate, and steward the curriculum and strategic academic priorities in concert with the College's mission:** St. Olaf plans to grow bolder in its approach to academic curriculum and to illuminate the College as among the nation's finest, necessitating a thoughtful examination of the existing academic curriculum and how it can continue to be developed to match student interest and ensure success after graduation. The curriculum will evolve in a way that prepares students for an ever-broadening array of careers but does not dilute St. Olaf's identity and focus on the liberal arts. Building upon an already strong partnership with the Piper Center for Vocation and Career, the successful candidate and colleagues in academic affairs will envision new and creative ways to prepare students for life after St. Olaf, equipping them with tools and inner reserves to meet the opportunities that await. In addition to ensuring academic rigor in Northfield, the Provost will also be deeply committed to high-quality study abroad opportunities.

First and foremost, the Provost & Vice President for Academic Affairs will bring well-rounded academic experience firmly grounded in the liberal arts plus the ability to support the development of non-liberal arts-based and shorter-term programs and a willingness to appreciate and explore the spaces where excellence in liberal arts interconnects with marketplace demands in business, leadership, data science and analytics, and other areas.

The Provost & Dean of the College will be excited to direct crucial pieces of the new strategic plan and will be an advocate for needed expenditures related to people, capital projects, and academic programs. Through such investments, the Provost & Vice President for Academic Affairs will work to position the [Ole](#) (OH-lee) experience as one of great value in a time when more are questioning the return on investment for a four-year degree.

- **Support the faculty in and out of the classroom:** Academics are at the heart of the St. Olaf experience; as such, the Provost will be the leader of the faculty but, most importantly, a champion and partner of St. Olaf's professors. In this shared endeavor, the Provost will work to develop leadership skills among the faculty; promote interdisciplinary dialogue; exhibit utmost respect for faculty autonomy in hiring, curriculum, and academic policymaking; and bring experience supporting and developing the scholarly and artistic work of the St. Olaf faculty. The Provost will bring a deep understanding of the tenure and promotion process including emerging and non-traditional forms and methods and engaged/public scholarship. The Provost will be mindful of faculty morale and caretaking. The successful candidate must be a good steward of resources and creative in finding ways to better facilitate collaboration between faculty and staff and to ensure that self-care touches all.
- **Shape a signature campus experience that educates the whole student:** St. Olaf students frequently cite access to faculty—in and out of the classroom—and the care and concern professors and staff exhibit as hallmarks of their experience. Students enjoy meaningful career and academic advising as well as the ability to collaborate with faculty and staff on study away and research projects during [January Term](#) and through extracurricular offerings throughout the year. Moreover, St. Olaf students benefit from rich experiences working closely with faculty on scholarly and artistic projects, with peers in athletics, student organizations, community service and engagement, and the performing arts. Working with associate deans and key PLT members, the Provost & Dean of the College will provide creative and data-driven thought leadership as it relates to curricular and co-curricular program development, student retention, student success, and student wellness. Additionally, the Provost & Dean of the College will work to leverage St. Olaf's identity as a highly residential college to raise its national profile as the ideal place for a truly holistic education. Because faculty-mentored student research is crucial to graduate school admissions and career opportunities, the Provost will be a champion of faculty-student research endeavors.
- **Build, advance, and celebrate diversity, equity, and inclusion across campus:** As leader of the faculty and with a mind toward creating an increasingly inclusive community, the Provost & Vice President for Academic Affairs will endeavor to diversify St. Olaf's faculty across multiple dimensions, including but not limited to academic background, gender, race/ethnicity, and religion. With student stakeholders in mind, the Provost & Vice President for Academic Affairs will think about ways to further incorporate social justice, civic preparedness, accessibility, and globalization into curricular and co-curricular programming. The successful candidate will adeptly address issues of faith and values and will prioritize understanding the perspectives offered by

different groups. The Provost & Vice President for Academic Affairs will collaborate with the Vice President for Community and Belonging, the Taylor Center for Equity and Inclusion, and other entities and individuals throughout the community to foster a deep sense of belonging for all.

- **Mentor and retain talented and dedicated faculty and staff while reinforcing St. Olaf's sense of community:** The Provost & Vice President for Academic Affairs will have the opportunity to collaborate with a committed team of faculty and academic affairs staff in shaping the institution's future course. Several recent faculty retirements have led to both the appointments of new faculty and to the possibility of additional faculty hiring. Mentoring new additions to the faculty with care will be important, as well as empowering directors and administrators to do the same for staff. The Provost & Vice President for Academic Affairs will promote a supportive environment that emphasizes equity and accountability. Moreover, honoring faculty and staff members' central and significant contributions to the College—via professional development opportunities, recognition, and competitive compensation—will be crucial. The Provost & Vice President for Academic Affairs' capacity to ask thoughtful questions, listen carefully, build consensus, and direct with care will be central to their role as an advocate of the faculty and academic staff. The Provost & Vice President for Academic Affairs will exhibit fiscal responsibility and illuminate the realities of higher education financing. Modeling and encouraging transparent decision-making will also promote trust and nourish the spirit of mutual respect intrinsic to the College's identity.
- **Advance and implement new technology:** The Provost & Vice President for Academic Affairs will frame and advance the College's conversation around technology, specifically concerning AI. The Provost & Vice President for Academic Affairs will help decide how embracing and advancing technology can support the institution's core mission, acknowledging that ongoing innovation is crucial in today's higher education landscape. The Provost & Vice President for Academic Affairs will be a bold and technology-forward leader who stays current with literature and best practices and will offer sound guidance concerning the use of technology within the curriculum, in classrooms, and in offices throughout St. Olaf.
- **Strengthen and expand partnerships externally to build academic opportunities:** The Provost & Vice President for Academic Affairs will have the opportunity to work both within a community that embraces St. Olaf College and more broadly with entities in the vibrant Twin Cities metropolitan area. The Provost & Vice President for Academic Affairs will strengthen current and develop new partnerships across industry, government agencies, nonprofits, and businesses. The Provost & Vice President for Academic Affairs will identify, cultivate, and support academic opportunities that will advance the mission of the College, student experiential learning, faculty scholarship, and career opportunities for graduates.
- **Oversee the renovation of the Rolvaag Memorial Library:** The Provost & Vice President for Academic Affairs will have the unique opportunity to help envision a new "learning commons" for St. Olaf via oversight of the renovation of the campus's central library, the Rolvaag Memorial Library. The [library](#) was built in 1942 with sizable additions and renovations made in 1966 and 1991. It is currently home to the [Norwegian American Historical Association](#), the [Kierkegaard Library, Information Technology](#), the [English Department](#), and the [St. Olaf College Archives](#). Working in concert with the President and members of the President's Leadership Team, the Provost & Vice President for Academic Affairs will bring to fruition a dynamic and welcoming learning space in which the Instructional Technology office, Digital Scholarship Center at St. Olaf

(DiSCO), Institute for Freedom and Community, and the Center for Innovation in the Liberal Arts (CILA) will coexist synergistically around an innovation space and emerging Academy for Leadership and Character.

Desired Qualities and Qualifications

The successful candidate will bring significant academic and administrative experience, a highly relational approach, outstanding communication skills, self-confidence balanced with humility, the integrity of the highest order, a strong work ethic, and a clear understanding of liberal arts institutions to the Provost & Vice President for Academic Affairs' work.

A Ph.D./terminal degree, tenure at the rank of full professor, and a scholarly record that garners the respect of the academic community at St. Olaf College are required. Finally, the next Vice President for Academic Affairs' discipline should be represented in an existing [area of major study](#) at the College.

The Provost & Vice President for Academic Affairs will support, respect, and commit to embracing diverse backgrounds, values, and points of view to build an intellectually curious college community. Finally, the appointee will bring many of the following experiences, skills, and characteristics:

- Knowledge of the [guiding principles and values](#) of the ELCA and ideas for how the Provost & Vice President for Academic Affairs can work in concert with the academic mission of St. Olaf;
- Passionate advocacy for the highly selective, residential, liberal arts college experience and an unflagging commitment to educational excellence;
- Experience nurturing diversity, equity, inclusion, belonging, and social justice efforts on campus and ensuring a campus that is welcoming to students, faculty, staff, and other members of the St. Olaf community;

Student-centeredness

- A record of substantive interaction with student affairs colleagues as partners in student success initiatives;
- A solid grounding in student enrollment and retention practices;

Strong relationship and partnership-building skills

- Superb listening and communication skills and the ability to communicate effectively and inspirationally with the many constituencies whose contributions are required for St. Olaf's success;
- A collegial and decisive approach to leading, coupled with a commitment to shared governance and consensus building;
- Expertise as a team builder who will empower others and optimize the effectiveness of diverse, talented, and seasoned teams;
- Awareness of key issues and trends impacting liberal arts colleges nationally;
- Cultural competency of the highest order and knowledge of global affairs;
- An interdisciplinary approach and capacity to identify and develop new synergies;

An entrepreneurial spirit

- The capacity to take calculated risks and the ability to stand behind bold decisions;
- Demonstrated success in curricular innovation, program creation, and institutional evolution; and

- A desire to be an energetic, motivating, curious, optimistic, authentic, empathetic, compassionate, and relational citizen of St. Olaf.

SALARY AND COMPENSATION INFORMATION

This is a full-time, year-round position that requires residence within a commutable distance of Northfield, Minnesota. The salary is competitive and will be commensurate with experience. A generous benefits package will accompany compensation. Information about medical and other employee benefits may be found [here](#).

APPLICATION AND CONTACT INFORMATION

Nominations and inquiries should be submitted electronically as soon as possible to the email address below. The search committee will begin to evaluate applications in fall 2024. Although applications will be welcomed until the time that a new Provost & Dean of the College is selected, candidates should submit materials before October 28, 2024, to ensure fullest consideration. The next Vice President for Academic Affairs is expected to begin in the role on July 1, 2025.

Applications should include a CV and a letter of candidacy that responds to the agenda for leadership and the desired qualities and qualifications for the Provost & Vice President for Academic Affairs. All application materials will be considered in full confidence and should be submitted [via the Talent Profile](#).



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St. Olaf College is an equal employment opportunity and voluntary affirmative action employer. The college is committed to providing an inclusive and welcoming environment for all members of our community. With regard to its hiring and employment practices, the college prohibits all forms of discrimination and harassment based upon an individual's legally protected status including race, color, creed, national origin, gender, gender identity, gender expression, sexual orientation, age, religion, disability, marital status, veteran status, or status with regard to public assistance.