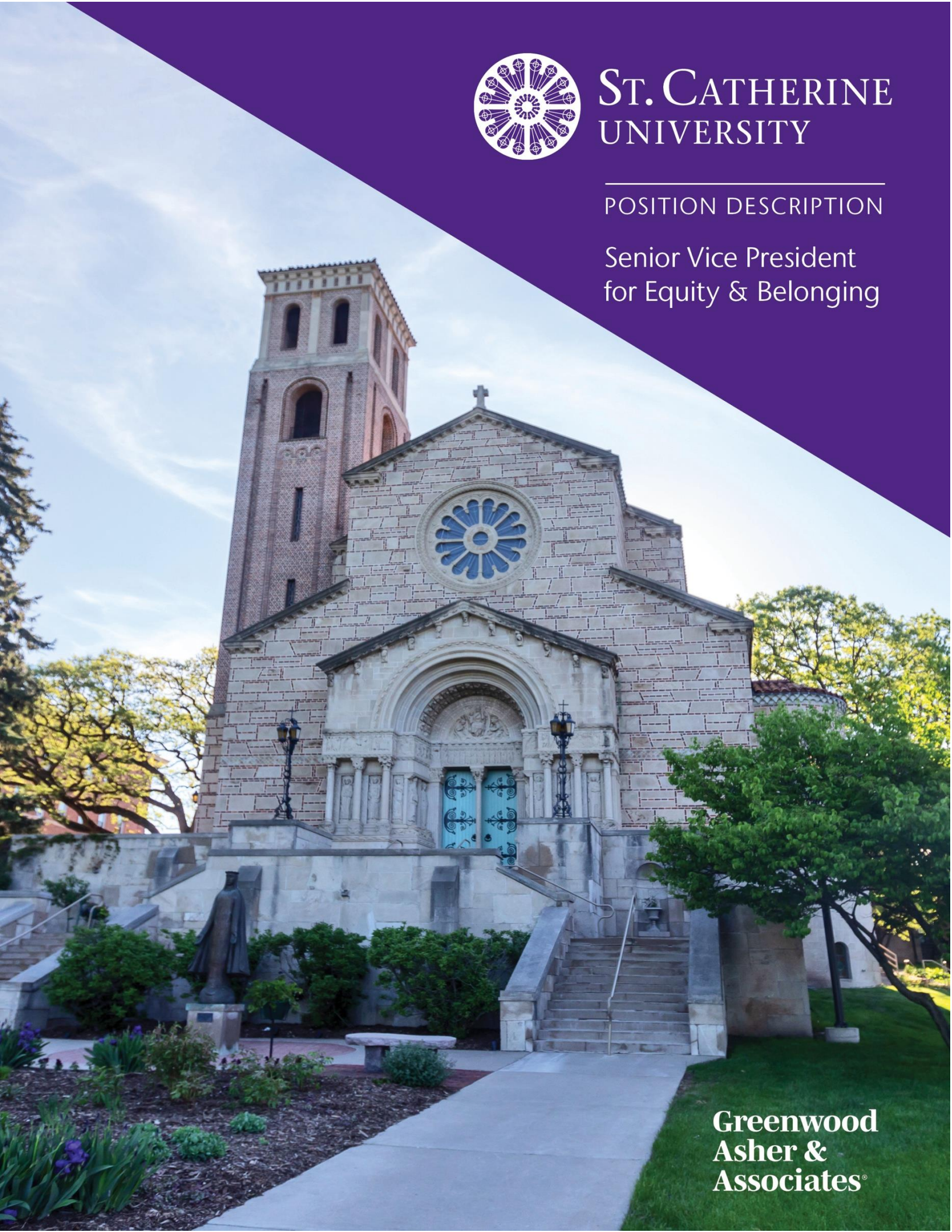




ST. CATHERINE UNIVERSITY

POSITION DESCRIPTION

Senior Vice President
for Equity & Belonging



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The Opportunity

St. Catherine University (St. Kate's) is a Catholic University that invites nominations and applications for an accomplished and visionary leader to serve as senior vice president for equity and belonging (SVP EB). The SVP EB serves as a strategic and active member of the University's senior leadership team and reports directly to the president.

The Role

The Senior Vice President for Equity and Belonging (SVP-EB) sustains and enhances St. Catherine University's culture by elevating our work to become a learning community of diversity, equity, inclusion, and belonging. This position reports to the President and is the key advisor to and thought partner with the President and the Senior Leadership Team on strategies to build bridges to advance education, training, and professional development for faculty, staff, and students around issues of diversity, inclusion, belonging, identity, anti-racism, social justice, and equity across the university.

The General Duties and Responsibilities are:

- Create the Hub for Equity and Belonging to coordinate and guide the efforts of any office on campus that has responsibility for implementing any aspect of our Inclusive Excellence Master Plan.
https://issuu.com/stcatherineuniversity/docs/inclusive_excellence_master_plan.
- Work directly with the campus community to assess the current DEIB Strategic Plan and recommend any enhancements that should be made to accelerate our program to achieve institutional equity and belonging that aligns with the strategic goals, vision, and mission of St. Catherine University.
- Be data-driven to identify and address conditions, policies, and practices that impede the development of an inclusive and equitable campus.
- Through the Provost's Office and the Teaching Hub, work with academic and faculty leadership to integrate diversity, equity, and inclusion into the curriculum and academic department curricula and instruction.
- Collaborate with offices across campus to develop and execute training that focuses on diversity and equity with an emphasis on inclusion and belonging.
- Work directly with Human Resources and Enrollment Management offices to focus on recruitment and retention of faculty, staff and students of color.
- Work with existing staff and policies at the University to help respond to matters regarding incidents of bias and/or to establish a system that provides just approaches and remedies to bias.
- Effectively communicate with internal and external populations on matters regarding DEIB and advise others on strategies to improve communications.
- Represent St. Catherine University at public meetings and serves on external boards that enhance campus/community partnerships.
- Advance the work of the Office of Intercultural Development, and other affinity spaces to support student populations who have been historically disadvantaged and oppressed in higher education.
- Examine existing programs, strategies, and policies to find changes we need to make to recruit and retain a diverse community of students, faculty, and staff, including strategies to provide support for historically excluded populations.

Planning and Reporting

- Working with the Office of Institutional Research and Planning, verifies metrics and procedures to track institutional trends and help units increase accountability through qualitative and quantitative assessments of diversity and equity programs, policies, and services.
- Advises and collaborates with departments in the Office of Student Affairs as they establish, coordinate, and assess contributions to diversity, inclusion and equity goals.
- Leads the planning, implementation, tracking, and reporting of the university's diversity, equity, and inclusion goals and initiatives within the university's strategic plan and the creation of a diversity inclusion scorecard.
- Consults with relevant internal and external policy-making bodies to identify necessary actions that ensure equitable systems, policies, and structures.

Administrative and Supervisory

- One direct report to serve at the project management level to track and report progress on the Inclusive Excellence Master Plan.
- Working with the President and Senior Leadership Team, guide the identification of clearly defined performance expectations for staff connected to the Hub to:
 - ensure accountability,
 - provide ongoing informal feedback, coaching, and mentoring; and
 - contributes to their annual performance appraisal by their respective leaders.

Community Outreach:

- Fosters community outreach, respond to public inquiries, and provides information about the university's diversity goals and efforts.
- Represents the university in various community, state, and regional activities designed to promote diversity in higher education.
- Participates in outreach and awareness programs designed to promote social justice education and cultural competence within the university and the community.

Minimum Qualifications

- Earned doctorate or other terminal degree strongly preferred. This could include master's degree in higher education, human resources, student affairs, or related field.
- Six years of diversity and inclusion-related work in higher education, public sector experience preferred.
- Demonstrated ability to build coalitions to create and implement sustainable culturally responsive systems and structures to advance access and success for students, faculty, and staff.

- Demonstrated experience working with employee resource groups and training faculty, staff, and students on matters related to race, ethnicity, sex, gender identity, sexual orientation, ability, and other identities.

Additional Qualifications

- Excellent communication, listening, and organizational skills.
- Strong project management experience for designing, implementing, and evaluating programs that address the needs of historically excluded populations in order to ensure their success.
- Demonstrated experience with analyzing a complex environment for strategic intervention, and being a thought partner able to communicate and guide the implementation of change that is needed.
- Experience completing written reports on the outcomes of a variety of programs.
- Experience navigating state and federal regulations and policies and their impact on higher education.
- Experience participating in writing and securing external funding and applying for state and federal programs.
- Experience using and synthesizing surveys, including campus climate surveys, and other data to inform and shape pathways that reduce barriers and elevate the success of students, faculty, and staff.
- Experience convening diverse groups to develop and implement strategies that respond to a wide variety of barriers.



Overview

St. Catherine University (formerly the College of St. Catherine) was founded in St. Paul in 1905 by the Sisters of St. Joseph of Carondelet (CSJs), under the leadership of Mother Seraphine Ireland. The University's relationship with the CSJs continues to this day through a Covenant that nurtures and sustains this most important partnership and continues the positive relationship that has existed for more than a century. As expressed in the CSJ's early documents, St. Catherine University remains dedicated to "all of which woman is capable" and "love of God and the dear neighbor without distinction."

The College of St. Catherine (St. Kate's) became St. Catherine University on June 1, 2009. The change reflected St. Kate's transformation into the comprehensive institution it is today, with students enrolled in three colleges (College for Women, College for Adults, and Graduate College) taking programs within four schools (School of Nursing, Henrietta Schmolz School of Health Sciences, School of Humanities, Arts, and Sciences, and School of Business), and a vision to continue the evolution from a regional presence to a stronger national and international presence. In the 30 years leading up to the change, enrollment more than doubled, from just over 2,000 students at the baccalaureate level, to 3,550 students in programs ranging from associate to doctoral, with 83 majors. The University is classified as a Minority Serving Institution (MSI) and has the Carnegie Classification of Doctoral/Professional University.

Throughout the University's history, the fundamental platform on which St. Kate's was built – the mission, the heritage, and the reputation for academic excellence – remains. The University holds the distinction of having the oldest Phi Beta Kappa chapters for a Catholic institution, which was founded in 1937.

Mission

The mission of St. Catherine University is to educate women to lead and influence.

The University educates at all degree levels through valuing and integrating the liberal arts and sciences and professional education within the Catholic intellectual tradition, emphasizing scholarly inquiry and social justice teaching as lived by the Sisters of St. Joseph of Carondelet.

The University welcomes a rich diversity of students, with a baccalaureate college for women at the heart of the University and graduate and adult colleges for women and men. Committed to excellence and opportunity, St. Catherine University develops leaders who act with integrity.

Founded under its identity as a women's institution, St. Catherine University remains committed to its historic mission to educate women to lead and influence. The University welcomes students reflective of diverse backgrounds and identities. Applicants to the traditional undergraduate program (College for Women) who self-identify as women, non-binary, and genderqueer are eligible to apply for admission. St. Catherine University also provides co-educational undergraduate programs (College for Adults) and graduate programs (Graduate College) inclusive of all genders and identities. Committed to excellence and opportunity, St. Catherine University develops leaders who act with integrity.

The mission is based on three core principles — women, Catholic, liberal arts — supported by [three endowed chairs](#).

The vision is to be respected globally for educating women who transform the world.

Values

Academic Excellence: The University embraces a culture of learning that drives the students, faculty, and staff to discover, acquire, and apply knowledge.

Community: The University welcomes all without distinction in the spirit of the Sisters of St. Joseph of Carondelet.

Integrity: The University demonstrates honesty and openness and builds trust with all that we do.

Social Justice: The University creates an environment of equity, fairness, and respect, and we work for systemic change, so Earth and all people thrive.

Reflection: The University contemplates all life experience and examines the mystery of human purpose.

Covenant

Since 1905, the University has worked with the Sisters of St. Joseph of Carondelet, St. Paul Province to enable their complementary missions to flourish. In every way the Province as founder and sponsor, and the University as a significant ministry of the Province, have been “dear neighbor,” each to the other.

This Covenant nurtures and sustains this most important partnership and continues the positive relationship between the Sisters of St. Joseph and St. Catherine University that has existed for more than a century.

View the Covenant [here](#).

Inclusive Excellence at St. Catherine University

Inspired by their founders, the Sisters of St. Joseph of Carondelet, St. Catherine University is committed to academic excellence in educating women to lead and influence in a community characterized by respect for human dignity, equity, and solidarity. The mission of the Sisters of St. Joseph of Carondelet, "love of God and the dear neighbor without distinction," impels them to respond to the most urgent needs of society. The University does this through intellectual inquiry which results in transformative leadership for action.

The University works to create a community and a world in which race, ethnicity, nationality, socioeconomic status, ability, gender, gender identity and expression, sexual orientation, religion, and any other forms of human difference are neither sources of prejudice nor barriers to equal access, opportunity, representation, and agency. Human diversity is a strength.

St. Catherine University acknowledges the historic and current oppression of people based on various intersecting identities. Dismantling the oppression that creates barriers for marginalized people begins by understanding the policies and practices that keep oppression in place, and then acknowledging that we have much work to do. It is not enough to simply denounce oppression. Instead, we must actively address it in the way we live, work, and learn. To this end, St. Catherine University works for equity and inclusion within and beyond the classroom and workplace.

St. Catherine University also honors its presence on ancestral homelands of the Dakȥóta People and expresses its respect for all the first people of the land who cared for this common home. The University acknowledges the impacts of its history on its relationship with American Indian sisters and brothers as it participates in a journey of listening, learning, building relationships and advocating for and with American Indian nations for a more just world for all. More information about the University's land acknowledgement statement can be found [here](#).

As citizens of a diverse world, the University is committed to reflecting this diversity in their students, faculty, staff, administrators, Board of Trustees, and alumni in participation, policy, leadership, and equity in opportunities. The understanding of and respect for human differences is integral to a liberal arts education and preparation for a diverse workforce. The

University community challenges itself to be welcoming and respectful, while interacting effectively, sensitively, and with humility in an increasingly diverse, global community. All members of the University community should have equitable access to education, safety, care, and career regardless of status, position, or privilege.

More information on the University's inclusive excellence plan can be found [here](#).

Three Colleges, Four Schools

St. Catherine University is organized into four Schools, with each School representing an array of academic areas at the institution – School of Humanities, Arts, and Sciences, School of Nursing, School of Business, and Henrietta Schmoll School of Health Sciences. Academic leadership and faculty within the four Schools deliver programs that serve traditional and adult undergraduates as well as graduate students. Programs across the four Schools enroll students from these three distinct populations in one of three colleges: the College for Women, the Graduate College, or the College for Adults.

The College for Women is the heart of St. Catherine University. Students benefit from a highly focused and unique learning environment that emphasizes the accomplishments of women and their distinct approaches to teaching and learning. The college strives to empower women and equip them to lead and influence. Students are challenged and supported as the college spurs them to reach their full potential. Women students can choose from more than 60 major fields of study and 50 minors in liberal arts and sciences and professional studies. Two hallmarks of excellence in College of Women — the liberal arts and sciences core curriculum and the undergraduate research program — serve as the foundation for curricular and co-curricular learning and provide students with a repertoire of knowledge, skills, and core values.

The Graduate College welcomes students who have the capacity to develop advanced skills for ethical leadership, critical thinking, applied research and communication within a variety of professional programs in healthcare, education, business, social work, and library science. With a focus on social justice and global citizenship, the Graduate College offers women and men more than 20 rigorous degree programs at the certificate, master's, and doctoral degree levels.

The College for Adults offers busy adults a variety of affordable and flexible online and hybrid courses, career-accelerating degrees, and certificates. Students will find more than 20 programs to choose from within the University's school of business, health sciences, humanities, arts, and sciences, and nursing.

The School of Humanities, Arts, and Sciences (SHAS) is home to more than 25 majors and 30 minors, with some of the most popular programs for students including psychology, English, and biology. Innovative and traditional teaching-learning practices foster the mental agility students need to understand deeply, analyze critically, explore, and assess available solutions, and take effective action in increasingly complex and ever-changing global communities.

The School of Business gives students the opportunity to learn how to take action in an ever-changing, connected world. From accounting to fashion design, business administration, to leadership, students are ready to hit the ground running in their careers, graduate school, and beyond. The School's graduate students take their careers to the highest level in leading-edge master's programs in business and leadership.

The Henrietta Schmoll School of Health Sciences (HSSH) emphasizes interprofessional healthcare education in classroom, laboratory, and clinical settings. In the Henrietta Schmoll School of Health Sciences, students work across traditional program boundaries to prepare for real-world work scenarios. The research-focused, social justice-oriented healthcare programs have been leaders in the field for more than 100 years, and their graduates are consistently in demand with top employers. Programs include exercise and sports science, health informatics, occupational and physical therapy, physician assistant studies, public health, and more.

The School of Nursing is dedicated to holistic learning and committed to excellence and service. With the belief in the value of experiential learning, students in the school of nursing are empowered to succeed with a combination of contemporary nursing knowledge, interdisciplinary collaboration, and state-of-the-art simulation technology. Their strong relationships with the community and partnerships with health organizations provide their graduates with opportunities to lead and influence in nursing and healthcare.

Faculty and Staff

- 363 Staff
- 236 Full-time faculty
- 171 Part-time faculty
- 252 Total ranked faculty
- 10:1 Student to faculty ratio

Enrollment

- Fall 2023 enrollment total: 3,550
- Graduate students: 1,102

- College for Women: 1,402
- College for Adults Associate's: 461
- College for Adults Bachelor's: 585

As the pandemic has waned, St. Catherine University is experiencing a resurgence in new student enrollment across its College for Women, College for Adults and Graduate College. In the Fall of 2023 these three colleges welcomed nearly 1,110 new students in their programs representing a 28% increase over the prior year.

The College for Women has enjoyed two consecutive years of growth in its first-year student recruitment, with the 360 students in the Fall of 2023 being its largest class since the Fall of 2018. Since the Fall 2022 semester, the College for Adults, with entry points during the fall, spring and summer semesters, has produced four consecutive semesters of increases in new student enrollment. The Graduate College also saw increases in new student enrollment in the Fall of 2023 setting the stage for additional growth in 2024 and beyond.

Student Data

- 94.1% female (undergraduate and graduate)
- 4.6% male (undergraduate and graduate)
- 35% Pell Grant (undergraduate)
- 38% BIPOC (undergraduate and graduate)
- 86% Minnesota residents
- 78% First-year retention rate
- 56% Four-year graduation rate
- 64% Six-year graduation rate

Strategic Plan

In 2018, St. Catherine University created its Setting Our Sails strategic plan. In the plan, the University committed to accomplishing six strategic priorities over the subsequent 10 years.

- **Strengthen Academic Excellence**
 - Cultivate and support a dynamic environment that fosters discovery, inquiry, and application for a complex world
 - Recruit, retain, and support outstanding, diverse faculty and staff
 - Graduate successful students while maintaining affordability

- **Stake Our Claim**
 - Attract and retain students
 - Tell St. Catherine's story
 - Keep the CSJ legacy alive and visible
- **Forge Partnerships**
 - Increase corporate, foundation, and government support
 - Expand academic reach
- **Foster Forever St. Catherine**
 - Keep Katies engaged beyond graduation
 - Establish forever opportunities to give
- **Drive a Culture of Inclusive Excellence**
 - Develop systematic infrastructure to ensure inclusive excellence is integrated into all operations
 - Cultivate and maintain a health campus climate
- **Build a Strong and Sustainable Foundation**
 - Stabilize and improve the University's financial position
 - Create and utilize a campus master plan to support the academic vision and student experience

Click [here](#) to learn more about the Setting Our Sails strategic plan.

The Twin Cities: A great place to call home

The Twin Cities of Minneapolis and St. Paul have it all: urban sophistication, Midwestern friendliness, a colorful history, a wide range of major cultural institutions and activities, and an affordable cost of living that makes it all wonderfully accessible. The region is a magnet for young professionals, with low unemployment, a great education system and a culture of innovation — in fact, it was hailed by *The Atlantic* as a “cultural overperformer” based on its density of creative class workers and abundance of arts, cultural and entertainment offerings. It also leads the nation in volunteerism and civic engagement, two hallmarks of thriving communities.

St. Catherine University is distinctly positioned within a region boasting multiple sectors of strength, represented by 16 Fortune 500 and 22 Fortune 1000 companies, and more than 20 corporate research centers.

- One of the most diverse economies in the country. Every one of our 16 Fortune 500 companies began as a start-up. This legacy of innovation continues as these leading companies host national accelerator programs in retail, food, fintech and health, investing in the future of our diversified economy.
- Home to some of the world’s largest companies, including;
- The largest private health insurance company - UnitedHealth Care
- The largest digital health company - Optum Health
- The largest medical device company – Medtronic
- Five of the world’s 30 largest food companies – Cargill, CHS, General Mills, Land O’ Lakes, and SuperValu
- No. 1 most concentrated medical device workforce in the U.S. and 2nd largest overall
- 3rd largest combined food science and biomedical engineering workforce in the U.S.
- Top 10 in the U.S. for Technology and Science R&D spending
- Higher concentration of global financial and insurance talent than the average U.S. metro

St. Paul is a major education, health care, government, financial, and industrial center. Highly diversified manufacturers include automobiles, chemicals, computer products and software, tools, machinery, and medical equipment. Insurance, high-technology industries, food processing, oil refining, and convention business are also important. The city is the corporate headquarters of 3M (Minnesota Mining & Manufacturing Company). The Twin Cities region is a rail and trucking center and includes a major international airport on the southwestern corner of St. Paul. The Skyway, a system of enclosed, climate-controlled pedestrian walkways located at the second-floor level, connects various points in the downtown area. The city’s cultural institutions include the Science Museum of Minnesota, the Minnesota

Museum of American Art, the Minnesota Transportation Museum, and a children's and a historical museum. The Ordway Center for the Performing Arts is the home of the Minnesota Opera and the renowned St. Paul Chamber Orchestra. Como Park on the city's northwest side has a conservatory and a zoo. The Xcel Energy Center (opened 2000) houses the Wild, Minnesota's professional ice hockey team. Mississippi National River and Recreation Area (1988), which includes St. Paul's riverfront areas, is headquartered in the city. The annual St. Paul Winter Carnival features parades and other outdoor events and ice and snow sculptures.

Nomination & Application Process

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Marion Frenche and Shelley Feather with Greenwood Asher & Associates® is assisting St. Catherine University in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials should include:

- › A letter of interest that clearly states the applicant's qualifications for the position
- › A current résumé/curriculum vitae
- › The name, relationship, and email address of five professional references

We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Marion Frenche, Associate Vice President for Executive Search and Practice Leader
marionfrenche@greenwoodsearch.com

Shelley Feather, Senior Executive Search Consultant and Practice Leader
shelleyfeather@greenwoodsearch.com

Greenwood Asher & Associates®

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St. Catherine University is an equal opportunity employer. Our commitment to inclusion reflects the central value of the Sisters of St. Joseph of Carondelet to “love of neighbor without distinction” and provides a learning and working environment that is enriched by the diversity of all our members. Individuals of religious, racial, ethnic, gender identity, nation of origin, or disability groups that have traditionally had less representation in higher education are encouraged to apply.