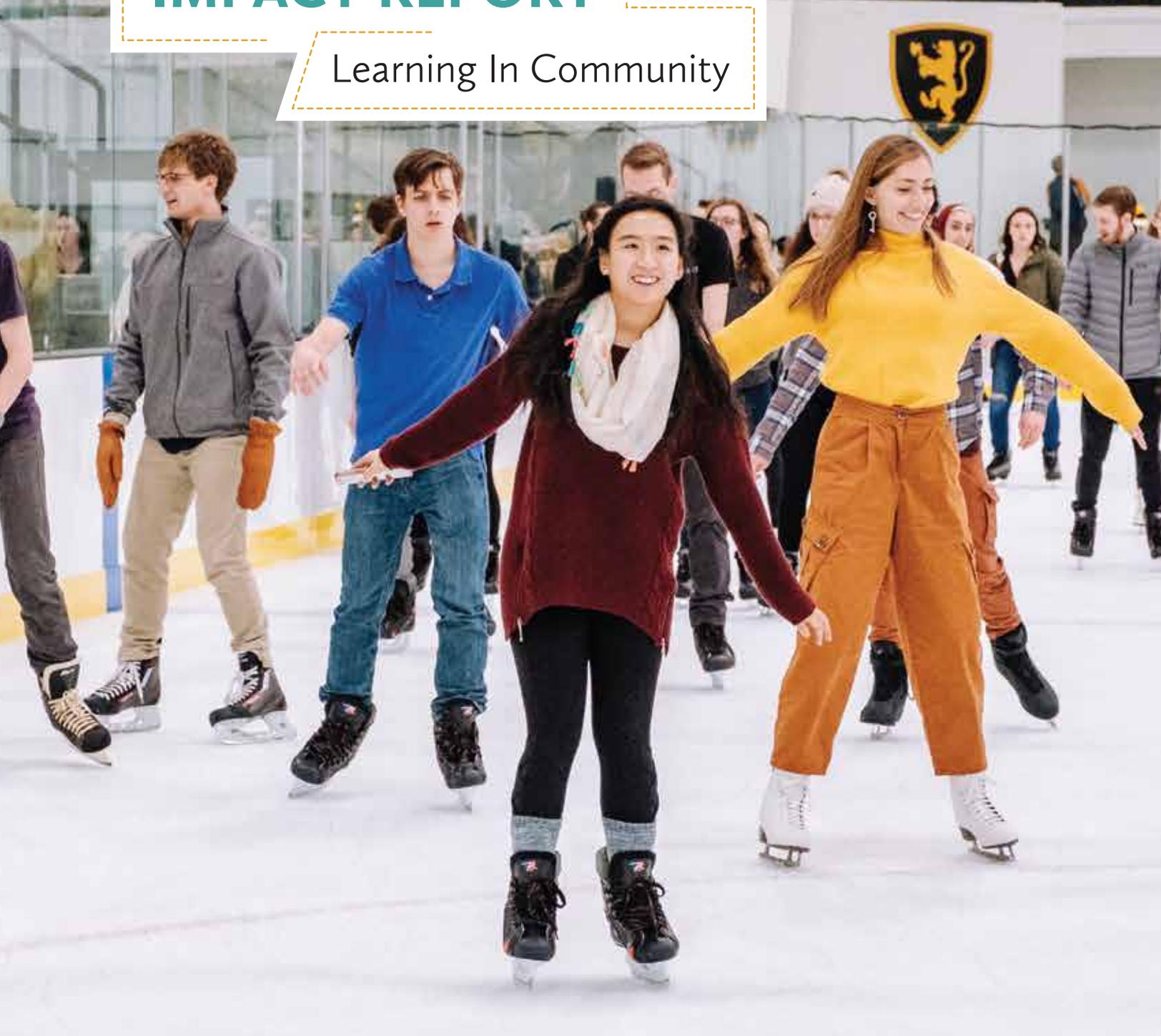


For the *Hill* and Beyond

THE CAMPAIGN FOR ST. OLAF

IMPACT REPORT

Learning In Community



Students and St. Olaf community members participate in the first open skate event in St. Olaf's new ice arena

YOU MAKE US STRONGER

Our St. Olaf community is strengthened by the wide array of origins, experiences, and perspectives that our students, faculty, staff, parents, friends, and you — all Oles — contribute to living and learning on the Hill.

Through your dedication and generosity, *For the Hill and Beyond* has nearly reached our initial \$200 million goal, with 15 months left in our campaign. The impact is extraordinary — gifts are increasing support for high-impact academics, enhancing affordability, strengthening our community, and sustaining our mission. Through May 2020, we will continue focusing on these critical priorities that make a lasting difference for Oles.

We are grateful for the contributions you add as part of our Ole community. Thank you for your terrific participation and extraordinary support through *For the Hill and Beyond!*

WHAT YOU MAKE POSSIBLE

4

New engagement centers: the Piper Center for Vocation and Career, the Institute for Freedom and Community, the Glenn and Myretta Taylor Center for Equity and Inclusion, and the Lutheran Center for Faith, Values, and Community

66%

Increase in annual scholarship awards from endowed funds and annual gifts

45%

Increase in annual funding for unpaid/underpaid internships

4X

Increase in gift-funded aid for off-campus study

OUR PROGRESS TOGETHER (JANUARY 31, 2019)

DOLLARS IN MILLIONS

0

50

100





"I was drawn in by St. Olaf's excellent choral program — I'm grateful for the chances I've had here."
— Darrius Morton '19

IGNITING PASSION AND POSSIBILITY: THE ST. OLAF FUND

Your gift through the St. Olaf Fund supports myriad learning opportunities that amplify an education on the Hill. For Darrius Morton '19, it's meant a chance to find his voice. Despite receiving full-ride college scholarships for football in high school, Morton turned them down to pursue his passion for music. The intensity of St. Olaf's music program piqued his interest — on the Hill he's been a soloist and member of the St. Olaf Chapel Choir, and has explored opportunities in vocal performance. Last year, Morton was accepted into the Minnesota Opera chorus, and performed in all five of its productions that season. "I was drawn in by St. Olaf's excellent choral program," says Morton. "I'm grateful for the chances I've had here."

150

200

MAY
2020

\$196.8 million

ADDING PATHWAYS FOR ACADEMIC SUCCESS

Padula family helps St. Olaf expand advising and support services

Last fall, St. Olaf launched an integrative Center for Advising and Academic Support (CAAS) — supported in part by a new endowed fund established by Susan and Richard Padula P'17. An expanded portfolio of services employs models proven especially effective at supporting student success. Greater support is given to students who need it, while more students benefit from a range of programs. The center also helps faculty create inclusive learning environments.

“Not one student comes with the same educational experience, background, challenges, and resources,” says Director of Advising and Academic Support Kathy Glampe '92. “Yet traditionally, we’ve provided uniform academic support services. College is a place where most students are challenged — more and more, we are building multiple pathways to support their success.”

As a result of this expansion, 58 percent of Oles used academic support services last year; 89 percent of recent graduates did at least once during their time on the Hill.

This expansion includes new Supplemental Instruction (SI) sessions that support Oles enrolled in traditionally difficult courses. Last year 39 percent of Oles overall used SI, including 67 percent of first-years. This year 110 sections are being offered across 40 courses.

“Organic chemistry is rewarding and challenging,” says Ross Erickson '20, who took an SI organic chemistry section. “Everything in the course builds on top of the other. Having a place to go with my classmates to ask questions and master difficult reactions really helped.”

The Padulas support the center because its programs help Oles excel. Their daughter Sidney '17 was an SI section leader; she is now pursuing a master’s in special education at Vanderbilt University.

SERVICES PROVIDED

- Academic coaching
- Advising
- Disability and access
- Language support for multilingual learners
- Speaking support
- Supplemental instruction
- Tutoring
- Writing support

1,784 or 58%

Students served annually by academic support

89%

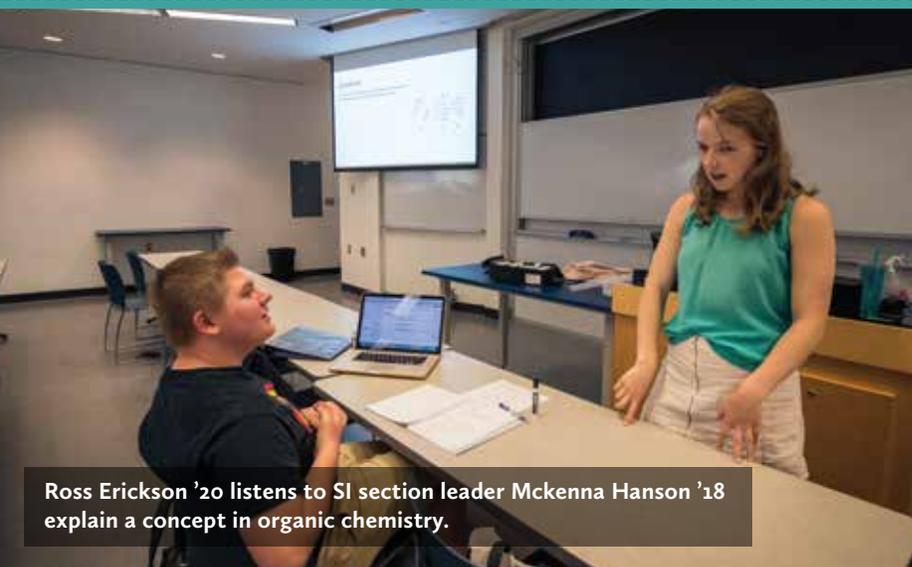
Oles using academic support at least once prior to graduation



Photo by Anne Ryan/Polaris

“We really felt supporting the innovation behind these programs was an important, awesome way that we could help St. Olaf expand its impact.”

— Richard and Susan Padula P'17



Ross Erickson '20 listens to SI section leader Mckenna Hanson '18 explain a concept in organic chemistry.



Noemi Guzman '19 advises Kate Beaver '19 at the CAAS Writing Desk in Rolvaag Memorial Library.

“We really felt supporting the innovation behind these programs would be the best way to help St. Olaf deepen and expand its impact,” say the Padulas. “In an ever-changing world, a liberal arts education helps students build the skills, flexibility, and resilience necessary to successfully adapt and change. The Center for Advising and Academic Support helps all Oles take full advantage of their education by asking 'How do we help you keep getting better?’”

SERVING ALL OLES

New Glenn and Myretta Taylor Center for Equity and Inclusion will foster learning, welcome campus-wide

As co-chair of St. Olaf's Working Group on Equity and Inclusion, Regent Glenn Taylor '73 spent much of last year leading a campus-wide conversation about ways to create a more diverse and welcoming community for all.

Shortly after the working group released its recommendations last spring, Taylor and his wife, Myretta, began a conversation of their own: how they could best support long-term, sustainable change on campus. That conversation culminated in their decision to provide a \$1 million gift that the college matched with its endowment to establish the Glenn and Myretta Taylor Center for Equity and Inclusion, which aims to foster an inclusive environment across the intersections of identity that students bring to St. Olaf.

"St. Olaf is making great strides toward becoming more equitable and inclusive," says Taylor. "We wanted to do something that would help the college sustain the important work that the working group started. It is our hope that the services provided by this gift support the full welcome, inclusion, and success of all students."



"It is our hope that the services provided by this gift support the full welcome, inclusion, and success of all students."

— Glenn '73 and Myretta Taylor

The Taylor Center will expand and house services currently provided by the Center for Multicultural and International Engagement (CMIE) and the Gender and Sexuality Office. Services will include dedicated programs for students of color, international students, and LGBTQ students, as well as engagement campus-wide. Activities will range from speakers and public events to further education, outreach, and training for students, faculty, and staff. In January, St. Olaf hired a new director for equity and inclusion, María Pabón Gautier, who is working with stakeholders across the college.

“I am humbled and honored that St. Olaf’s community has put their confidence in me to continue to grow and strengthen the work of diversity, equity, and social justice at the institution,” Pabón says. “I am ready to hit the ground running!”

Expanding the center’s work was a priority identified through conversations with individuals and organizations across St. Olaf, including student representatives. Tamira Fuentes ’19 and Rida Ali ’21 are two Oles who have supported CMIE’s operations and programming.

“It’s been an inviting, welcoming space to be yourself,” says Ali. “You can come when and however you want — there’s always a friend here you can talk to between classes. It brings us together — just appreciating and understanding our individuality.”

“It’s also provided domestic students of color and international students — two different student populations — a space to talk about the ‘isms’ like racism or colonialism that affect us and collectively address them,” says Fuentes.

This year students have been able to take greater initiative in planning programming, coming up with topics to ensure the different voices and needs of students are represented – from how to honor native ground to differences in sex education around the world. It is a leadership opportunity they hope will continue, and work they hope will expand across the college as the Taylor Center moves ahead.

“We’re at the beginning of a new stage,” Taylor says. “This is just to get it started.”



Dr. María C. Pabón Gautier
Director of the new Glenn and Myretta
Taylor Center for Equity and Inclusion

BRINGING ICE HOME

St. Olaf opens ice arena made possible by donor gifts

This January, St. Olaf opened its new ice arena inside Skoglund Fieldhouse — a project supported by gifts from 325 Oles, parents, and friends. More than 3,800 varsity hockey alumni, current athletes, and St. Olaf community members helped celebrate the opening and cheer on the Ole men and women. The grand opening on January 19 included a memorial for Whitey Aus '59, head men's hockey coach for 20 seasons and athletic director his last seven years at St. Olaf (1977–1997).





EXPANDING CIVIL DISCOURSE, OLE BY OLE

The new Public Affairs Conversation, supported by Alexander Bracken and Sally Olson Bracken '71 helps Oles bridge ideological divides

According to the Pew Research Center, partisan animosity is at its highest in more than 20 years — only a third of Americans still believe that talking with people with differing views leads to finding common ground.

At St. Olaf, Oles graduating in 2017 reported they were far more likely to talk with people of a different race, faith, or income level than with people who had differing political views.

We no longer agree to disagree. It's a problem that Alexander and Sally Olson Bracken '71 took to heart.

"We thought how great it would be for St. Olaf to bring a focus on civil discourse, to bring students from diverse sides of any issue together and really allow them to talk openly across the spectrum," say the Brackens. "That's what a liberal arts education is all about."

To help, the Brackens established two endowed funds to support the Public Affairs Conversation (PACON), a two-course academic sequence developed by St. Olaf's Institute for Freedom and Community. By engaging Oles in exploring and debating contested ideals that shape American discourse, PACON helps Oles build the skills necessary to participate in civil debate and public affairs.

"We want students to critically reflect on their ideological commitments, and see how reasonable people may hold views different from their own — to think and engage with others' viewpoints in the fullest possible way," says the conversation's director and Associate Professor of Philosophy Michael Fuerstein.



Alexander and Sally Olson Bracken '71



“Most of my life I’ve been surrounded by the same group of people. Taking time to listen, to learn about other people’s motivations and why they do and fight for certain things — it helped me hone in on what I believe.”

— Ezra Garcia '19

Ezra Garcia '19 was part of PACON last year; he now helps shape the institute’s programming as part of its director’s council.

“The Public Affairs Conversation is what I really wanted out of my college experience,” says Garcia. “It’s about the exchange of ideas, being exposed to a range of viewpoints, bringing about tough discussion because it’s important to learn you can.”

Among their assignments last spring, Oles had to interview someone with a substantially different perspective, then vigorously research and defend a position with which they substantially disagreed. The assignment provided Garcia deep insight into the work necessary to include those who disagree in discourse and bring about change.

“Most of my life I’ve been surrounded by the same group of people,” says Garcia. “Taking time to listen, to learn about other people’s motivations and why they do and fight for certain things — it helped me hone in on what I really believe. More results come with that kind of attitude. It’s something I didn’t think before.”

2018-19 INSTITUTE OF FREEDOM AND COMMUNITY SPEAKER SERIES

12 events, 19 speakers including New York Times columnist David Brooks

FALL SERIES: *Patriotism, Nationalism, and the Idea of America*

INTERIM EVENTS: *Race, Immigration, and the American Dream in the 21st Century; The Moral Meaning of the United States, and Her Ethical Decline in Today’s Culture; Sexual Paranoia, Gender Strife, Cultural Revolution*

SPRING SERIES: *Who Is My Neighbor? Immigration, Freedom, and Community*

HONORING SHEILA BROWN '68 — OLE LEADERSHIP ACADEMY

*Gift celebrating athletics trailblazer
helps Oles build confidence,
serve community*

Sheila Brown '68 was a force for the inclusion of women in collegiate athletics. As an athletics director at Simmons College and at St. Catherine's University, she added varsity programs and facilities, made head coaching positions fulltime, and cheered on all — everyone was equally part of the team.



When Sheila died in 2005 after battling cancer, the void she left was undeniable.

"She was a phenomenal friend to everybody. Of course we were all devastated," says longtime colleague Sheila Abbott.

"Her commitment for women's sports came from such an authentic place," says Shelley Emerick '68, another close friend. "She wanted the athletes she worked with to embrace the joy of sports and competition as much as perseverance, team building, failure, and success."

Now an anonymous gift honoring Brown supports women's participation in the Ole Leadership Academy. A partnership with St. Olaf's Piper Center for Vocation and Career, the yearlong program pairs an exploration of leadership models with self-reflection, group work, sessions with alumni athletic leaders, and skills building.

Since Title IX's implementation in 1972, participation by women in varsity athletics has increased steadily. Yet fewer women are athletics directors and head coaches. It's a disparity Rachael Sushner, St. Olaf head women's soccer coach and senior woman administrator, hopes the academy can help rectify.

"If you are told repeatedly you can't do something, even if you obviously can, it takes a toll," says Sushner. "Many women have never had a female coach until they come to college. Seeing themselves as leaders with unique strengths who bring effective, diverse styles means a lot on- and off-field. They don't have to wait to be a leader — they can impact people around them all the time."

Three participants — Claire Bash '20, Maddie Etienne '20, and Emily Jarnigan '20 — are now pursuing the chance to create a similar group connecting academy alumni with middle school athletes in Northfield.

“Girls drop out of athletics at twice the rate of boys by the time they are 14,” says Etienne. “We wanted to pass on what we learned about resilience and believing in the value we all bring as leaders.”

“Encouraging that confidence in the younger players is super important,” says Bash. “No matter what age you are, whatever group you’re in, you can make such an impact.”

As the program continues, each varsity team will have at least three Oles who have gone through the academy, increasing team cohesion and support.

“All of our teams are better off because of it,” says Jarnigan. “I’m glad that we’re going to continue it.”

“Encouraging that confidence in younger players is super important,” says Bash. “No matter what age you are, whatever group you’re in, you can make such an impact.” — Claire Bash '20



Head Women’s Soccer Coach and Senior Woman Administrator Rachael Sushner (second from left), with (from left) Claire Bash '20, Emily Jarnigan '20, and Maddie Etienne '20

ADVANCING THE COMMON GOOD

New Lutheran Center for Faith, Values, and Community helps Oles discover how our commitments and callings shape our lives



Tim '73 and Jan Waterman Maudlin '72 in Boe Memorial Chapel

Helping Oles connect their faith and values to their work and lives has long been a core part of a St. Olaf education. Soon the Lutheran Center for Faith, Values, and Community will offer all Oles opportunities to deepen their examination of how our beliefs and ideals – whatever they may be – inform our work and service together.

The center arises from the work of a 2015 Board of Regents task force charged with articulating and activating the strengths of St. Olaf's Lutheran tradition and vocation as a college of the Evangelical Lutheran Church of America (ELCA). An interdisciplinary and interfaith committee of St. Olaf community members led subsequent visioning of the center's mission and programming.

This work inspired Regent Tim Maudlin '73, who was part of the task force, and his wife Jan Waterman Maudlin '72 to commit \$1 million to endow support for the center; the college is providing a matching grant from its endowment to initiate its programming.

"There is a pressing need for expertise in interreligious dialogue and relationship," says Maudlin, "not only because our St. Olaf community is increasingly diverse, but because the contemporary Lutheran tradition calls us to direct our skills, knowledge, and passion toward loving our neighbor and advancing the common good."

The Lutheran Center for Faith, Values, and Community will work primarily in three areas: enhancing employee and student orientations to St. Olaf's mission and tradition; expanding opportunities for interfaith dialogue across religious and secular traditions; and helping Oles understand how their vocational callings compel their personal growth, careers, and lifelong service to others. An advisory council will continue planning and has initiated a search for the center's director. Programming is expected to begin in the next academic year.

According to an ELCA declaration, the distinctive combination of educational values expressed in Lutheran higher education — academic excellence, liberal arts, critical inquiry, education of the whole person, responsible service, and a commitment to inclusive community — spring directly from Lutheran theological claims about grace, freedom, humility, and hospitality.

St. Olaf President David R. Anderson '74 notes that the college affirms this position.

"The college's mission is to 'excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition,' " says Anderson. "Lutheran tradition is more than a footnote to the St. Olaf experience. It is fundamental to the nature of the education that we offer."



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BETTER TOGETHER, THANKS TO YOU

Providing Oles with opportunities to live, learn, and grow together strengthens the education they receive. Explore how your gifts through *For the Hill and Beyond* are helping Oles now and in decades to come in this report from the Hill.

To learn more visit stolaf.edu/campaign.



Faculty and students who were part of St. Olaf's Collaborative Undergraduate Research and Inquiry program gather before sharing the results of their work in Tomson Hall with the Ole community.