

Wake Forest University

Dean, School of Divinity



WAKE FOREST
UNIVERSITY

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Heidrick & Struggles advises client organizations on the basis of an exclusive consulting assignment.

The Institution

Location	Winston-Salem, NC
Website	www.wfu.edu
About the Organization	<p>The University</p> <p>Founded in 1834, Wake Forest University is a private university located in Winston-Salem, N.C., with more than 8,000 students. The undergraduate population of more than 5,100 hails from 49 states and 52 foreign countries. Professional School students and graduate students contribute equally diverse, national and international profiles to the Wake Forest community.</p> <p>Core to the ethos of the institution, the Wake Forest Motto is <i>Pro Humanitate</i> (For Humanity) and is a calling to use the knowledge, talents and compassion of the campus community to better the lives of others. Across undergraduate and graduate programs, opportunities abound for students, staff and faculty to engage in service, philanthropy, civic learning and democratic engagement and social-justice efforts as well as professional and personal development.</p> <p>Wake Forest is a vibrant and diverse academic community in which students pursue learning in one or more of the 45 majors, 60 minors and more than 50 degree programs offered across the undergraduate college, graduate school, and professional schools of business, divinity, law, and medicine. In addition, the institution administers the Reynolda House Museum of American Art, which presents a nationally renowned art collection in a historic and striking setting.</p> <p>In September 2018, <i>U.S. News & World Report</i> ranked Wake Forest as one of the top 30 National Universities for the 23rd consecutive year. In addition to the overall standing of 27th place, Wake Forest stands 13th in Strong Commitment to Undergraduate Teaching and 24th for Best Value. Many graduate and professional programs are similarly highly ranked.</p> <p>Wake Forest Innovation Quarter is one of the fastest-growing urban-based districts for innovation in the United States. In less than a decade, Innovation Quarter has become home to more than 170 companies, five leading academic institutions, more than 3,700 workers, 1,800 degree-seeking students and more than 8,000 workforce trainee participants. In 2017, newly approved courses of study in Engineering, Biochemistry & Molecular Biology, and Medicinal Chemistry & Drug Discovery anchored the University's "Wake Downtown" presence in Wake Forest Innovation Quarter. These programs occupy a distinctively-redesigned onetime Reynolds Tobacco building providing next-generation classrooms, teaching labs, and research labs, along with innovative Reynolda/Medical School faculty partnerships.</p> <p>Graduate and professional education, which date back to the 1894 Law School founding, are carried out on the main Reynolda campus, in Wake Forest Innovation Quarter, and at sites from Charlotte, NC, to multiple continents.</p> <p>The Wake Forest strategic plan links to four overarching priorities that are critical to the vitality of each constituent school and department as well as to the University as an entity. The priorities are:</p> <ul style="list-style-type: none"> • Exceptional faculty and student engagement; • Open new doors for educational opportunity; • Reinforce connections between the liberal arts and professions; and • Educate the whole person—mind, body and spirit—and help students find their place in the world.

School of Divinity

Wake Forest University School of Divinity is a graduate, professional school that is Christian by tradition, Baptist in heritage, and ecumenical in outlook. The School is one of only five ecumenical divinity schools that are part of the *U.S News & World Report's* Top 30 National Universities.

Consistent with Wake Forest's commitment to academic excellence and in the spirit of the University motto, *Pro Humanitate*, the School of Divinity prepares leaders informed by a theological understanding of vocation. Through imaginative courses and diverse programs of community engagement, students are equipped to be agents of justice, reconciliation, and compassion in Christian churches and other ministries.

Admitting its first students in 1999, the School of Divinity has advanced the following core objectives and values throughout its history:

Foster academic excellence: The School's faculty fosters critical scholarship across the varied disciplines of theological education through rigorous academic inquiry in the classroom and through research and publication.

Embody hospitality: The School distinctively cultivates a community of learners that celebrates diverse religious, racial, ethnic, cultural, gender, and sexual identities and that fosters accessibility for all its members. The School's spirit of shared engagement is distinctive and highly valued, exemplified in twice-weekly chapel services, coffee hours, informal gatherings, and a joyous hooding ceremony for graduating students that is newly created by students and faculty/staff each May.

Nurture spiritual growth: The School of Divinity provides opportunities for spiritual growth and exploration of personal and communal spiritual practices for its students as well as the wider campus.

Collaborate with faith communities: The School's leadership, faculty, and students join with churches and other faith communities to advance mutual learning and critical dialogue, including student internships and various forms of mentoring, consultation, community education, and shared advocacy.

Encourage global perspectives: Through theological reflection, critical inquiry, and ministry formation, the School's faculty and staff encourage students to explore diverse religious, cultural, and ethnic perspectives within both national and international contexts.

Contribute to the University's mission: The School of Divinity shares in the University's commitment to *Pro Humanitate* through explorations of religious identity, vocation, social responsibility, and public engagement.

The School currently offers the following degrees:

- Master of Divinity (MDiv)
- JD/MDiv
- MDiv/MA in Bioethics
- MDiv/MA in Counseling
- MDiv/MA in Education
- MDiv/MA in Sustainability
- MDiv/MA in Management Dual Degree Pathway

In addition, students and faculty collaborate to create concentrations within the curriculum that allow students to develop skills and gain knowledge specific to particular fields of study and areas of religious leadership. Currently, three concentration options are offered within the MDiv curriculum: Religious Leadership in Food, Health and Ecology, Sustainability, and Episcopal Studies.

With a current enrollment of ~125 students, the Master of Divinity (MDiv) program encourages students to explore the rich histories and traditions of Christianity, to understand the fast-evolving social and religious landscapes of North Carolina, the U.S., and the world, and to gain awareness and practical experience of the issues facing churches in their local and global contexts. For five consecutive years, the Divinity School has been selected as one of the “Seminaries that Change the World” by the Center for Faith and Service.

The School of Divinity is intentionally ecumenical and open to a variety of viewpoints while also valuing Wake Forest College’s Baptist heritage. The School’s foundational goal is to prepare women and men from diverse theological and religious perspectives for faithful, transformative service in a wide array of ministries.

The student body is diverse, drawing students from 26 states and six countries with more than 40 different religious affiliations. Students come from more than 80 different undergraduate institutions and 50 different educational backgrounds.

Graduates of the School of Divinity serve in various religious leadership positions and in other fields. Among recent graduates:

37% serve in congregational ministry

13% in chaplaincy

10% in non-profit work

7% in education

3% in counseling

7% are completing additional education (Ph.D., second Masters, etc.)

23% in other fields

The School’s faculty are teacher-scholars: accessible mentors and exceptional educators, exemplifying Wake Forest’s commitment to student-faculty engagement. With a mix of highly recognized senior scholars and rising stars in their respective subfields, the faculty bring diverse perspectives and experience to the classroom. Most of the faculty are ordained clergy members, representing more than half a dozen different traditions. The student-faculty ratio at the School is 7 to 1.

The School of Divinity values interdisciplinary and community-based engagement. To this end, it offers multiple joint degrees with other Wake Forest schools and cultivates intentional partnerships with local and national organizations. The School also nurtures relationships with religious institutions and nonprofits across the surrounding region.

The Position

Position Summary

Reporting directly to the Provost, the Dean will provide leadership for the academic enterprise of the School of Divinity and play a critical role in charting the course for the school and its distinctive identity going forward. This Dean will help deepen and extend the School’s vibrant community of faith, learning and practice that draws faculty, staff, students and others to its essential mission.

The School of Divinity has emerged as a national leader in the field of theological education. Its alumni/ae and faculty are innovators in local and national religious leadership. Its students foster transformation in themselves and others, and with their faculty mentors contribute richly to academic and extracurricular activities at Wake Forest.

Through the Deans’ Council and partnerships across campus, the Dean will join a strong and dynamic leadership team that is focused on shared priorities

to advance the University. Additionally, this Dean will have a vital opportunity to lead the School's engagement at a university that prioritizes the education of the whole person and helping students find their place in the world.

Responsibilities

Specific areas of priority for the Dean include the following:

- Lead the School of Divinity by providing inspirational direction and vision to achieve significant, meaningful impact in theological education and to produce future leaders for public ministry and other religious leadership roles.
- Provide administrative leadership for all activities at the School. Allocate and manage the School's fiscal resources. Determine priorities and insure an appropriate infrastructure to support strategic planning.
- Expand the fundraising efforts for the School of Divinity as well as further develop productive external relationships.
- Attract, retain and mentor talented faculty. Foster faculty development as leading scholars and innovative teachers.
- Collaboratively lead a strong team of talented professional staff members and provide opportunities for further development.
- Attract and expand a fully engaged student body, with a strong focus on recruiting individuals eager to pursue leadership roles in ministry, to advance theological scholarship, and to offer leadership and service in other relevant vital pursuits.
- Further enhance the School's diverse faculty, students and staff, as well as attend closely to diversity of thought.
- Develop and expand high-quality and innovative academic offerings. Assess current programs and evaluate possible new degrees and certificate programs as well as the potential for online learning, along with further opportunities for distinctive collaborations across campus, in our surrounding communities, and across theological education.
- Collaborate closely with other deans and senior administrators; exhibit a "one University" mindset characterizing Wake Forest. Contribute significantly to the religious/spiritual life on campus.
- Cultivate strong relationships with local churches and church leaders, as well as leaders of various denominational bodies and faith communities. The Dean will assure that the School remains a helpful resource for lifelong intellectual and spiritual development for clergy, leaders of faith-based non-profits and laypersons.

The Person

Pivotal Experience & Expertise

Ideal candidates for the Dean of the Divinity School should have the following experience and expertise:

- A sterling record of successful leadership in a complex environment, working effectively with a range of constituencies.
- Demonstrated success in attracting and developing outstanding faculty and staff.
- The ability to attract resources in support of the School. Successful fundraising from a range of sources including individuals and foundations will be critical.

- Excellent communication skills. The successful candidate must be an effective listener and should be able to articulate a compelling vision and direction for the School of Divinity both internally and externally.
- Ability to build productive relationships with faith communities and other relevant organizations and anticipate their future leadership needs.
- Demonstrated understanding of the challenges facing theological education and ability to determine and implement creative new directions.
- Proven experience in fostering an environment that prioritizes diversity and inclusion.
- Strong academic credentials and a record of scholarly achievement in theological education.

Leadership Capabilities

Strategic – Engages faculty and staff in a strategic process to further define the School’s distinctive niche(s), overall direction, and specific priorities going forward.

Bold Thinker - Brings innovative ideas and a creative approach to theological education, as well as to the significant role of the School in the overall mission at Wake Forest and beyond.

Collaborative – Possesses a leadership style that fosters collaboration and considers a range of input before moving ahead. Sees opportunities for partnerships and connections to further advance the School both within the university and beyond campus. A successful Dean must channel the scholarly and creative gifts of the faculty in order to advance the School’s mission.

Relationship Builder – Exhibits strong interpersonal skills and the ability to develop and maintain beneficial relationships with different constituencies to benefit the School of Divinity. The Dean must understand and eloquently relate the history and evolution of the School of Divinity, building creatively on this foundation and expanding existing and developing new relationships.

Culture Fit & Impact

Commitment to diversity and inclusion

Energetic and charismatic

Passionate about theological education

Genuinely interested in students and their faith development

Highly ethical with impeccable integrity and values

Open to a range of opinions and input; encourages different points of view

Nomination/Application Information

Initial screening of applicants will begin immediately and continue until the position is filled. Review of applications will begin immediately. Wake Forest University will be assisted by Ellen Brown Landers and Tracie Smith of Heidrick & Struggles, Inc. Nominations and applications should be directed to:

Wake Forest University Divinity Dean Search
Heidrick & Struggles, Inc.
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Wake Forest is an Equal Opportunity Employer and strongly encourages applications from minority and female candidates.