



Position Profile

Dean, School of Divinity

THE ORGANIZATION

Institutional Overview

Ranked among the top thirty national universities, Wake Forest University is one of the leading private liberal arts institutions in the country. Wake Forest is a collegiate university that integrates the intimacy of an undergraduate liberal arts college with the academic vitality of a research university. At the heart of the university is the teacher-scholar ideal. Professors are committed to personalized teaching and to their students' individual development. Wake Forest is dedicated to an ethically-informed education of the whole person in a climate that values personal growth, community interaction and individual honor.

Wake Forest, from its founding, adopted the motto "*pro humanitate*" which is exemplified by a deep institutional commitment to service. The University strives to cultivate among its students and graduates a culture of public service and engagement with the world.

The University enrolls 4,300 undergraduates and 2,400 graduate and professional students, and the student-faculty ratio is 10:1. Wake Forest consists of six schools: Wake Forest College; the Schools of Business; the School of Law; the School of Medicine; the Graduate School of Arts & Sciences and the School of Divinity. The main 340 acre Reynolda Campus is home to all schools with the exception of the School of Medicine, which is located on the Bowman Gray Campus four miles from Reynolda.

Founded by the Baptists in 1834, Wake Forest was first located in Wake Forest, North Carolina with an original vision of educating the clergy. Following World War II, the Z. Smith Reynolds Foundation, proposed a significant grant to Wake Forest College providing that it relocated to

Winston-Salem. The proposal was accepted, and the College moved to its new home in 1956. In 1967, the institution officially changed its name to Wake Forest University recognizing the expansion of its educational scope.

Wake Forest is a vibrant intellectual community located in Winston-Salem, North Carolina. The picturesque campus of Georgian Revival architecture and majestic trees includes more than thirty buildings. In addition to its facilities in North Carolina, the University owns residential study centers in London, Venice and Vienna, and more than fifty percent of the student body spends a semester abroad at one of these centers or at other programs in France, Spain, Japan, or Cuba.

Wake Forest has a rich cultural life and an impressive array of facilities. The University administers Reynolda House, a magnificent 64-room home on a 1,067 acre estate built in 1912-17, which houses one of the foremost collections of American art in the country. The Charlotte and Philip Hanes Art Gallery on campus hosts multiple exhibits each year. The 129 acre Reynolda Gardens offer acres of woodlands, fields, wetlands, and a formal garden, and are a center for learning and quiet recreation at the University.

Designated as the “City of the Arts,” Winston-Salem has expansive offerings in the arts as well as the nation’s first arts council. The Southeastern Center for Contemporary Arts is located not far from campus, and Piedmont Craftsmen with more than 340 members is located in the Downtown arts district. The Winston-Salem Symphony regularly plays at various venues throughout the city. Other institutions, including the North Carolina School of the Arts, Salem Academy and College, and Winston-Salem State University are also located in the city.

Wake Forest has an active athletics community. The University offers a full range of athletic facilities in addition to wonderful spectator opportunities. “Demon Deacon” athletic teams rise to national prominence in several sports while perennially competing for Atlantic Coast Conference (ACC) championships. In fall 2006, three Wake Forest teams captured ACC championships: men’s soccer, women’s field hockey and football and in December 2007 Wake Forest men’s soccer won the NCAA Championship. Wake Forest was the smallest school ever to compete in the Bowl Championship Series when the football team stepped onto the field at the FedEx Orange Bowl in Miami in January 2007.

During the last five years, the University has developed a Strategic Plan fostered by a new administration with the leadership of President Nathan O. Hatch. The strategic plan highlights Wake Forest’s identity as a leading collegiate university and seeks to further establish its distinct

place in American higher education. The components of the new strategic plan are linked to four overarching priorities including faculty-student engagement, new educational opportunity, connection between the liberal arts and the professions, and education of the whole person. Additional details of the Strategic Plan are located at <http://www.wfu.edu/strategicplan/>.

The School of Divinity

The Divinity School is a Christian school in the living Baptist tradition serving the church, the academy and the world. Founded in 1999, the School of Divinity started at a fairly momentous time with significant transitions occurring in theological education and the world today. As a result, it is uniquely positioned to be a strong voice both on campus and in a broader context on religious education.

The Divinity School takes an interdisciplinary approach to educating ministers and scholars and strives for a diversity that reflects the current world. The school's curriculum blends instruction in traditional theological subjects such as biblical studies, theological studies, and historical studies with courses taught by faculty of the University's undergraduate, graduate, and professional schools, as well as adjunct faculty from outside the University community. Recent course topics have included "Religions in Africa" (taught by Henry Mugabe, Principle of Baptist Theological Seminary in Zimbabwe), "The Church's Care for the Sick," "Women and Preaching," "Worship as Spiritual Practice," "Providence of God," and "Historical Theological Ethics." Cross-listed courses have included "Poverty and Law" (cross-listed with the Law School), "Community Law Clinic" (cross-listed with the Law School), and courses required for the Certificate in Spirituality and Health (in collaboration with the Medical School). A three-year curriculum called "The Art of Ministry" provides students with comprehensive vocational formation resources and internship experiences in ministry settings, including congregations, hospitals, Hospice Care settings, campus ministries, and not-for-profits. These courses, together with multicultural ministry courses in places like Appalachia, New York City, Romania, Egypt, and Nicaragua, assure that students remain involved in and engaged with the broader world.

With nine full-time faculty and over 100 students at present, the school offers a Master of Divinity degree designed to prepare women and men for competent and faithful ministry. It also offers two dual degrees, the MDiv/MA in counseling and the MDiv/JD, as well as related graduate degree programs and other special studies.

Diversity of individuals as well as diversity in thought is a priority for the school. Women represent forty seven percent and minority students represent approximately twenty percent of the student

body. In addition, students vary in age and denominational affiliation. Fifty four percent of the School of Divinity students affiliate with the Baptist denomination; however, there is also significant representation of the Lutheran, Presbyterian and Episcopal denominations as well as a nondenominational affiliation.

The school is located in Wingate Hall which is next to Wait Chapel, the spiritual center of the campus. Wingate Hall has been renovated and expanded to enable the School of Divinity to share space with the University's Department of Religion, the Office of the Chaplain, and Wake Forest Baptist Church. Common areas in Wingate Hall enable students to meet, talk, study, and pray together. Some students live together in the Wake Forest Divinity Houses which are University-owned facilities that border the campus along Polo Road.

After ten years of service, the founding Dean will retire at the end of the academic year. The new Dean will come to the institution at both an exciting and critical time in the institution's future as there will be a unique opportunity for this individual to play a critical role in the future of theological education. For additional information on the school, please see <http://divinity.wfu.edu/>.

THE POSITION

Reporting directly to the Provost, the Dean will provide leadership for the academic enterprise of the Divinity School and will play a lead role in resource development and external relations for the next stage in the school's history. Through the Dean's Council and a variety of campus partnerships, the Dean will work with a strong and dynamic senior leadership team that is focused on moving the university forward.

The Divinity School strives to contribute richly to the field of theological education, to the area of church leadership, to the lives of its students, and to the life of the University. The new Dean will be expected to compellingly articulate the nature and critical value of theological education to both internal and external constituencies of the school as well as to the public. Additionally, this Dean will have a unique opportunity to lead the school in playing an important role across the University in the implementation of the strategic plan, particularly in focusing on the education of the whole person – mind, body and spirit – and helping students find their place in the world.

Specific areas of priority for the Dean include the following:

- **Visionary Leadership.** The Dean will be expected to lead the school by providing inspirational direction and vision for the school to achieve significant and meaningful impact in theological education and in producing future leaders for the ministry.
- **Administration.** This individual will also help decide where to focus resources in achieving excellence for the school and insure an appropriate infrastructure is in place to support these plans.
- **Fundraising.** The Dean will need to expand the fundraising efforts for the school as well as further develop productive external relationships.
- **Faculty and Staff Development.** The Dean will need to attract, retain and develop talented faculty and staff. The Dean should foster faculty publication and scholarly development.
- **Enrollment.** The next Dean will continue to grow the School by increasing the size of the student body and attracting those individuals who are eager to pursue a leadership role in theological scholarship and ministry to the church.
- **Programmatic Development.** The Dean should develop, implement, and assess high quality academic programs, including new degree and certificate programs. Advancement and implementation of interdisciplinary efforts across campus and the ability to see new opportunities for distinctive collaboration will be critical as well.
- **Diversity.** The Dean will need to be committed to the further enhancement of diversity efforts for the school which include diversity in faculty, students and staff, as well as diversity of thought.
- **Community Engagement.** This individual should cultivate strong relationships with local churches and church leaders, as well as leaders of various denominational bodies. The Dean will assure that the Divinity School will be a helpful resource for lifelong intellectual and spiritual development for clergy and laypersons.

THE PERSON

The School of Divinity seeks a charismatic and committed leader to build upon the strong foundation established in its first ten years and to expand on future opportunities for the school. The successful candidate should bring successful leadership and administrative experience in higher education. This individual will need to develop and implement the school's vision for its next decade and beyond and provide inspirational leadership to move the school to even greater growth and impact in theological education.

Other Specific Qualifications

- Senior administrative experience with the ability to support and develop talented faculty and staff.
- Proven skills in or strong potential for developing funds and effectively leveraging resources for an organization from a variety of sources.
- Ability to build productive relationships with churches and other relevant organizations and understand their future leaderships needs.
- Demonstrated commitment to diversity.
- Possesses a Ph.D. or its equivalent and has attained distinction in theological scholarship.

Personal Characteristics

- Collegial leadership style that fosters common vision and purpose.
- Exceptional leader who can attract and retain outstanding faculty members and staff and is committed to the scholar-teacher ideal.
- Possesses an engaged, visible and approachable presence for students, faculty, staff, parents, alumni and other external constituencies.
- Impeccable integrity and demonstration of honesty and strong values through consistent action.
- Open to pluralism and those beliefs of all Christian traditions yet understands the Baptist tradition.
- Passionate about theological education with a genuine interest in students and their future leadership in churches as well as related fields.
- Exceptional interpersonal and communication skills that facilitate effective interaction with all university constituencies both internal and external.

APPLICATION/NOMINATION INFORMATION

Review of candidate materials will begin immediately and continue until a new Dean is selected. For more information on Wake Forest, please visit the Wake Forest website at www.wfu.edu. Inquiries, applications, and nominations should be directed to:

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