



The Padua Program: Frequently Asked Questions

Who is the program designed to help?

The focus of the program is laypersons currently serving in the role of mission officer or considering an appointment to such a position. The program is designed to support the professional and organizational development needs of leaders serving in the mission integration role. Religious who are new to this role may also find the program helpful in creating effective programming. We certainly welcome other organizational leaders (executives, trustees, senior managers, etc.) whose work impacts mission effectiveness and who would benefit from this “deep dive” into Franciscan organizational leadership.

What will be the time commitment for participants?

Participants will spend three days at St. Bonaventure University for the initial seminar. (October 8-11, 2018) and for the final seminar (July 22-26, 2019.) In between these two seminars a series of webinar-style meetings will take place to continue working on content, case studies, and participants’ projects. Some monthly time for reading and preparation will be expected. The work load of the program will take into account the primary responsibilities of the participants at their home institutions.

Who is leading the program planning?

Sisters Norise Kaiser and Margaret Carney are providing leadership on behalf of the Franciscans of the Neumann Communities. Fr. David Couturier, Director of the Franciscan Institute is engaged in the planning, as is Jill Smith, business manager in that office. Dr. Pauline Albert leads the curriculum design work.

Can you tell us more about Dr. Albert?

Dr. Pauline Albert completed doctoral studies in Human and Organizational Systems which included a dissertation on the leadership of Sts. Francis and Clare at the Fielding Graduate University in 2009. She served as an Assistant Professor of Business and Management at St. Edward’s University in Austin, Texas from 2001-2013. Prior to her academic careers, she held multiple roles in business including twelve years of senior management at Intel Corporation. In recent years she has helped numerous groups of Franciscans deepen their capacity to meet contemporary leadership demands within the order and its associated institutions. Her unique combination of business and academic expertise is matched by her commitment to exploring spiritual power as it informs institutions. In addition to her doctoral degree she holds degrees in French (Emory University and the University of Lyon, France) and a degree in business from the Wharton School of the University of Pennsylvania.

How have you engaged other Franciscan and mission office experts?

We have done a series of brainstorming conferences, conducted in-depth interviews and tested the need for this program with a number of groups and individuals in Franciscan circles and beyond.

Is the program going to be highly academic?

The Franciscan Institute is known for its degree in Franciscan Studies. This program does not lead to an academic degree. Its goal is professional development for those working in Franciscan institutions, and in need of competencies that suit their

responsibilities in the workplace. The content will reflect the best scholarship in Franciscan studies and organizational development as applied to contemporary issues of mission integration. It will include presentations on the importance of personal spiritual development for a mission leader.

How will this program differ from the Franciscan Pilgrimage as a tool in forming Franciscan leaders?

We believe that the Franciscan Pilgrimage program is one of the most powerful tools for engaging individuals in Franciscan mission and identity. The Padua Program, unlike the pilgrimage, will focus on professional competencies and provide additional units of study to round out the Franciscan study material. These additional units will explore issues such as Catholic identity in a pluralistic work force, ethical decision-making in complex institutions, mediating the Franciscan message in a secular landscape, etc.

Will there be any financial aid offered?

The cost pays for a eighteen months of instruction and professional support from a team of highly qualified experts. We are sensitive to the pressures on many Franciscan institutions and will, if additional external grants are gained, provide partial scholarships. Our budgets assume a “break even” model with income used to repay initial costs by the two partners.

Where can we get additional information about the program content and faculty/mentor group?

The Franciscan Institute website will start posting information about The Padua Program and will continue to update information as it becomes available.

The Padua Program is a partnership of The Sisters of St. Francis of the Neumann Communities and The Franciscan Institute.