



# SOLUTION SEEKERS

Our Strategic Plan for a Bright Future 2024-30 – Executive Summary





 ST. OLAF COLLEGE

# SOLUTION SEEKERS

Our Strategic Plan for a Bright Future

2024-2030



As we mark the 150th anniversary of St. Olaf College and celebrate the generations of teachers and learners who have laid a strong foundation for a transformative liberal arts education grounded in our Lutheran tradition, we move confidently into the future. Our "True North" is developing individuals of action and substance who will shape the world — in other words, solution seekers.

The world needs the wisdom and courage of multidimensional St. Olaf students who can build strong and innovative communities, businesses, and relationships that enhance everyone's quality of life. Our students are hungry to contribute, and they are eager for a holistic education that provides them with the foundation to pursue their vocation with vigor. They seek a path for leading a life that brings value to themselves, their families, and their communities. We aspire to empower and prepare our students — and, in doing so, enhance community well-being and thriving. Developing solution seekers is the "why" of our plan.

The "what" and "how" of our strategic plan build on prior planning and visioning. St. Olaf offers many opportunities to develop the competencies that solution seekers need, from compelling academic programs to an abundance of centers of excellence to the co-curricular opportunities and experiences — including athletics and fine arts — where character, teamwork, and leadership are cultivated. Our promise for the future is to provide a *liberal arts plus* education, an approach that combines the best of the liberal arts with pre-professional and advising programs. This is a moment to be bold, to take a fresh look at what we can do together to advance *liberal arts plus* learning in the context of a fully residential college that embraces academic innovation and experiences around the globe so all may flourish.

The "who" of our strategic plan includes our curious and driven students, our brilliant faculty and staff, our dedicated regents, and our extensive and talented alumni network. Throughout our St. Olaf community, what sets us apart is our ability to produce leaders of excellence with bold spirits, layered perspectives, and open minds — people who are equipped to seek the change our world needs.

This strategic plan is rooted in three goals: elevate vocation, expand innovation, and sustain our community in service of developing Oles who are ready for the future: Solution Seekers.

## Our Mission

**St. Olaf College challenges students to excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition.**

## Our Foundation

**St. Olaf College's Lutheran identity shapes the character of our community and creates an environment where each person can explore their own beliefs, seek to understand the beliefs and experiences of others, develop their whole self, and contribute to the flourishing of their communities.**

## Our Vision

**St. Olaf College will be known as one of the country's best liberal arts colleges, nationally and internationally recognized for excellence, academic rigor, and community inclusivity, while developing and preparing students of character to lead lives of substance as contributing citizens of the world.**



## Our Purpose

# SOLUTION SEEKERS

Oles thrive at the intersection of what they love and what the world needs.



## Our Promise

# THE ST. OLAF OPPORTUNITY

## Every Ole Will Have



A Holistic, Intentional, Integrated Experience



## Every Ole Can Become



An Innovative Thinker



A Prepared, Engaged Citizen



A Leader of Character



An Experiential Learner



A Culturally Competent, Global Explorer





## Our Goals

Elevate Vocation

Expand Innovation

Sustain Our Community

# Elevate Vocation

- Ensure that every student has access to vocational discernment through our academic programs and expanded access to study-away programs, internships, undergraduate research experiences, and/or relevant work opportunities.
- Develop an Academy for Leadership and Character
- Expand Civic Preparedness and Engagement in partnership with the Institute for Freedom and Community





# Expand Innovation

- Cultivate innovation, creativity, and synergistic connections among our centers, academic programs, vocational discernment opportunities, and curriculum.
- Guide each student's flexible, holistic St. Olaf Pathway through advising, mentoring, and the development/purchase of a software platform to capture the student learning in and out of the classroom
- Innovate our academic programs by collaboratively developing credentials that uplift the value of liberal arts learning and embed career readiness skills across the curriculum



# Sustain Our Community

- Systemically infuse a culture of belonging and well-being across the entire St. Olaf community
- Advance a sustainable financial model for the future that includes increased investments in financial aid and exploration of new revenue streams
- Build upon the United Nations Sustainable Development Goals framework to ensure a sustainable future for St. Olaf College and develop students who will contribute to broader local, national, and global sustainability using their St. Olaf education





