Provost Profile
Benedictine University (BenU) announces the search for their next Provost and invites applications and nominations for the position.

Benedictine University Mission
Benedictine University is an inclusive academic community dedicated to teaching and learning, scholarship and service, and truth and justice, as inspired by the Catholic intellectual tradition, the social teaching of the Church, and the principles of wisdom in The Rule of St. Benedict.

Benedictine University Vision
Benedictine University aspires to be a thought leader in Catholic higher education. We seek to provide a transformative and integrative educational experience grounded in Benedictine values, helping students shape lives of meaning and purpose as engaged citizens who care for the earth, welcome people of diverse faiths and cultures, and promote the common good.

Commitment Statement
Benedictine University’s mission and vision reflect its Catholic and Benedictine identity, providing continuity with the past and a direction for the future.

In 1887, the monks of St. Procopius Abbey founded Benedictine University. They have been active sponsors of the institution throughout its history, first as St. Procopius College, later as Illinois Benedictine College, and today as Benedictine University. The monks base their lives on The Rule of St. Benedict, written in the sixth century. They share the Benedictine charism with all who embrace the University’s Catholic and Benedictine mission:

- love of Christ and neighbor;
- prayer: a life marked by liturgy, lectio and mindfulness;
- stability: commitment to the daily life of this place, its heritage and tradition;
- conversatio: the way of formation and transformation;
- obedience: a commitment to listening and consequent action;
- discipline: a way toward learning and freedom;
- humility: knowledge of self in relation to God, others and creation;
- stewardship: responsible use of creation, culture and the arts;
- hospitality: openness to the other; and
- community: call to serve the common good.

Inspired by these hallmarks, and convinced of the harmony of faith and reason, Benedictine University cultivates virtues of intellect and character, encouraging people to study, listen, and engage the ideas of a variety of persons, cultures, and disciplines, while imparting “the love of learning and the desire for God” to guide a lifelong pursuit of knowledge and wisdom. Read the full Commitment Statement.

Motto
Ut in omnibus glorificetur Deus – That in all things God may be glorified.

History of Benedictine University
Benedictine University was founded by the Benedictine monks of St. Procopius Abbey in the Pilsen neighborhood of Chicago in 1887. The Benedictine Order bears the name of St. Benedict, born in 480, who is acknowledged as the father of western monasticism. In 528, he established the famed monastery of Monte Cassino.

The first building on the Lisle campus was dedicated in September 1901. That building was expanded into the 1920s, with new buildings added in 1950. The University was originally founded to educate men of Czech and Slovak descent, and in the early years most of the students were from those ethnic groups. The University became coeducational in 1968.

Recognizing the social, economic and building changes taking place around the University community (which in its earliest days had a significant agricultural character), the University added necessary buildings and facilities to accommodate the needs of contemporary students including residence halls, independent living apartments, a fitness center and state-of-the-art athletic fields. The University added the Kindlon Hall of Learning and the Birck Hall of Science in 2001. In 2015, Benedictine unveiled the four-story, 125,000-square-foot Daniel L. Goodwin Hall of Business, which features a 600-seat auditorium.

A renovated quad area, which includes landscaped walkways, gothic-style lighting and rain gardens, connects the front entrance of Goodwin Hall with other academic, enrollment and student life buildings.

The University has gained national and international recognition through major partnerships. In 2003, Benedictine and Springfield College in Illinois partnered to bring Benedictine programs and services to the state capital.

In 2004, Benedictine collaborated with Shenyang University of Technology and Shenyang Jianzhu University in China to bring M.B.A. and M.S. in Management Information Systems programs overseas where there is a great demand for American business programs.

Also in 2004, the University partnered with the Village of Lisle to construct the Village of Lisle-Benedictine University Sports Complex, a multi-purpose facility featuring lighted athletic fields with a nine-lane track. In 2012, the University partnered with the city of Mesa, Ariz., to establish a branch campus in that community. Benedictine University at Mesa welcomed 93 students into its inaugural class in September 2013.
Today, in addition to 41 undergraduate majors, Benedictine University offers 22 graduate programs and five doctoral programs. Locations include the main campus in Lisle, a branch campus Mesa, Arizona, and 11 additional Illinois delivery sites. There are also four class sites in China and two in Vietnam. In addition to our on-site programs, we offer online programs that reach students across the United States and internationally.

Students come to us from different walks of life. They come from different racial and ethnic backgrounds. They have different religious beliefs and value systems. They are introduced to customs, religions, ethnicities or backgrounds they might not have been exposed to before. They see a full representation of the world. They have the opportunity to study about, and study with, students from 47 states and 9 countries. We are one of the most diverse campuses in the state and in the country.

**Academic Structure**
Undergraduate, graduate, doctoral and certificate programs are housed in the Daniel L. Goodwin College of Business, the College of Education and Health Services, the College of Liberal Arts and the College of Science.

**Educational Programming**
Benedictine fulfills its commitment to the liberal arts, teacher education and professional programs through excellence in teaching and interaction between students and faculty.

A liberal arts core prepares all undergraduate students to participate fully in a diverse and dynamic society, balancing their rights and duties as individuals with the demands of the common good. Professional education infused with Benedictine values at the traditional and adult undergraduate, graduate and certificate levels builds on the liberal arts background of students, is multidisciplinary in nature, and prepares graduates for roles of leadership and social responsibility.

**External Recognition**
In 2019, Benedictine was named to U.S. News and World Report’s list of best national universities. The University was ranked 66th in the nation for social mobility (which measures how well schools graduate students who receive federal Pell Grants) and 119th on the list of the most ethnically diverse schools.

Forbes magazine named Benedictine among “America’s Top Colleges” for the ninth consecutive year in 2019.

Benedictine University is ranked among the top schools in Illinois and the nation for return on investment (ROI). According to the 2019 PayScale Inc. ROI Report for colleges with the best value, Benedictine is one of the top 10 schools in Illinois and in the top 20 percent nationally.


Thebestcolleges.org ranked Benedictine’s online M.P.H. and online M.S.N. programs among the top ten in the nation in 2019.

In 2019, Benedictine’s Lisle campus was named the safest campus in Illinois and the second-safest in the nation by yourlocalsecurity.com.

In 2019, for the second consecutive year, Benedictine earned the gold award for being one of the top 10 military friendly schools in the nation by GIJobs.com.

SR Education Group’s Graduateprograms.com ranked Benedictine’s online M.P.H. among the top programs in the nation in 2018.

In 2013, Benedictine’s Police Department became the first private University law enforcement agency in Illinois to earn accreditation through the Illinois Law Enforcement Accreditation Program.
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Campus Life
The Benedictine tradition celebrates community as a gathering of people who share a commitment to a common mission, and Benedictine University is dedicated to the academic success, social development and personal growth of every student. At Benedictine, we value each student and provide the resources necessary to help guide their success. Varied and demanding academics, successful athletics and extensive extracurricular activities are essential elements for their development. We also believe that community service is an integral part of the college experience, and provide service learning opportunities that combine formal instruction with a related service in the community.

Main Campus in Lisle, Illinois
Benedictine University is located 25 miles outside of Chicago in Lisle, Illinois. This location allows faculty, staff and students to experience the amenities of suburban life and the close availability of metropolitan life in Chicago. The main campus in Lisle features 22 buildings. Approximately 550 students live on campus. Benedictine offers 60 student clubs and organizations, 19 athletic teams and many extracurricular activities such as concerts, Homecoming, service opportunities, Mardi Gras, Springfest, lectures, seminars and Family Weekend. The campus is also close to shopping, dining and entertainment, including picturesque downtown Naperville, the fifth-largest city in Illinois.

Branch Campus in Mesa, Arizona
In its sixth academic year in operation, the Benedictine University Mesa branch campus continues to grow its academic and athletic programs. BenU Mesa prepares students for the workplace through hands-on, interactive and team-based learning in a technology-enhanced environment. Majors are offered in Accounting, Communication Arts, Computer Science, Criminal Justice, Entrepreneurship, Fine Arts, Graphic Arts and Design, Health Science, Management and Organizational Behavior, Nutrition, Political Science, Psychology, Sociology, Spanish, and Theology. A minor in Religious Studies is also available. As the third largest city in Arizona, Mesa is surrounded by the natural Sonoran Desert and is home to the largest arts and cultural complex in the Southwest. Benedictine University Mesa is located in downtown Mesa.

Lisle, Chicago and the western suburbs
Benedictine University is located in suburban Lisle, Illinois, in prosperous DuPage County. Lisle is situated in the heart of a major transportation network that serves the area’s extensive inventory of corporate headquarters and regional offices. With a population of 22,912, an average household income of $100,539 and a median value of housing at $290,374, Lisle has a wide range of housing options including expansive executive estates, single and multi-family homes, townhomes, condominiums, apartments and starter homes. Lisle schoolchildren are primarily served by two public school districts: Lisle Community School District 202 and Naperville Community School District 203. In addition, two highly regarded private schools, Benet Academy (one of the premier high schools in Illinois academically and athletically) and St. Joan of Arc Elementary School are located in Lisle. Known as the “Arboretum Village,” Lisle is home to the world-renowned Morton Arboretum, which encompasses 1,700 acres of woodlands, wetlands,

Asia
Benedictine University operates degree programs in both China and Vietnam with partner universities for the Master of Business Administration, Master of Science in Management Information Systems, Master of Public Health, and Master of Arts in Linguistics with TESOL Concentration. The university also offers undergraduate business coursework in China. The university currently partners with Shenyang University of Technology and Shenyang Jianzhu University in Shenyang, China, Dalian Medical University in Dalian, China, Changchun Financial College in Changchun, China, the University of Social Sciences and Humanities in Ho Chi Minh City, Vietnam, and the University of Economics and Business in Hanoi, Vietnam. Coursework is offered by Benedictine University faculty who travel to those locations to teach.
prairies, lakes and meadows.

With a population of 147,841, adjacent Naperville is the fifth-largest city in Illinois, yet it has a quaint small town feel that just happens to boast big-city amenities and one of the most thriving downtown restaurants, entertainment and shopping districts in the metropolitan Chicago area. Named to Money magazine’s prestigious “Best Places to Live” list seven times since 2004, Naperville has a median family income of $127,554 and an average home value of $377,900.

Just 25 miles to the east of the main campus is Chicago, which lies along the shores of Lake Michigan and is known for its vibrant arts scene, numerous cultural attractions, excellent shopping and interesting architecture. The city is home to the Chicago Bears, Cubs, White Sox, Bulls and Blackhawks. Some of the top tourist attractions are Navy Pier, Grant Park, The Second City, Chinatown, Old Town, the Art Institute of Chicago and the Museum of Science and Industry.

Benedictine at a Glance

Endowment: $35.5M

Budget 2019-2020: Appx. $80M

Traditional Undergraduate Lisle Campus Tuition 2019-2020: $34,290

Student Enrollment Fall 2019 (IPEDS snapshot 10/15/19):
  - Total – 4,401
  - Undergraduate – 2,493
  - Graduate – 1,908
  - International:
    - 352 students studying in Benedictine graduate programs in China and Vietnam
    - Students in United States: 39

Students receiving Financial Assistance Fall 2019: The enrollment criteria used is driven by aid eligibility for each group. Undergraduates, in general, need to be enrolled in at least 6 credits whereas graduate students need to be enrolled in at least 3 credits to be eligible for aid. 1,879 degree seeking undergraduates enrolled in more than 5 credits for Fall 2019. Of the 1,879, 1,741 received aid = 93%. 1,858 degree seeking graduate/professional enrolled in more than 2 credits for Fall 2016. Of the 1,858, 615 received aid = 33%.

Alumni: 36,000

Number of Faculty (total) Fall 2019: 143
  - Professor: 49
  - Associate Professor: 33
  - Assistant Professor: 48
  - Instructor: 13
  - Adjunct: 676

Staff Employees: 290 full time and 48 part time

Student/Faculty Ratio Fall 2018: 15:1


Library Volumes:
  - More than 200,000 books (print and electronic)
  - Access to more than 30,000 periodicals (print and electronic)
  - More than 115 different databases in a variety of subject areas, most accessible from off campus
  - Instructional Materials Collection
    - juvenile books, teacher’s kits, multimedia resources, videos/DVDs, CDs & phonograph disks
  - Copies of all theses and dissertations completed at Benedictine University and George Williams College
  - State of Illinois Documents Repository Archives and Special Collections

Athletics
  - Lisle campus
    - NCAA Division III affiliation in 19 men’s (baseball, basketball, cross country, football, golf, lacrosse, soccer, softball, indoor and outdoor track and field) and women’s (basketball, cross country, golf, lacrosse, soccer, softball, indoor and outdoor track and field, volleyball) sports.
    - In 2016, Benedictine University’s men’s basketball team finished 33-1, making it all the way to the NCAA Division III Championship game.
    - Number of student athletes: 450
    - Nickname: Eagles
    - Mascot: Ernie the Eagle

  - Mesa branch campus
    - NAIA affiliation in 13 men’s (baseball, basketball, cross country, golf, soccer, volleyball) and women’s (basketball, cross country, golf, soccer, softball, volleyball, beach volleyball) sports.
    - In 2019, BenU at Mesa’s men’s volleyball team won the NAIA National Championship.
    - Number of student athletes: 328
    - Nickname: Redhawks
    - Mascot: Rico the Redhawk
Benedictine University (Ben U) celebrates its history, Mission, identity and legacy as a Benedictine institution as it seeks the university’s next Provost. The Provost will report to new and visionary President Charles Gregory. Together they will collaborate in setting a course for the university designed to meet the educational needs of 21st Century students. Their strategic direction will be characterized by generating innovative ideas to promote academic excellence and student success. The successful candidate will be a trusted colleague and partner with the President, the faculty, the staff, the President’s Senior Staff, and the Benedictine Community, who support approximately 4,400 diverse undergraduate, graduate and on-line students.

I. Leadership Opportunity and Priorities:

Inspired by the Catholic intellectual tradition, the social teaching of the Catholic Church and the principles of wisdom in “The Rule of St. Benedict”, Ben U is dedicated to teaching and learning, scholarship and service, and seeking truth and justice. As the university’s academic leader, the next Provost will embrace Ben U’s Mission and seek its actualization in executing the following leadership priorities:

1. Enable BenU’s Mission, Vision and Identity
   The Provost will assist in advancing a vision grounded in Benedictine values which helps students shape meaningful and fulfilled lives as engaged citizens. In addition, the Provost will welcome people of diverse faiths and cultures, and promote the common good in alignment with Ben U’s history and Mission, enriching student lives through a transformative and integrative educational experience.

2. Serve as Inspiring University Leader and Spokesperson
   Reporting directly to President Charles Gregory, the Provost will partner with him to collaboratively develop a vision that shapes the university for decades to come and serve as Acting President in his absence. As a key member of the President’s Senior Staff and Chair of the Provost’s Council, the Provost will be the chief spokesperson for the university’s academic division.

3. Create an Academic Vision to Enhance Excellence and Reputation
   With the university’s core values as a foundation, and believing scholarship informs teaching, the Provost will collaborate with President Charles Gregory, the faculty, the staff, the President’s Senior Staff, and the Ben U Community to envision, shape and articulate a revitalized and relevant academic vision for the university’s future. The vision is intended to enhance academic excellence, promote operational efficiency, increase enrollment, strengthen finances, address market place employment needs and increase Ben U’s local, regional and national reputation.

4. Effective Administration
   In collaboration with the President, the Provost will promote a culture of administrative effectiveness including the review of current academic policies and procedures and implementing data-informed “best practices”.

5. Effective Faculty and Staff Development
   The Provost 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, Success and Retention
   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, effective recruitment strategies, astute financial aid management, and enhancing student success and retention rates are critical priorities for the next Provost.

7. Financial Management and Strengthen Financial Capabilities
   During this time of Ben U’s transformation, the Provost 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 will also raise the presence of Ben U among its alumni, and work with institutional advancement to increase fundraising and grant development activities. Prudently managing the academic budget and clearly articulating priorities for resource allocation are also priorities.

8. Promote and Increase Experiential Learning Opportunities
   The Provost will work to establish new experiential learning opportunities and expand 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 learning and other community-based learning opportunities for Ben U students.

9. Enhance Diversity and Inclusion
   Ben U seeks to be in harmony with the contemporary world and aspires for its students to recognize their individual responsibilities as members of the global community. Therefore, Ben U strives to become increasingly inclusive. The Provost will work to increase diversity and better position the university to intentionally attract diverse students, faculty and administrators.
10. Support Academic Programs and Pedagogies
The Provost will support existing innovative academic programs, modalities and pedagogies (including advanced technologies) and develop new ones to ensure integrity and deepen the overall educational experience for all students.

II. Desired Attributes for Leadership:

In addition to being a partner and a trusted colleague with President Charles Gregory, the Provost will enthusiastically share the university’s Mission, strategic aspirations and goals, and be responsible for exercising executive responsibility for academic affairs. The Provost will have a deep appreciation for shared governance, and recognize the importance of teaching excellence, scholarship, service and administration. The Provost will ensure academic excellence, advocate for the faculty and academic staff, and serve as liaison to the Board of Trustees’ Academic Affairs Committee.

The Provost will possess a terminal degree and be a tenured faculty member who demonstrates scholarly productivity. The candidate will have at least five years of successful academic administrative experience as a Provost, Dean or other comparable position. The successful candidate will be positioned to effectively address the broad range of leadership challenges, decisions and opportunities required of the position by the depth and breadth of the candidate’s experience. More specifically, it is expected that the Provost will possess the following leadership attributes:

1. A Mission-Driven and Vision-Inspired Leader
The Provost will demonstrate Mission-driven and vision-inspired leadership with an institutional perspective which embraces and commits to the Catholic and Benedictine charism of Ben U. The successful candidate will be fully capable of furthering its unique identity as a Catholic, Benedictine University committed to student success and character formation. This includes ensuring academic programs are relevant and consistent with Benedictine values.

2. An Inspiring and Collaborative Leader with a Unifying Vision
The Provost 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-centered, academic vision. The vision will address students’ changing needs, enhance student enrollment, retention, and success, and strengthen academic programs.

3. An Innovator
Given the tremendous transformation occurring in the current educational landscape, the Provost will be required to execute creative, entrepreneurial ideas in an effort to best position Ben U to be more relevant, comprehensive

and a highly-regarded, regional university. The Provost will demonstrate experience reviewing the viability of academic programs and successfully developing and launching new ones. The Provost will also value and advocate for the integration of technology for pedagogical purposes.

4. A Proven Academic Administrator
The Provost will possess an excellent record of academic administrative achievement including oversight of successful institutional accreditation processes. This includes experience evaluating and developing comprehensive institutional assessment plans for academic programs to address marketplace needs. Experience creating new academic policies and procedures and the ability to inspire Ben U around a culture of compliance is also essential.

5. A Trusted Colleague:
Ben U’s Provost will be a trusted colleague capable of working collaboratively with the President, members of the President’s Senior Staff, deans, faculty, academic staff and other campus constituents dedicated to the ongoing success of the university.

6. A Data-Informed and Insightful Strategic Thinker and Planner
The Provost will be a data-informed decision maker with strong analytical skills who can effectively prioritize competing interests, oversee long-term and short-term strategic planning goals and make critical time-sensitive decisions. A record of strategic thinking and competently driving initiatives from development to successful completion is also required.

7. A Student-Focused Leader
The Provost will demonstrate a genuine concern for a diverse student body, be attentive to student-focused decisions, and be devoted to (1) learner-centered teaching excellence, and (2) assurance that academic programs meet marketplace needs, attract students and focus on their success and transformation.

8. A Gifted Communicator
The Provost will be a gifted communicator and university spokesperson who promotes a culture of mutual respect through listening, transparency and working effectively one-on-one or in group settings.

9. An Effective Manager with Financial Acumen
The Provost will demonstrate the financial acumen necessary to effectively manage and allocate resources among competing and compelling university needs and make decisions that reflect its strategic priorities and promote its financial strength. The Provost will have successfully managed a university’s multi-year academic budget comparable in size and complexity to that of Ben U.
10. An Advocate for Diversity and Inclusion
The Provost will have experience successfully promoting and strengthening diversity and inclusion among those in a campus community. This includes intentional efforts to attract diverse students, faculty, staff and administrators, and a demonstrated ability to work effectively with diverse groups of people.

11. A Successful Fundraiser
The Provost will have demonstrated experience in successful past fundraising efforts (i.e., securing institutional grants, developing corporate partnerships, obtaining external funds in support of research and programmatic needs, etc.).

12. A Higher Education Thought-Leader
The successful candidate will understand current trends in the higher education landscape and passionately position Ben U to its best advantage. This includes understanding and valuing an education grounded in the liberal arts and delivered through a variety of modalities consistent with current trends of 21st Century higher education for all students (i.e., traditional, non-traditional, undergraduate, graduate, and professional etc.).

13. Being an innovative, approachable, and visible individual with emotional intelligence and an uncompromising work ethic are also essential qualifications.

Nominations and Applications:

The Provost Search Committee will immediately begin the review of applications and continue work until an appointment is made. To ensure full consideration, applications should be received by January 18, 2020 and include a letter of interest, curriculum vitae and five professional references with e-mail addresses and telephone numbers. References will not be contacted without prior authorization from the applicant.

Applications should be sent electronically (MS Word or PDF) to: BenediciteUProvost@agbsearch.com

Please direct nominations and inquiries to:
Shannon McCambridge, J.D., LL.M.,
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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 include constitutional and statutory protections of the University’s rights as a religiously sponsored institution.