



Vice President of Strategic Enrollment Management

Leadership Profile

Fall 2025



WittKieffer

Executive Summary

The University of St. Thomas in Minnesota invites nominations and applications for the position of Vice President of Strategic Enrollment Management (Vice President) to serve as a visionary, forward-thinking, and collaborative leader who will drive innovative strategies to advance the University's enrollment goals and long-term [enrollment success](#).

Founded in 1885 by Archbishop John Ireland, St. Thomas first opened as the St. Thomas Aquinas Seminary to serve the region's growing immigrant population. The University's mission, inspired by Catholic intellectual tradition, is to educate students to be morally responsible leaders who think critically, act wisely, and work skillfully to advance the common good. Minnesota's largest private University and one of the nation's largest Catholic universities, St. Thomas serves close to 10,000 students in eight schools and colleges on campuses in St. Paul, Minneapolis, and Rome, Italy. The University benefits from net assets of \$1.2 billion; a strong legacy of academic excellence and service to the community; a dedicated and generous Board of Trustees; strong philanthropic support; and an engaged network of over 115,000 alumni worldwide. The University is poised to reach new heights with a groundbreaking transition in 2021 from NCAA Division III athletics to Division I athletics, which is continuing to elevate the University's enrollment, fundraising efforts, and national recognition.

[St. Thomas 2025](#), the University's current strategic plan, is in its final year of implementation. An ambitious yet focused five-year effort, the plan was designed to propel the University toward a new level of impact. Under President Rob Vischer, St. Thomas is now in the midst of preparing for the next five years. With remarkable achievements in fundraising, highlighted by a historic \$75 million donation for the construction of a multi-purpose arena on campus and nearly \$220 million secured for student financial aid in recent years, St. Thomas is ready to broaden its esteemed reputation in Minnesota to a wider geographic area.

Propelled by several years of increasing enrollment, highlighted by the largest cohort of first-year students in St. Thomas' history in the fall of 2025, this role represents a crucial leadership opportunity to continue the University's momentum. St. Thomas seeks an enrollment leader who will expand the institution's reach to prospective students regionally and nationally, while constantly striving to achieve the University's commitment to create a vibrant and diverse community in which all come together to work for a more just and inclusive society. The next Vice President will be a strong and thoughtful leader with a proven record of success; an entrepreneurial spirit; exceptional analytic, interpersonal, and communication skills; and the enthusiasm to partner with the President, Executive Vice President and Provost, other University leaders, and students as an ambitious plan for St. Thomas' future is executed. The successful candidate will be a skilled leader with the ability to motivate a dedicated team in Undergraduate Admissions, Graduate Admissions, Financial Aid, Enrollment Management Marketing and Communications, and Enrollment Technology and Analytics. The Vice President will embrace the best use of current and future technology, including the potential to leverage AI in enrollment, in the execution of an enrollment strategy that is cutting-edge, statistically informed, and focused on continuous improvement.

To submit a nomination or express personal interest in this position, please see the Procedure for Candidacy at the end of this document.

Role of the Vice President of Strategic Enrollment Management

At St. Thomas, there is strong institutional alignment and energy around student recruitment and enrollment. The incoming Vice President of Strategic Enrollment Management will report directly to Executive Vice President and Provost Eddy Rojas, who has made enrollment a top strategic priority for the University. For a talented, driven, and visionary leader, this position presents a compelling opportunity to contribute meaningfully to the University's future while advancing professionally through the development and execution of innovative enrollment strategies.

The Vice President will sustain a well-defined, targeted, integrated, and aggressive recruitment effort that maintains St. Thomas' commitment to access and enrollment of traditionally underrepresented student populations. Working closely with the President, Executive Vice President and Provost, and Chief Communications Officer, the Vice President will manage the processes for communicating about the strengths of St. Thomas' academic and student-life programs to prospective students and the external community.

While building institutional support for enrollment and collaborating closely with senior leadership, deans, faculty, and staff will be priorities, the Vice President will also focus on providing exceptional leadership to the enrollment management division. With responsibility for leading a team of approximately 80 staff members in Undergraduate Admissions, Graduate Admissions, Financial Aid, Enrollment Management Marketing and Communications, and Enrollment Technology and Analytics, this is a position for a skilled manager of people and programs. The Vice President will cultivate a team culture defined by clear expectations, creativity, and energy with a strong focus on results. The new leader will have responsibility for an operating budget of \$1.8M and a financial aid budget of approximately \$165M.

In addition, the Vice President of Strategic Enrollment Management will:

- Authentically embrace and promote the mission of the University.
- Continue the development and implementation of the University's strategic enrollment plan to meet the University's enrollment goals.
- Establish strategic direction, priorities, and goals for the overall unit and for each office within the unit; use data and analytical expertise to make proposals and decisions; and link budgets and expenditures to measurable outcomes while seeking both standard and creative ways to achieve enrollment goals.
- Work closely with the President, Executive Vice President and Provost, and Chief Financial Officer to optimize financial aid, pricing, and the leveraging of institutional resources to recruit and retain students and manage the discount rate and net tuition revenue.
- Work closely with the Marketing, Insights and Communication (MIC) team on market assessment and segmentation, brand promotion and expressing St. Thomas' value proposition to incoming student audiences.
- Further a sophisticated technical operation that embraces the best use of current and new technology, including AI, and empowers the enrollment management team on an on-going basis to assess and refine the strategy and tactics needed to achieve enrollment objectives.
- Provide regular reports, data analyses, and evaluation tools to the President, Executive Vice President and Provost, the colleges and schools, and other designated persons/units on campus.
- Lead a transparent and forward-looking budgeting process for the enrollment area that aims high, projects clear outcomes for expenditures, and evaluates achievements in the context of cost effectiveness.
- Advance a proactive plan to build strong partnerships with external constituents and key stakeholders, including members of the high school-counseling community across the country and the world, to better understand and communicate the University's distinctive culture, academic programs and quality of student life; engage an eager and committed alumni base in the recruitment of students.

Opportunities and Expectations for Leadership

St. Thomas' enrollment story is one of progress that defies national trends. Over the past three years, the enrollment division has undergone a significant transformation, marked by strategic investments and structural changes. The team has grown by 20 people, reflecting a strong commitment to expanding capabilities. A new and highly effective data team is now in place, with the potential for continued innovation and impact. Graduate enrollment, once entirely decentralized, is now centralized and strategically aligned with the Division of Enrollment Management. Collaboration with units like engineering has already led to notable enrollment gains, and similar progress is being seen in education and health sciences. Additionally, the marketing and communications function in enrollment, which was recently created, is now operational and plays a key role in managing prospective student engagement.

The University is at a notable enrollment inflection point. St. Thomas has increased first-year undergraduate enrollment by 30% over the past four years. In just the most recent year, billable credits have increased by 6% year-over-year (131,110 credits in 2025 vs. 123,765 in 2024). In addition, the University has been exceeding its annual net tuition revenue goals and lowering its undergraduate discount rate. Undergraduate enrollment now regularly meets or exceeds University targets, and the University's residence halls are at capacity regularly. This fall, total enrollment stands at 9,876, with 6,750 undergraduate and 3,126 graduate students.

The foundation is set for transformative leadership, and a new Vice President will have the opportunity to build on the strong trajectory already underway in enrollment. The Vice President will be expected to champion innovation and play a critical role in deepening partnerships with academic units. By leveraging these advancements and fostering a culture of agility and integration, the new enrollment leader will be empowered to accelerate progress and position St. Thomas for sustained enrollment success.

Specific priorities for the new leader include the following:



Technology, Data Analytics, and AI Integration

A top priority for the new Vice President will be advancing the University's capabilities in data analytics and artificial intelligence. While a strong analytics team is already in place, the division is still early in its AI journey and requires leadership that is both visionary and prudent—someone who understands the potential and limitations of AI. The University has a three-year AI roadmap led by Executive Vice President and Provost Rojas, and the Vice President will be expected to align enrollment strategies with this broader institutional vision. This includes effectively communicating about the support necessary to ensure the division remains competitive and data informed.

Strategic Enrollment and Financial Aid Optimization

While increasing student head count, St. Thomas has prioritized increasing net-tuition revenue (NTR). To continue recent progress, the University seeks to optimize NTR while enhancing selectivity and academic profile. The new Vice President will need to lead a multifaceted strategy that aligns enrollment growth with financial

strategy. This includes attracting academically strong students who also contribute meaningfully to tuition revenue, particularly through high-demand graduate programs and expanding the student pipeline. A critical component of this strategy will be optimizing financial aid—ensuring that institutional aid is awarded in ways that maximize yield and NTR. This involves using predictive modeling to identify students most likely to enroll, refining merit and need-based aid formulas, and implementing differential packaging strategies based on market demand and student profiles. The Vice President will also collaborate closely with finance and data analytics teams to monitor aid effectiveness and adjust tactics in real time. By aligning financial aid strategy with enrollment goals, the University seeks to attract top-tier students, enhance its academic profile, and strengthen its financial foundation.

Expand Geographic Reach

A key priority for the new Vice President will be expanding domestic recruitment efforts beyond Minnesota to tap into new geographic markets and broaden St. Thomas' national presence. Part of this effort includes identifying regions with strong potential for undergraduate and graduate enrollment growth and developing targeted strategies to engage students in those areas. By leveraging data insights and collaborating with academic units, the Vice President will guide messaging and outreach strategies to resonate with new student populations. This includes considering students who may be drawn to a Division I athletics environment. Strategic market development will be essential to sustaining long-term enrollment success and positioning the University competitively on a national scale.

International Recruitment Strategy

International enrollment is another area of strategic growth, with a 97% increase this year and the first cohort of 60 students arriving through a new institutional partnership with United World Colleges. Although international recruitment is managed by the Office of Global Learning and Strategy, the Vice President will play a key role in coordinating efforts and ensuring alignment with enrollment goals. Strengthening these partnerships and expanding global reach will be essential to sustaining momentum.

Graduate Enrollment Growth and Program Innovation

The Vice President will lead efforts to grow graduate enrollment, a central goal for the University. While undergraduate numbers are expected to remain stable, graduate programs are expanding—most notably with the recent launch of the Master of Arts in Artificial Intelligence Leadership, a first-of-its-kind degree in the U.S. that prepares non-technical experts with a strong grounding in the foundations, ethics, and potential of artificial intelligence to work comfortably alongside AI engineers and developers. Additional graduate programs are also in development, and the Vice President will be instrumental in shaping, promoting, and scaling these offerings to attract a growing number of students.

Relationship Development

To be successful in this role, the Vice President must be a skilled relationship-builder who actively fosters strong partnerships across the academic enterprise. This includes working closely with deans and faculty leaders to align enrollment strategies with academic priorities, program development, and student success initiatives. Building trust and collaboration with academic partners will be essential to creating a shared vision for growth and ensuring that recruitment efforts reflect the University's academic strengths and future aspirations.

Professional Qualifications and Personal Qualities

The University of St. Thomas seeks candidates with a proven track record of impactful and sustained leadership in enrollment management within higher education. The ideal candidate will bring strategic ambition and a results-oriented mindset to achieving enrollment goals, while also embodying the compassion, student-centered approach, and deep commitment to access that reflect the University's Catholic mission and values. In addition, the new leader will possess:

- **Proven effectiveness and expertise in enrollment management:** significant professional experience managing the complex interplay of marketing and recruiting strategies, enrollment goals, yield, and financial aid; strong understanding of the national and Midwest landscape; an understanding of current and emerging trends in enrollment.
- **Vision and leadership:** an eye to the possible and leadership acumen to lead a strategic enrollment management team; openness to new ideas while staying grounded to meet goals and carry out the mission of the institution.
- **Adaptable and comfortable with change:** ability to anticipate and respond to a rapidly evolving environment to help St. Thomas stay current and competitive.
- **Innovative thinker and change agent:** an entrepreneurial outlook and eye to new possibilities, new technologies, including AI, and emerging challenges; a willingness to bring new ideas and take calculated risks.
- **Commitment to collaboration:** an open and collaborative leadership style that builds trust across constituencies; an interest in engagement of campus constituents to involve the entire institution in enrollment efforts.
- **Strong analytical capacity:** ability to produce data-informed strategic plans and budgets that link expenditures to outcomes; capacity to assess the effectiveness of how recruitment and financial aid funds are utilized to achieve enrollment goals
- **Passion for leading:** exceptional leadership skills; a commitment to building and motivating teams; an interest in developing staff members and providing opportunities for professional growth.
- **Mission alignment:** an appreciation for the mission of St. Thomas that is informed by the Catholic intellectual tradition.



About University of St. Thomas

Overview

The University of St. Thomas, inspired by Catholic intellectual tradition, was founded in 1885 as a high school, college, and seminary to provide high-quality education for Catholic immigrants suffering social and economic hardships. Today it is the largest private University in Minnesota, serving close to 10,000 undergraduate and graduate students, representing 48 states and 104 countries, on three campuses located in St. Paul, Minneapolis, and Rome, Italy. Eight schools and colleges offer over 150 undergraduate majors and minors and over 55 graduate degree programs. The University employs approximately 1,135 staff members, 417 full-time faculty members, and 461 part-time faculty members.

Students, faculty, and staff contribute over 146,000 hours toward community engagement, assisted by the University's Center for the Common Good, which connects St. Thomas students, faculty, and staff with community engagement opportunities. The University collaborates with community partners, Fortune 500 companies, and its 120,000+ person alumni network to connect students with internships and full-time jobs. 100% of classes are taught by faculty, 95% of graduates are employed or in graduate school within one year, and 90% of the top public companies in Minnesota actively recruit St. Thomas students.

St. Thomas ranks as a top National University and Best Value School by *U.S. News & World Report* and is in the top 25 Entrepreneurship Undergraduate Programs according to *The Princeton Review*. St. Thomas is the only University in Minnesota designated an Ashoka "Changemaker Campus," meaning that social innovation, entrepreneurship, and caring for the common good are embedded throughout the University.

St. Thomas is recognized as a First-Gen Forward Institution for its dedication to supporting the success of first-generation students. 96% of first-year students receive a St. Thomas scholarship. It is also recognized as a military-friendly campus, ranked No. 170 as Best College for Veterans nationally by *U.S. News & World Report*. In addition, St. Thomas offers over 300 study abroad programs in more than 50 countries.

St. Thomas is committed to sustainability and is recognized in the *Princeton Review* Guide to Green Colleges and earned a Gold rating from the Sustainability Tracking Assessment & Rating System. Additionally, the University is rated in the top 100 Most Sustainable Colleges in America by *Sierra Magazine* and is a Top 10 Zero Waste campus in the United States as assessed by PLAN's Atlas Zero Waste Certification™ Program.

Mission

Inspired by Catholic intellectual tradition, the University of St. Thomas educates students to be morally responsible leaders who think critically, act wisely, and work skillfully to advance the common good.

Convictions

As a community, the University of St. Thomas is committed to:

- **Pursuit of Truth.** We value intellectual inquiry as a lifelong habit, the unfettered and impartial pursuit of truth in all its forms, the integration of knowledge across disciplines, and the imaginative and creative exploration of new ideas.
- **Academic Excellence.** We create a culture among faculty, students, and staff that recognizes the power of ideas and rewards rigorous thinking.

- **Faith and Reason.** We actively engage Catholic intellectual tradition, which values the fundamental compatibility of faith and reason and fosters meaningful dialogue directed toward the flourishing of human culture.
- **Dignity.** We respect the dignity of each person and value the unique contributions that each brings to the greater mosaic of the University community.
- **Diversity.** We strive to create a vibrant and diverse community in which we work together for a more just and inclusive society.
- **Personal Attention.** We foster a caring culture that supports the well-being of each member.
- **Gratitude.** We celebrate the achievements of all members of our community in goals attained and obstacles overcome, and in all things, give praise to God.

2025 Strategic Plan

In its last year of implementation, [St. Thomas 2025](#) is a five-year strategic plan designed to drive the University to a new level of impact. Guiding themes in developing the plan are:

- Ever Press Forward through Innovation
- Build Belonging and Promote Equity
- Ensure Access, Achievement, and Outcomes for All
- Lean Into Our Catholic Mission
- Widen the Circle of Impact
- Strengthen Culture as We Embrace Change

New emerging priorities outlined in the plan were identified as:

- Lead in STEAM Education
- Grow the Morrison Family College of Health
- Meet Ever-Changing Needs of Students, Alumni, and Employers
- Foster Belonging and Dismantle Racism
- Prepare Students for Work and Career
- Build National Awareness and Advance Priorities through Athletics

Ongoing priorities outlined in the plan were identified as:

- Promote and Leverage Our Comprehensive Academic Excellence
- Retain and Attract World-Class Talent
- Prepare Educators to Dismantle Disparities
- Expand Pathways through the Dougherty Family College
- Illuminate Our Mission and Charism
- Close Financial Gaps for Students
- Expand Our Pipeline of Students
- Create a Robust Residency Culture
- Live and Work Sustainably
- Engage All Tommies as Changemakers



To guide the University into the future, President Rob Vischer appointed a strategic plan working group to prepare for the next five-year plan.

In addition, under the leadership of Executive Vice President and Provost Rojas, the University is implementing a roadmap to address the myriad opportunities to incorporate generative AI into the curriculum and review programs to make them even more relevant and compelling to the University's future undergraduate and graduate students.

Colleges and Schools

With [eight schools and colleges](#), St. Thomas is a comprehensive University. Interdisciplinary connections among them empower a broad perspective and multifaceted approach to problem solving.

- [College of Arts and Sciences](#)
- [Opus College of Business](#), which includes the [Schulze School of Entrepreneurship](#)
- [School of Engineering](#)
- [School of Education](#)
- [School of Law](#)
- [Morrison Family College of Health](#)
- [Dougherty Family College](#)
- [The Saint Paul Seminary School of Divinity](#)

Enrollment Management

This fall, total enrollment stands at 9,876, with 6,750 undergraduate students and 3,126 graduate students.

In fall 2025, the University proudly welcomed its [largest-ever first year class of 1,677 students](#) from 30 states and over 60 countries, with a noticeable increase in new first-year international students, in part spurred by a new agreement with the United World Colleges.

The class profile for the fall 2025 entering first-year cohort:

- 9,952 applications, 8,340 admitted, 1,677 enrolled
- Middle 50 percent ACT range: 23-29
- Middle 50 percent SAT range: 1,180-1,350
- Middle 50 percent GPA: 3.30-3.94
- Students of color: 38%
- Percent international: 6%
- 48.5% men, 51.4% women, 0.1% non-binary or other
- Pell: 29%

- First generation: 30%
- 77% Minnesota, 23% out-of-state

Under the leadership of President Vischer and Executive Vice President and Provost Rojas, the University has invested in St. Thomas' enrollment management organization to create effective systems to support the recruitment, admission, enrollment, retention, and graduation of undergraduate and graduate students. Previously, a small division focused only on undergraduate recruitment and financial aid; enrollment management at St. Thomas is now a team of approximately 80 staff members in several functional areas:

- Undergraduate Admissions
- Graduate Admissions
- Financial Aid
- Enrollment Management Marketing and Communications
- Enrollment Technology and Analytics (ETA)

A strong team of directors leads these units and continues to innovate in recruiting, serving the University's students, achieving St. Thomas' institutional enrollment goals, and addressing opportunities such as growth in graduate and transfer enrollment. While the Vice President of Strategic Enrollment Management plays a key role in planning and executing successful enrollment strategies, they work closely with several University partners, including Academic Affairs, the college deans, Communications, Student Affairs, Technology Services, Athletics, and Business Affairs.

St. Thomas is committed to access and affordability. Every first-time, first-year student is offered a University scholarship upon admission. Undergraduate scholarship amounts vary, up to \$34,000 per year. There are numerous merit-based [scholarship](#) programs for first-year, transfer, and continuing students. Need-based aid is available, too. St. Thomas uses the Free Application for Federal Student Aid. International students are eligible for [merit-based scholarships](#).

In 2024-2025, the University distributed \$165 million in institutional grants to undergraduates and a total of over \$200 million in undergraduate financial aid from all sources. First-year cohorts are typically 25-30 percent Pell Grant recipients.

Enrollment Management at the University is supported by several enterprise systems and vendors. These include Salesforce EDA as an enterprise-wide CRM and Banner for student records and financial aid. EAB is a partner for financial aid leveraging and related analyses, as is RNL for student search and lead generation, Common App for first-year applications, and Liaison for graduate applications through their various CAS platforms. Implementations of Tableau and a new student records system are under consideration.

The University's estimated costs of attendance for 2025-2026 are \$74,921, which includes full-time tuition of \$54,800, required fees of \$1,660, \$15,117 for food and housing, and \$3,344 for books, supplies, transportation, and other expenses. Costs will vary for certain programs and are [detailed on St. Thomas' cost of attendance webpage](#).

Commitment to Diversity, Equity, and Inclusion

The University of St. Thomas' commitment to diversity, equity, and inclusion stems from its founding as a university for immigrants who weren't welcomed elsewhere. The University believes that diversity, equity, and inclusion are indispensable to academic excellence and the holistic development of its students. The St. Thomas community includes and welcomes people of diverse races, ethnicities, geographic origins, gender identities, ages, socioeconomic backgrounds, sexual orientations, religions, work experiences, physical and intellectual abilities, financial means, and all other characteristics as protected by applicable laws. The [2025 Strategic Plan](#) includes a strategic priority to "[Foster Belonging and Dismantle Racism.](#)"

The University exemplifies its commitment to internal work on diversity, equity, and inclusion initiatives via the [Office of Diversity, Equity and Inclusion](#), [Student Diversity and Inclusion Services](#), and [Racial Justice Initiative](#). The University of St. Thomas has specialized resources and support for: [All Faiths](#), [BIPOC Students](#), [First-Generation Students](#), [International Students and Scholars](#), [LGBTQIA+ Community](#), [Students with Disabilities](#), [Undocumented Students](#), [Veterans](#) and [Women](#).

Up-to-date information regarding the University of St. Thomas' commitment to and initiatives relating to diversity, equity, and inclusion can be found [here](#). The St. Thomas Land Acknowledgment can be seen [here](#).



Leadership

Rob Vischer, President



Rob Vischer was named the 16th President of the University of St. Thomas on January 1, 2023, after acting as interim president for the previous seven months, beginning in June 2022.

In nearly 10 years as dean of the St. Thomas School of Law, Vischer helped leverage the law school's mission to achieve critical objectives in student success and community impact. Over the course of his deanship, the law school dramatically improved employment outcomes for its graduates, built a global student body by establishing partnerships with law schools in more than a dozen countries, redoubled its commitment to whole-person professional formation, maintained its top 25 ranking for scholarly impact, and made racial justice core to its mission. The Harvard Law School graduate was an inaugural recipient of the Minnesota Lawyer Diversity and Inclusion Award for his contributions to the advancement of diversity and inclusion in the practice of law.

Before entering the legal academy, Vischer was associated with Kirkland & Ellis in Chicago, where he practiced corporate litigation. He clerked for three federal judges: Judge David Ebel of the Tenth Circuit Court of Appeals, Judge Joan Gottschall of the Northern District of Illinois, and Judge John Wiese of the Court of Federal Claims. He received his B.A. degree, *summa cum laude*, from the University of New Orleans, and his J.D., *cum laude*, from Harvard Law School, where he was an editor of the Harvard Law Review.

Dr. Eddy Rojas, Executive Vice President and Provost



Dr. Eddy Rojas is the Executive Vice President and Provost. He oversees academic affairs, schools and colleges, as well as other academic-related units. As the Executive Vice President and Provost, he plays a critical role in ensuring the success of St. Thomas' strategic plan to propel the University forward to a new level of academic excellence and impact. His collaborative style is rooted in his dedication to inclusive leadership and diversity.

Prior to joining St. Thomas in 2021, Rojas served for seven years as dean of the School of Engineering at the University of Dayton, where he oversaw undergraduate, master's, and doctoral programs. During his tenure as dean, he raised student retention rates, championed gender equity among faculty, and increased new faculty hires from historically underrepresented groups.

Rojas spent four years as director of the Durham School of Architectural Engineering and Construction at the University of Nebraska-Lincoln. He began his academic career at the University of Buffalo, followed by the University of Washington.

A native of Costa Rica, he holds a civil engineering undergraduate degree from the University of Costa Rica and received his M.S. and Ph.D. degrees in civil engineering from the University of Colorado Boulder. A lifelong learner, he also has an M.A. in economics from the University of Colorado Boulder, an M.Ed. in higher education from Penn State, and an M.P.S. in the psychology of leadership, also from Penn State.



Campuses

The Twin Cities of St. Paul and Minneapolis offer double the fun, with two vibrant downtowns and the best parks of any city in America.

At St. Thomas, students have the opportunity to attend classes on its two main campuses located in the heart of the Twin Cities, with a third campus in Rome. Each campus has a different vibe, but overall, there is the classic on-campus college experience, nestled in a [small residential neighborhood](#).

Living and studying in an urban environment such as St. Paul and downtown Minneapolis allows students the opportunity to build professional connections and gain potential job opportunities at large corporations and local businesses. There is also an opportunity to indulge in the Twin Cities' huge art, food, sports, and entertainment scenes.

For those seeking an urban experience rich with entertainment, dining, shopping, and arts venues, the University offers an ideal setting. At the same time, nature enthusiasts will find plenty to enjoy, as the St. Paul campus borders the Mississippi River and connects to Minneapolis' renowned chain of lakes through miles of scenic trails.

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume, and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the University of St. Thomas in this search. Review of applicant materials has begun; for fullest consideration, candidate materials should be received by January 19, 2026, via the email below.

Applications, nominations, and inquiries can be directed to:

Amy Crutchfield, Rob Springall, and Randi Miller

StThomasVPSEM@wittkieffer.com

Salary Range: \$275,000-\$325,000. The University of St. Thomas has provided a salary range that represents its good faith estimate of what the University may pay for the position at the time of posting. The specific salary offered will be determined based on factors such as the qualifications of the selected candidate, departmental budget, internal salary equity considerations, and available market information. The University of St. Thomas offers a competitive and comprehensive benefits program, which includes:

- Tuition Remission for employees, spouses, and dependents
- Generous Retirement Contributions to support your future
- Comprehensive Health Coverage including medical, dental, and vision
 - Fully Paid Insurance: disability, life, and AD&D
 - Paid Parental Leave to support growing families

The University of St. Thomas embraces diversity, inclusion, and equality for all. Our convictions of dignity, diversity and personal attention call us to embody and champion a diverse, equitable and inclusive environment. We welcome applicants of diverse races, ethnicities, geographic origins, gender identities, ages, socioeconomic backgrounds, sexual orientations, religions, work experience, physical and intellectual abilities, and financial means. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills.

