



The Search for
Vice President for Enrollment

Saint Anselm College
Manchester, New Hampshire

SAINT
ANSELM
COLLEGE



1889



Mission

Saint Anselm is a Catholic, Benedictine college providing all its students a distinctive liberal arts education that incorporates opportunities for professional and career preparation. It does so in a learning community that encourages the lifelong pursuit of the truth and fosters intellectual, moral and spiritual growth to sustain and enrich its graduates' personal lives, work, and engagement within local, national, and global communities.

Location

Saint Anselm College, located in Manchester, New Hampshire, is a private Catholic college of approximately 2,000 undergraduate students. Founded in 1889 by the Order of Saint Benedict, Saint Anselm is a nationally ranked liberal arts institution proud to be preserving a tradition framed in academic excellence that has distinguished the Benedictine Order for more than 15 centuries.

More about the Benedictine tradition

There is an analogous “good zeal” for a Benedictine educational institution. It results from cultivating the hallmarks of Benedictine education – **love, prayer, stability, *conversatio*, obedience, discipline, humility, stewardship, hospitality and community** – with wise and carefully directed energy. To be sure, these hallmarks will manifest themselves differently in each Benedictine college and university. But to the extent that a campus community keeps renewing its understanding of and fidelity to these hallmarks, it will provide a lively home for the Catholic intellectual tradition in keeping with the culture and spirituality, the core

values and hopes of the sponsoring monastery. The graduates of such a school will be able to engage the promise and peril of their times with confidence, deepening and expanding the reach of peace, justice and human dignity throughout their lives. Fostering the educational experience capable of producing such graduates is worthy of the varied gifts and talents, the passionate commitment and full support of the entire campus community, as well as the broader human family.

Endorsed by the ABCU Executive Committee, August 27, 2007

The Opportunity

Saint Anselm College invites nominations and applications for the position of Vice President for Enrollment. As Saint Anselm prepares to name and welcome its eleventh president, the new Vice President for Enrollment will join his/her cabinet and contribute to the continued growth and excellence of Saint Anselm College.

The new Vice President will inherit an Enrollment division that has seen significant success due to the efforts of the team and departing Vice President Eric Nichols. During a time when many institutions are facing enrollment challenges, Saint Anselm has seen an increase in key enrollment indicators, a strengthening of the quality of applicants, and steady enrollment growth over the past several years. Specifically, Saint Anselm College has seen a 7% increase in enrollment since 2012. This fall the college achieved record enrollment surpassing 2,000 degree seeking students for the first time in college history. This accomplishment came without sacrifice to academic profile, as five of the six

strongest academic incoming classes in history have enrolled during this time period. Listed as # 95 in the 2019 edition of U.S. News & World Report's 2019 rankings of National Liberal Arts Colleges, Saint Anselm appeared in the top 100 for the first time in its history. Student persistence is valued, and Saint Anselm has achieved a retention rate of 91 percent and a four-year graduation rate of 81 percent, both of which are institutional records. That success in the classroom extends beyond Saint Anselm as graduates move on to the next chapter of their lives; 99% of the Class of 2018 are employed, in graduate school or are engaged in service.

Using the Strategic Plan as a framework, the college's new Vice President will be charged with furthering this success while confidently leading the way for new opportunities to diversify revenue at the college. The successful candidate will partner with a new president to offer data-driven strategic initiatives while embracing the Benedictine tradition and mission that shapes the culture of the college.

Manchester, New Hampshire

Surrounded by rolling mountain ranges and verdant forests, Manchester is the largest metropolitan area in New Hampshire. A bustling urban center of more than 100,000 people in picturesque New England, Manchester combines history, industry and business and has transitioned from an era of textiles to one of technology and higher education. A young and vibrant city, it has incredible opportunities and boundless potential. Residents who enjoy the outdoors have plenty of opportunities to experience it; the city maintains 900 acres of parks, playgrounds, swimming pools and a public beach. Manchester is also home to leading cultural attractions including the Currier Museum of Art, the Palace Theatre, and the New Hampshire Symphony. Saint Anselm College students, faculty and staff can

frequent local restaurants, tour shops and social centers, enjoy a night on the town with friends, see a movie or nationally touring music acts at the 15,000-seat SNHU Arena, or make an excursion to the Mall of New Hampshire. With a range of restaurants, minor league hockey and baseball teams, an airport, and an entertainment arena, there is no shortage of things to keep busy. Whether one wants to be near a big city, within driving distance of beaches, or close to the mountains, it can all be found in Manchester. One hour from Boston, one hour from the Atlantic coast, one hour from the White Mountains — Manchester is a dynamic and growing city that combines exciting urban opportunities with nearby natural splendor.

The Campus

The Saint Anselm College campus sits on 175 developed acres of the College's over 380 acres. Over the past quarter century, the College has grown as a residential liberal arts college, with more than 92 percent of students now residing on campus. With renovations of nearly every aspect of its campus infrastructure, Saint Anselm has increased housing, expanded academic and instructional spaces, and enhanced outdoor and common spaces, while building new and improved athletic and training facilities. Through these enhancements, students have countless opportunities to become involved in the rich campus life. Recently, the College celebrated the opening of a new complex on the site of the Cushing Student Center, renamed the **Roger and Francine Jean Student Center Complex**. This 53,000 square foot facility serves as a dynamic new gathering, working, and learning place in the very center of campus. Even more impressive than the new and enhanced facilities, people notice the Anselmian tradition and manner immediately upon setting foot on campus.

Students, faculty and staff have a tendency to hold open doors and greet strangers - all in the spirit of the Benedictine tradition of hospitality.





Academics

Saint Anselm offers 45 majors and 52 minors as well as several pre-professional programs to prepare students for advanced studies in engineering, dentistry, law, medicine, and theology. Based in the Benedictine tradition of transformation through education that nourishes the whole student, the academic program at Saint Anselm College carries on the tradition of inquiry that exemplifies a liberal arts education.

The academic core at Saint Anselm has been designed to give students a breadth of experience to prepare them for life. This education is facilitated through a core curriculum composed of a set of common courses and learning outcomes considered essential for the education of students in all majors. The core is characterized by its balance between common courses that foster a sense of academic community and elective courses that allow for individual student choice. Additional information, including core course requirements, is provided in the Guide to the Core Curriculum. The core curriculum includes three major elements: Humanities; College Writing; and Core Learning Outcomes.

As first-year students in *Conversatio*, the Humanities Program, students are introduced to the perennial questions faced by humankind. Equipping students with a foundation of knowledge, *Conversatio* is the heart of Saint Anselm's academic program, and is a yearlong interdisciplinary course.



Institutes and Centers

Perhaps one of the most distinctive advantages Saint Anselm offers to students and the larger community arises through the college's institutes and centers. These include: **Alva de Mars Megan Chapel Art Center**, a gallery for the exhibition of fine arts; **the Dana Center for Humanities**, a performing arts center; **the Center for Ethics in Business and Government**, which engages important questions and issues in business ethics; **the Institute for Saint Anselm Studies**, focusing on the life of Saint Anselm of Canterbury; **the Gregory J. Grappone Humanities Institute**, established in 2018 to reflect the College's continued strong commitment to humanistic studies as an integral part of a Catholic Liberal Arts Education.

Most notably, the **New Hampshire Institute of Politics** was founded on the premise that an educated citizenry is vital for a healthy democracy. Since its doors opened in 2001, the Institute has provided a nonpartisan forum for discussion and debate on all aspects of the American political process. Its mission is to educate, engage and empower citizens to participate in the civic and political life of their local, national and global communities. The Institute is home to the College's department of politics, five research centers, and facilities for hosting a large variety of events, including the Speaker Series. The Kevin B. Harrington Student Ambassador Program provides a unique opportunity for Saint Anselm College students of any major to be involved in supporting the Institute's various events and activities.



Campus Life

The college experience is about more than coursework and students at Saint Anselm College have a large number of opportunities to enrich their time at the college. With over 60 clubs and organizations, students are able to explore every interest, fuel their competitive drive, test their leadership potential and just have fun. Whether they are working and learning together in a student club, competing as an NCAA Division II student-athlete, giving their time to communities in need, or just socializing in the residence halls, students at Saint Anselm are sure to find themselves at home on campus. The Catholic Benedictine tradition of faith, reason, and community engagement is the foundation of life at Saint Anselm; the tradition of nurturing human understanding through liberal education and

community engagement comes to life through the Benedictine monks who live at Saint Anselm Abbey. In addition to regular Mass held on campus in the Abbey Church, students may choose to participate in Campus Ministry events and activities including spiritual retreats, service-oriented spring break alternatives, as well as service volunteerism. The college welcomes students, faculty and staff of all backgrounds and faiths and encourages reflection, service and community engagement for all its members.

To learn more about Saint Anselm College, go to <https://www.anselm.edu/>.

Responsibilities of the Vice President for Enrollment

The new Vice President will report directly to the President, serve as a member of the Cabinet, and will oversee the efforts of a team of 23 professionals in the areas of admissions and financial aid. The person in this role will co-chair the Tuition, Enrollment, Financial Aid Committee (TEFA) on campus and will sit on the college's Retention Committee. The Vice President for Enrollment is the lead staff contact for, and sits on, the trustee enrollment and student engagement committee. The successful candidate will:

- ▶ Capitalize on Saint Anselm's strengths as a Catholic, Benedictine institution and position the college for a successful future.
- ▶ Evaluate the technologies and resources needed to achieve institutional goals of the college and make recommendations to advance the work of the division; advocate for systems to create efficiencies and improve the student experience.
- ▶ Provide operational oversight of the Admission Office and Financial Aid Office to assure resources are distributed equitably and strategically to current and prospective students.
- ▶ Possess knowledge of financial aid leveraging, institutional discounting and net tuition revenue forecasting.
- ▶ Partner with key stakeholders to further the institutional goals of the college.
- ▶ Collaborate with faculty to further engage them in recruitment opportunities.
- ▶ Develop meaningful relationships across campus and communicate effectively and transparently.
- ▶ Provide mentoring and professional development opportunities for staff in order to effectively implement and execute strategies.
- ▶ Demonstrate an understanding and in-depth knowledge of higher education trends and demographics.
- ▶ Use data analytics and employ data informed decision making to inform and further the work of the division.
- ▶ Possess a commitment to diversity and inclusion and support institutional and departmental efforts going forward.
- ▶ Build a culture of stability, cohesion and inclusiveness within the entire enrollment division through consistent meetings, transparent communication and clear goal setting.
- ▶ Operate within a layered governance structure, which includes: The Abbot of Saint Anselm Abbey, who also functions as the Chancellor of the College; the monks of Saint Anselm Abbey; the President; and the Board of Trustees.



Qualifications and Characteristics

- A minimum of a Bachelor's degree is required; an advanced degree is preferred with at least 10 years of relevant experience in higher education.
- Well-versed in student recruitment of all populations in order to attract high quality students from diverse backgrounds and to a variety of majors.
- Technologically and data savvy, especially with processes and systems; experience with Slate and PowerFAIDS would be a plus.
- Familiar with the regional, national and international demographics and ability to recruit within the competitive environment in New England, and beyond.
- Experience with diversifying revenue sources.
- A commitment and ability to articulate the value of an intimate Catholic liberal arts college education in the Benedictine tradition.
- Keen evidence of collaborating with internal and external campus stakeholders.
- Willingness to take calculated risks based on data and research.
- Excellent oral, written and interpersonal communication skills.
- Executive presence and strong presentation skills.
- Personal attributes of flexibility, accessibility, approachability, diplomacy and transparency.

To Apply or Nominate

Napier Executive Search is assisting Saint Anselm College with the search for the Vice President for Enrollment. To nominate someone or arrange for a confidential conversation, please contact Laura Robinson at laura.robinson@napiersearch.com or Mary Napier at mary.napier@napiersearch.com.

If you plan to apply, please electronically send:

- A resume
- A detailed letter of interest
- Contact information for three professional references by email to anselm@napiersearch.com on or before June 4, 2019.

The search for a Vice President will be coordinated with the progress of the Saint Anselm College presidential search and the anticipated start date will be late summer, 2019. All applications and nominations will be considered confidential and notice will be given before references are contacted.



Saint Anselm College is an Equal Opportunity Employer and proudly values diversity.