

LEADERSHIP OPPORTUNITY
Dean, Palmer Theological Seminary



1300 Eagle Road, St. Davids, PA 19087

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Dean's Profile

Under the energetic leadership of President Robert G. Duffett and with the broad input of the Eastern community, the University selected R. Keith Iddings as their new Provost in 2014 to guide visionary expansion of the Eastern academic enterprise. The realignment of departments and programs into six colleges – College of Arts & Sciences, College of Business and Leadership, College of Education, College of Health & Social Sciences, the Templeton Honors College, and the Palmer Theological Seminary is one of the bold new moves taken in this past two years to strengthen and advance Eastern University's vision of expanding its world class education in a Christian environment.

A new dean is being recruited for the Palmer Theological Seminary. The successful candidate will espouse and demonstrate a strong Christian commitment, be a strategic thinker who is entrepreneurial and innovative, and be a collaborative leader who values shared governance between the university's faculty and administration. The new dean will have the exceptional opportunity to work cross functionally with a community of internal and external stakeholders to build a strong cohesive team. The dean of the Palmer Theological Seminary will also collaborate with stakeholders to shape vision, develop strategy, enhance the culture, and create high quality, relevant program offerings to serve a diverse student body which includes traditional and adult, undergraduate and graduate, campus-based and online.

Vision and Mission

Eastern University has earned a reputation as a world class leader among Christian universities for its dedication to faith, reason, and justice. The successful candidate will therefore be committed to the practice of social justice, and will engage in efforts to address issues related to diversity and inclusion in their colleges, the wider university and the community. The dean of the Palmer Theological Seminary will work collaboratively with faculty and university stakeholders to uphold and exemplify excellence in scholarship and teaching. The dean will also uphold Eastern University's dedication to giving witness to a

Christian world view as exemplified by faithful commitment to Christ, through Christ-centered instruction, study, work and living.

Culture Setting

The new dean of the Palmer Theological Seminary has an excellent opportunity to help shape the culture of the seminary. Consistent with Eastern's foundational commitment to Christian community, the university seeks a dean who will work with the faculty, staff, and students being brought together and united in the seminary to create a culture of academic excellence, collaboration, teamwork, and consensus. The new dean will be skillful in building and advancing community relationships, and will become the "face of the seminary" to the community. The dean will create partnerships with and among the many constituencies, such as employers, alumni, and prospective students, who can help determine the programs and curricula the seminary needs to offer; faculty who design and develop the curricula; students who experience the curricula, become alumni, and join the external workforce to pursue their vocations. Equally important are the partnerships; accreditors who monitor assessment of the curricula and programs; community leaders, corporations, denominations, churches, parachurch organizations, and foundations and friends who provide support for the theological seminary.

Academic and Faculty Leadership

The university seeks a dean who has significant leadership experience in higher education administration, with a proven track record in leading or facilitating matters relating to accreditation, curriculum assessment, and effective teaching and learning. She/he will be a recognized intellectual and organizational change leader who has published and presented on topics on her/his scholastic agenda and will bring creative programming and developmental ideas with the capacity and energy to successfully implement them. As an accomplished scholar-practitioner, it is preferred that the dean has earned at least the rank of Associate Professor in a higher education environment.

To provide this leadership will require entrepreneurial vision and planning, supported by outstanding faculty, an expanded and evolving curriculum, significant partnering with the business and workforce community, extensive fundraising, participation in enrollment strategy, and judicious allocation of resources. The new seminary dean will have a record of building a quality leadership team to assist with administering the college, a record of leading faculty and staff to continuous improvement through professional development, a record of high integrity and maintaining sterling quality consistent with the institution's thoroughly Christian character.

The Student Experience

The university envisions that The Palmer Theological Seminary will have a diverse student population. The dean will work with other stakeholders to ensure that the academic and engagement needs of the student body are met. This includes providing a variety of delivery modalities, and expanding curriculum and appropriate programs delivered on campus, online, at multiple locations locally, regionally, nationally and internationally. We anticipate that the demographics of the student population will also grow more divergent and varied in age, degree level pursued, subject matters studied, background

preparation, financial ability to pay, and in race, gender, ethnicity, national/geographic origin. To lead in the changing environment, the dean will be a person who can engage diverse student communities, and bridge cultural, ethnic, racial, religious, gender and social class barriers. She/he has responsibility for ensuring an outstanding educational experience for all students. The creative leader will coordinate a team of well prepared and highly motivated faculty and staff who will be actively involved in high quality student care.

Resource Development and Allocation

The basic budgetary support for the theological seminary will come along with the programs and services that are being brought together in the theological seminary. The anticipated growth and development of the theological seminary will be heavily dependent on the dean's ability to provide the fundraising and friend-raising leadership that will bring in the human, capital, and financial resources that will be required for success. The university seeks a dean with experience in fundraising and grant-writing, has a sound knowledge of student enrollment strategies, and an aptitude for building relationships with organizations, business and community leaders. Along with obtaining additional resources, the new dean will also have responsibility for assessing needs and allocating resources appropriately to ensure the theological seminary is fulfilling its mission. The dean is responsible for the development of all college budget requests, authorizes budget allocations and expenditures, and provides general oversight of the theological seminary's operating budget.

Community Engagement

The university seeks a theological seminary dean who not only nurtures the seminary's internal constituencies, but who also is externally focused. The dean should have excellent knowledge of the context into which students will be graduated. She/he should also be well informed about legislative and regulatory issues as well as the fast paced changes in our society that impact the professional and academic context. She/he will have a sound understanding of the licensure process for professional staffs and will be the liaison between the seminary and regulatory bodies.

The university has a long history of community service and enjoys good community support. The dean is expected to lead the effort to greatly expand partnerships with business, industry, government, healthcare, nonprofits, the church and the total community. Service learning, internships, on-site educational partnerships, and various other programmatic efforts will require that the dean builds strong personal relationships with significant business, school, community, church, and denominational and political leaders. These activities are essential to the development of the support needed for the seminary and the development and implementation of its programs.

Commitment to Diversity

Diversity Matters, another distinctive of Eastern University is its intentional commitment to diversity among students, faculty and staff. An intercultural emphasis encourages dialogue and interaction with a multiplicity of people, cultures and ideas in community. Eastern University's diversity does not end in promotional materials that may or may not reflect true campus diversity. Eastern's commitment to

diversity is reflected in its student population, its staff, and its faculty and administration. Student clubs and ministries such as the Multicultural Advisory Club, Black Student League, International Club, Latinos Unidos, and Endure Mentoring help support this important commitment to diversity. The new dean will exemplify a demonstrated commitment to and facility in navigating a multifaceted range of diversity: gender, racial-ethnic, urban/suburban context, denominational-ecumenical, theological, and pedagogical. The candidate should also demonstrate the ability to engage in interfaith dialogue.

SUMMARY OF QUALIFICATIONS AND ADDITIONAL SEMINARY-SPECIFIC REQUIREMENTS

- a) Earned doctorate along with relevant experience in a field appropriate to the seminary
- b) Achieved the rank of Associate Professor or Professor in higher education
- c) Exemplary record of teaching, scholarship, and community engagement as a higher education professional
- d) Significant successful experience in higher education leadership and administration
- e) Experience with traditional and non-traditional programs and schedules, and different delivery formats including online, face to face, and hybrid is highly preferred
- f) Demonstrated skill in collaborating effectively with a wide range of constituencies including other schools and colleges within a university
- g) Christian lifestyle characterized by holiness and servanthood
- h) Christian beliefs consistent with the university's faith statement (<http://www.eastern.edu/about/our-faith>)
- i) Willingness to submit to the university's Community Standards (<http://www.eastern.edu/about/statement-community-standards>)

The following are required to augment the attributes of the strategic dean that are outlined in the previous sections.

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- a) A solid faith in Jesus Christ, lived out in personal spiritual practices and active involvement with the local/global church, that undergirds a strong sense of call to serve in the field of theological education
- b) Prior experience as faculty or administrator at a seminary or divinity school, including familiarity with and participation in the larger communities for theological education

Application Process

Applications will be received in full confidence. Applications should be addressed to:

John Pauley, Ph.D.

Vice Provost for Academic Affairs and Dean of the College of Arts & Sciences
Chair, Search Committee for College Deans
Eastern University
1300 Eagle Road
St. Davids, PA 19087-3696

Applications or nominations should be submitted electronically to: applications@toppinedwards.com
Application open until position is filled.

Application materials should include application letter which describes your suitability for the job of dean of the Palmer Theological Seminary, a personal statement of faith, a complete CV showing your qualifications, experience in academic administration, evidence of your scholarship and community engagement, and the names and contact information (telephone and email) of five professional references. None of your references will be contacted until a later stage of the search and not without the formal permission of the candidate.

Shortlisted candidates who are identified as potential finalists in the Dean's search will be required to provide two concise supplemental written statements: (a) a written response on the applicant's theology of mission and ministry, and (b) a written statement that stems from the applicant's experiences in dealing with diversity.

Assisting the Dean Search Committee is Dr. Orville Blackman, Principal Consultant, Toppin Edwards Associates. All questions about the applications process may be directed to Dr. Blackman at the following -

Email: applications@toppinedwards.com
Telephone: 502-271-7769

An electronic copy of the profile is available at www.eastern.edu/deansearch

Confidential applications and nominations will be accepted until the position is filled. Candidate screening will begin immediately. Application open until position is filled.

Eastern University is committed to the principles of equal opportunity as defined under federal and state law, and does not discriminate unlawfully on the basis of race, color, creed, disability, national/ethnic origin, age, disabled veteran/Vietnam-era, GINA, or veteran status. Eastern University's Mission Statement can be found at www.eastern.edu/about/mission .