



Benedictine
University



PROVOST PROFILE



Provost Profile

Benedictine University (the “University”) celebrates its history, Mission, identity and legacy as a Catholic University with a Benedictine wisdom tradition, as it seeks the university’s next Provost and Chief Academic Officer. The Provost and Chief Academic Officer will report to a Dr. Joseph Foy; a visionary, servant leader who began his tenure as president in 2023. Together they will collaborate with faculty, staff, and the Board of Trustees in setting a course for the University designed to meet the educational needs of twenty-first-century learners. The strategic direction of the University is characterized by generating innovative ideas to promote inclusive academic excellence and student success. The successful candidate will be a trusted colleague and partner with the President, working closely and collaboratively with colleagues as a member of the Executive Cabinet and with faculty, staff, and administrative leadership in the Division of Academic Affairs. Above all, the Provost and Chief Academic Officer of Benedictine University will work to support approximately 3,000 diverse undergraduate, graduate, and online learners at the Lisle, IL and Mesa, AZ campuses and within Benedictine University’s international programs.

I. Leadership Opportunity and Priorities

Inspired by the Catholic intellectual tradition, the social teaching of the Catholic Church and the Benedictine wisdom tradition as framed in “The Rule of St. Benedict,” BenU is dedicated to teaching and learning, scholarship and service, and seeking truth and justice in a complex and rapidly-changing world. As the University’s Chief Academic Officer, the next Provost will embrace BenU’s Mission and seek its actualization in executing the following leadership priorities:

1. Advance BenU’s Mission, Vision and Identity

The Provost and Chief Academic Officer will help inspire a vision grounded in Benedictine values, which will empower students to live lives of meaningful, ethical engagement and productive purpose as engaged citizens. In addition, the Provost and Chief Academic Officer will embrace the Benedictine wisdom tradition through the support of Benedictine University’s interfaith and diversity work, which welcomes people of all faiths, cultures, backgrounds and identities in promotion of the common good. The Provost and Chief Academic Officer will also ensure that the University lives its mission as a thought leader in Catholic higher education through the creation of innovative, community-responsive programs and the maintenance of a vibrant, sustainable twenty-first-century academic program.

2. **Serve as Inspiring University Leader and Spokesperson**
Reporting directly to President Joseph Foy, the Provost and Chief Academic Officer will partner with him and the campus community to collaboratively develop a vision that shapes the University for the future, serving as Acting President in his absence. As a key member of the Executive Cabinet, and Chair of the Provost's Council, the Provost and Chief Academic Officer will be the chief spokesperson for the University's Division of Academic Affairs.
3. **Create an Academic Vision to Enhance Excellence and Reputation**
With the University's core values as a foundation the Provost and Chief Academic Officer will collaborate with the President, the faculty and staff, the Executive Cabinet, and academic leadership to envision, shape and articulate a revitalized and relevant academic vision for the University's future. The vision is intended to enhance academic and inclusive excellence, promote operational efficiency, increase enrollment, strengthen finances, address market demands and employment needs, and increase Benedictine University's local, regional, and national reputation in Lisle, IL and Mesa, AZ.
4. **Promote Effective Administration**
In collaboration with the President and Executive Cabinet, the Provost and Chief Academic Officer will promote a culture of administrative effectiveness, integrity and transparency, which will include working with faculty through shared governance and academic leadership to review current academic policies and procedures, implementing data-informed, recommended practices.
5. **Enhance and Support Faculty and Staff Development**
The Provost and Chief Academic Officer will lead efforts in recruiting, mentoring, evaluating and developing full-time faculty and academic staff, and will possess a keen understanding and experience in succession planning.
6. **Increase Student Enrollment, Retention and Success**
BenU acknowledges and takes seriously its ethical obligation to students to help them succeed in meeting outcomes and completing their educational goals. Likewise, although well-managed and committed to balanced operating budgets, the University is tuition-driven with finite financial resources and escalating costs. Therefore, increasing enrollment at all levels through programmatic revisions, collaboration on the development of effective recruitment strategies, astute financial aid management, and enhanced student success and retention rates is a critical priority for the Provost and Chief Academic Officer.



7. Foster Increased Opportunities through Partnership and Collaboration with Community Partners

The Provost and Chief Academic Officer will work to establish new experiential learning opportunities and expanding existing ones for all students in order to further the overall educational experience and develop critical thinking and Mission-aligned leadership skills for students. This includes identifying new and sustainable partnerships capable of providing internships, career development, service and other community-based learning opportunities, and continued education pathways for Benedictine University students.

8. Provide Strong Stewardship of Resources and Strengthen the University's Financial Capabilities

During this time of Benedictine University's transformation, in which we emerge from a global pandemic that has disrupted higher education, the Provost and Chief Academic Officer will take initiative to strengthen the university's financial capabilities by identifying and pursuing new revenue streams, and initiating and building new partnerships with businesses, non-profit associations, academic institutions, and other stakeholders. The Provost and Chief Academic Officer will also raise the presence of the University among alumni, and work with the President and institutional advancement office to increase fundraising and grant development activities. Prudently managing the academic budget and clearly articulating priorities for resource allocation is essential.

9. Champion Equity, Diversity and an Environment of Inclusive Excellence

Benedictine University seeks to be in harmony with the contemporary world and aspires for its students to recognize their responsibilities as members of the global community. As such, Benedictine University strives to become increasingly inclusive, with an expectation that the Provost and Chief Academic Officer will help lead to increase diversity and better position the university to successfully attract and retain diverse students, faculty, staff, and administrators.

10. Support Academic Innovation and the Advancement of Next Horizon Programs and Offerings to Meet Rapidly Changing Workforce and Community Needs

The Provost and Chief Academic Officer will support established and emergent academic programs, different teaching modalities, and innovative pedagogical/ andragogical practices to ensure academic quality and integrity while meeting diverse student needs.



II. Desired Attributes for Leadership

The Provost and Chief Academic Officer will serve with integrity, partnering with President Joseph Foy and the Executive Cabinet to advance the success of the University. The Provost and Chief Academic Officer will enthusiastically share the University's Mission, strategic aspirations, and goals, and be responsible for exercising executive leadership within the Division of Academic Affairs. The Provost and Chief Academic Officer will possess a deep appreciation for shared governance and will recognize the importance of inclusive teaching excellence, scholarship, service, and administration. The Provost and Chief Academic Officer will provide pathways of opportunity and success to meet diverse student needs, advocate for faculty and academic staff, and serve as a trusted liaison to Benedictine University's Board of Trustees on Academic matters.

The Provost and Chief Academic Officer will possess a doctoral degree from a regionally accredited institution of higher education, and must have earned tenure at a previous institution or meet the standards to qualify for tenure at Benedictine University as articulated in the Benedictine University Faculty Handbook. The successful candidate must have at least seven years of progressive higher education leadership, with experience serving at the level of Academic Dean or higher preferred, and be positioned to effectively meet the broad range of opportunities and challenges required by the position. More specifically, it is expected the Provost and Chief Academic Officer will possess and demonstrate through the breadth of their experience the following leadership attributes:

1. A Mission-Driven, Values-Oriented Leader

The Provost and Chief Academic Officer must possess an understanding and willingness to advance the Catholic intellectual tradition through the ten hallmarks of a Benedictine education: love, prayer, stability, *conversatio* (the way of transformation), obedience, discipline, humility, stewardship, hospitality, and community. As an academic leader in this context, the Provost and Chief Academic Officer should seek to embody and display these hallmarks in the work of the university. This includes living and supporting the Benedictine vision of a "life lived in balance." Ultimately, the Provost and Chief Academic Officer must maintain a record of ethical leadership and accountability to the Mission and the community, making even the most difficult of decisions with compassion and humanity.



2. An Inspirationally Unifying Vision Executed Collaboratively and With a Servant's Heart

The Provost and Chief Academic Officer will demonstrate a collaborative leadership style and ability to inspire and unite diverse groups of people around common objectives to further a relevant and unified Mission-aligned academic vision. The vision will address students' changing needs, enhance student enrollment, promote retention and academic success, and provide direction for governance leaders to strengthen academic programs. To accomplish this, the Provost and Chief Academic Officer must be approachable and accessible to faculty, academic staff, students, and other colleagues, willing to "listen with the ear of the heart." This will help ensure the Provost and Chief Academic Officer can successfully collaborate with all University stakeholders in furthering the University's academic Mission, and will help to establish the Provost as a fair leader who makes sound decisions influenced by input and informed by data.

3. An Innovative Approach to Meeting Evolving Student Needs and Changing Community and Market Demands

Given the tremendous transformation occurring in the world, including in the delivery of higher education, the Provost will be required to execute creative, entrepreneurial ideas in an effort to best position BenU as a leader known for its relevant, comprehensive academic programs. This means working to collaborate with business, K-12, and community partners to build innovative, responsive programs that meet student and community needs.

4. Successful Record of Achievement in Carrying Out Administrative and Leadership Responsibilities

The Provost and Chief Academic Officer needs to be able to demonstrate a clear understanding of, and articulate an innovative vision for, the Division of Academic Affairs, which includes programs in the College of Science and Health, the College of Liberal Arts, the Daniel L. Goodwin College of Business, and the School of Education, as well as areas of academic support including the Library, Academic Services Technology, Registrar, Academic Support Center, Center for Teaching and Learning Excellence, International Programs, and Grants and Sponsored Programs.

5. Integrity and Transparency to Build Trusting Relationships and Collaborative Partnerships

As Chief Academic Officer, the Provost and Chief Academic Officer must have experience and demonstrated commitment for working effectively within a shared governance structure to advance the high academic quality and excellent reputation of the University, while working collaboratively and with consistency to build future-focused programs. Benedictine University seeks an academic



leader who is interested in building relationships that will last well into the future, building upon the hallmark value of stability, and who will serve as an ethical leader who can be trusted to do “the right thing, at the right time, for the right reasons.”

6. A Data-Informed Approach to Identifying Solutions and a Culturally-Aware, Systems-Minded Approach to Strategy

In order to do this successfully, the Provost and Chief Academic Officer should possess both a cultural awareness and be a process and systems-oriented thinker who can help increase engagement and transparency through creation and implementation of formal processes to advance the work of Academic Affairs.

7. A Student-Centric Philosophy of Educational Attainment and Offerings

The Provost and Chief Academic Officer will maintain an ongoing focus on the promotion of equitable attainment as the highest levels of aspiration for all students, consistently demonstrating large-scale success on student retention and completion. As an academic leader, the Provost and Chief Academic Officer should articulate and build with the faculty an innovative and community-responsive general education program that will provide a foundation for world-class, “next horizon” educational programs within a liberal arts tradition. The Provost and Chief Academic Officer is a leader who will put the needs of students first, and who will make decisions based on what is best for students ahead of other considerations.

8. Strong Communication Skills with Strategies for Maintaining Collaborative Transparency

In order to promote collaboration and maintain excellence relations across the University, the Provost and Chief Academic Officer must possess strong public, interpersonal and written communication skills and be willing to use those skills to ensure the campus community understands the vision and work within the Division of Academic Affairs. Likewise, the Provost and Chief Academic Officer will serve as an active and accountable member of the Executive Cabinet, advocating for students, faculty and staff within Academic Affairs.

9. Demonstrated Financial Acumen and Ability to Prioritize University Needs

The Provost and Chief Academic Officer will demonstrate the financial acumen necessary to effectively prioritize, manage, and allocate resources among competing and compelling university needs and be accountable for decisions that reflect Benedictine University’s strategic priorities and promote its overall financial strength. The Provost and Chief Academic Officer must manage a complex, multi-year academic budget and introduce an ongoing program



evaluation process to ensure viability across academic programs in alignment with Mission, as well as support opportunities for professional development for faculty and academic staff.

10. Cultural and Self Awareness to Champion Equity and Inclusive Excellence in a Highly Diverse Educational Community

The Provost and Chief Academic Officer must be committed to and demonstrate leadership that incorporates diversity, equity, and inclusive excellence to advance “beloved community.” This includes evaluating policies and processes through an anti-racist and equity-focused lens, and focusing on the promotion of equitable attainment at the highest levels for all students.

11. Ability to Assist with University’s Fundraising Efforts to Meet Ongoing Needs

The Provost and Chief Academic Officer will have demonstrated experience in successful fundraising efforts. This includes a knowledge of, and willingness to help secure, grants and gifts to help support the academic work and Mission of the University.

12. Deep Understanding of Local, Regional and National Higher Education Trends to Meet the Needs of the Lisle, IL and Mesa, AZ Communities

The Provost and Chief Academic Officer must maintain currency of knowledge and understanding of the higher education landscape, advancing Benedictine University’s unique identity in that space. As such, the Provost and Chief Academic Officer will engage in ongoing professional development and establish strong working relationships with other higher education leaders. Likewise, the Provost and Chief Academic Officer will have demonstrated knowledge and experience working with institutional and program-level accreditation, regulatory compliance, and government agencies. For Benedictine University, this includes, but is not limited to, the Higher Learning Commission, Commission on Collegiate Nursing Education, Council on Education for Public Health, Institutional Animal Care and Use, and State of Illinois and Arizona Boards.

Above all, the Provost and Chief Academic Officer should be an innovative, approachable, and visible individual with emotional intelligence, an uncompromising work ethic, and a high degree of personal and professional accountability who is willing to build upon the Benedictine wisdom tradition to help position Benedictine University as an educational leader in the twenty-first century and beyond.



Nominations and Applications:

Letters of nomination can be submitted to president@ben.edu. Nominations should include the full name and title of the individual being nominated along with a current email address.

The Search Committee will begin to review applications immediately and continue until an appointment is made. For best consideration, applications should be received by **January 31, 2024** and must include a letter of interest that responds to the Search Profile, a curriculum vitae, [completion of application](#) and five professional references with email addresses and telephone numbers – please also include your professional relationship with each reference listed. References will not be contacted without prior authorization from the applicant.

Benedictine University does not discriminate in its admissions or educational policies, programs or activities; scholarship and loan programs; athletic and other University administered programs or employment practices on the basis of race, creed, color, national origin, sex, sexual orientation, age, disability, military or veteran status, marital status, citizenship, or any other characteristic protected by applicable law. The laws applicable to Benedictine University include constitutional and statutory protections of the University's rights as a religiously sponsored institution. This policy of equal employment opportunity applies to all employment and personnel practices including, but not limited to, recruiting, hiring, promotion, training and compensation.

