



DEAN
SCHOOL OF MISSION & THEOLOGY
To begin July 2024



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POSITION DESCRIPTION



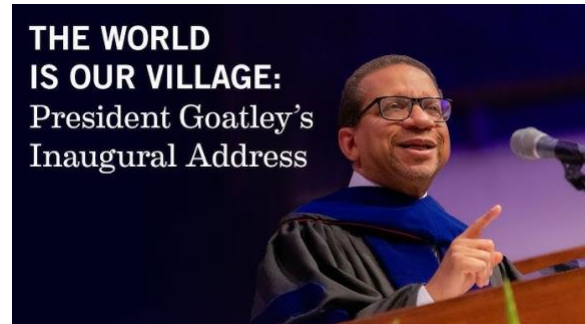
INSTITUTION:	Fuller Theological Seminary
ROLE:	Dean, School of Mission & Theology
LOCATION:	Pasadena, CA
REPORTS TO:	Chief Academic Officer (CAO)
WEBSITE:	www.fuller.edu

OVERVIEW

ZRG has been engaged to recruit the next **Dean of the School of Mission & Theology** for Fuller Theological Seminary, an evangelical, multiethnic, multidenominational, graduate institution committed to forming global leaders for kingdom vocations. Responding to changes in the church and world, Fuller is transforming the seminary experience for both traditional students and those beyond the classroom: providing Christian formation that helps Christ followers serve as faithful, courageous, innovative, collaborative, and fruitful leaders in all of life, in any setting. (Watch the video below for more.) The dean of School of Mission & Theology (SMT) will play a vital leadership role in pursuit of Fuller's mission.

ABOUT FULLER THEOLOGICAL SEMINARY

Fuller's dynamic formational training is offered through two branches, the School of Mission and Theology and the School of Psychology & Marriage and Family Therapy (SoPMFT), as well as nine centers (including five ethnic centers), institutes, and initiatives. Fuller offers 18 academic degree programs in online, in-person, and hybrid modalities with English, Spanish, and Korean language options. More than 2,900 students from 90 countries and 110 denominations enroll in their programs annually, and more than 43,000 diverse alumni have been called to serve as ministers, professors, counselors, artists, nonprofit leaders, businesspersons, and in a multitude of other kingdom vocations around the world.



ABOUT THE SCHOOL OF MISSION AND THEOLOGY

Fuller's School of Mission and Theology offers students indispensable education for effective leadership in vocations in ministry, missions, the marketplace, and beyond. A rigorous curriculum that integrates biblical studies, theological training, and missiological perspectives equips SMT graduates to make an impact in their unique context and calling. SMT's academic programs include master's level degrees such as the MDiv, doctoral level offerings including the DMin, and PhD programs through the [Center for Advanced Theological Studies](#) and the [Center for Missiological Research](#).

POSITION DESCRIPTION

MISSION

Fuller Theological Seminary, embracing the School of Mission and Theology and School of Psychology & Marriage and Family Therapy, is an evangelical, multidenominational, international, and multiethnic community that equips men and women for the manifold ministries of Christ and his church. Under the authority of Scripture, they seek to fulfill their commitment to ministry through graduate education, professional development, and spiritual formation. In all of their activities, including instruction, nurture, worship, service, research, and publication, Fuller Theological Seminary strives for excellence in the service of Jesus Christ, under the guidance and power of the Holy Spirit, to the glory of the Father.

VISION STATEMENT

Providing indispensable formational education for diverse Christian leaders everywhere

FULLER NEXT VALUES

Fuller is committed to:

- Serving (and listening to) the church in a clearer and more direct manner
- Becoming better listeners to become better servants
- Thinking more holistically and integratively
- Becoming more student- and learner-centered
- Forging a deeper level of community, equity, diversity, and inclusion
- Elevating formation to a higher level
- Achieving a greater level of financial and environmental sustainability
- Investing more in faculty and staff



FULLER'S COMMITMENT TO A DIVERSE GLOBAL COMMUNITY

As their vision statement reflects, Fuller is deeply committed to fully engage the challenges and opportunities that diverse global communities bring. Fuller is indeed a diverse global community. Their Strategic Approach Toward Inclusive Excellence (SATIE), the central role of their five ethnic centers, and the wisdom of their Diversity Council informs all aspects of the Fuller community and its operations. Correspondingly, Fuller draws together Christ followers with wide-ranging backgrounds, traditions, disciplines, and vocational interests.

- [Centers and Institutes](#)
- [Degree Programs](#)
- [Women in Ministry](#)

POSITION DESCRIPTION

AN ENVIRONMENT OF SCHOLARSHIP

A commitment to academic excellence, nurtured by faculty who are known experts in their fields, has been a hallmark of Fuller since its founding.

- [Faculty](#)
- [David Allan Hubbard Library](#)
- [Center for Advanced Theological Studies](#)
- [Center for Missiological Research](#)
- [Travis Research Institute](#)

SPIRITUAL AND VOCATIONAL CULTIVATION

Fuller prepares students and learners holistically, offering tools and support to enable their personal, spiritual, and vocational formation.

- [Student Engagement and Success](#)
- [Career Services and Professional Development](#)
- [International Services](#)
- [Chapel](#)
- [Leadership Formation Centers](#)

INFLUENTIAL ALUMNI

Fuller's alumni impact the world through vocations across the professional spectrum, from ministry and business to counseling and cross-cultural service.

- [Alumni Engagement](#)
- [Alumni Council](#)

RESOURCING THE CHURCH

Fuller makes its scholars' significant academic work accessible to a wider Christian audience through award-winning publications, productions, and training programs.

- [FULLER magazine](#)
- [FULLER Studio](#)
- [FULLER Equip](#)

POSITION DESCRIPTION

POSITION

Throughout its 76-year history, Fuller Theological Seminary has been at the forefront of equipping leaders to serve in the life of the church in the United States and around the world. Fuller was established as a School of Theology in 1947 by Charles E. Fuller and Harold Ockenga as a response to extreme fundamentalism that was neither intellectually nor theologically rigorous. In 1965, Fuller established the School of World Mission in response to the church's need for a culturally sensitive and contextually honoring approach to global missions. Today's School of Mission and Theology was recently formed to reflect Fuller's commitment to greater integration of theological and missiological curricula and degrees, with the goal of supporting student needs and learning. Fuller also established its School of Psychology in 1965, responding to the need for a theologically thoughtful and holistic approach to train emotionally healthy leaders, therapists, and researchers. The School of Psychology has been recently renamed the School of Psychology & Marriage and Family Therapy to encompass the strengths and significant contributions of its marriage and family therapy programs. Consistent with its rich history, Fuller's calling is to be a community of scholars and practitioners that reflect sound theological rigor, the highest academic scholarship, and deep cultural sensitivity that honors every context of ministry.

Fuller Theological Seminary seeks its next dean of the School of Mission and Theology, who will guide the school toward revitalization in our changing world. The dean promotes academic excellence and lead the faculty and staff in preparing graduate students for Christian service in a variety of contexts. The dean serves the mission of Fuller Theological Seminary by administering and advancing teaching and learning, research, and scholarly and creative activity within the School on its Pasadena, Houston, and Phoenix campuses and through its online community. The dean exemplifies, articulates, and encourages a common vision and ethos for theological and missiological formation and cultivates a vibrant working environment and student learning experience. As an administrator, the dean plans, organizes, and coordinates the work of faculty and staff in teaching, curricular development, and scholarship. The dean must lead by being a person of integrity, spiritual vitality, and collegiality, and by being responsive to the needs of students, faculty, staff, and alumni. Qualified applicants who will be available to serve as dean in Pasadena, California, beginning July 1, 2024, are invited to apply.

PRINCIPAL RESPONSIBILITIES

- Collaborate with the CAO and other senior leaders to ensure academic equity, inclusion, and excellence in carrying out the Seminary's vision, mission, and strategic plan with a specific focus on the unique needs and aspirations of SMT students.
- Manage the hiring, orientation, deployment, and ongoing development of faculty (regular, administrative, affiliate, adjunct, ecclesiastical, senior, visiting, international, and research) in the SMT.
- Supervise the strategic development, planning, implementation, execution, assessment (accreditation-related and otherwise), and continuous improvement, refreshing, and revision of all academic curricula and programs in the SMT, integrating biblical learning, theological training, and missiological perspectives.

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- Respond to student concerns and support activities to strengthen teaching and learning excellence, with special attention to educational technology, in ways that ensure student-centeredness throughout the SMT.
- Supervise the activities of the SMT's committees and its staff and administrative functions.
- Be responsible for the budget(s) of the SMT.
- Develop the operational structures of the SMT, including appointments of assistant or associate deans, and supervise their work.
- Foster a spiritual and academic environment in the SMT that is integrated and vital, and model this integration for our faculty, students, and staff.
- In collaboration with the CAO, work with the executive leadership of the Seminary's ethnic centers, especially when it comes to coordinating programs and courses.
- Provide leadership for the fundraising activities for the SMT, including donor relations and coordination with the Development Office, seeking new sources of funding (revenue, gifts, and grants).
- Participate actively and cooperatively in the academic and overall leadership of the Seminary, including strengthening collaboration between the SMT and the SoPMFT.
- Participate and contribute as a member of the Graduate Programs Committee of the Board of Trustees.
- Provide theological and missiological leadership by staying abreast of local and global issues related to theological education and Christian mission, interfacing with theological institutions and mission agencies, and representing the seminary at strategic conferences.
- Provide leadership for the SMT through his or her own teaching, research, or publications.

QUALIFICATIONS

- A PhD, ThD, or equivalent from an accredited institution, and a track record of teaching and research appropriate to an appointment as a tenured (associate or full) professor at Fuller Theological Seminary
- A demonstrated history of significant academic leadership and a commitment to faculty development and fostering faculty collegiality
- A demonstrated engagement with and commitment to the church and the academy
- An ability to promote a coherent vision for graduate theological education
- A demonstrated capacity for innovation in academic programming, teaching, and learning, in anticipation of the needs of future Christian leaders in a variety of contexts
- A longstanding commitment to promoting diversity, demonstrating sensitivity to people from diverse cultures and backgrounds, and supporting women and men in pastoral and other leadership positions
- A demonstrated commitment to the global church and engagement with multicultural, evangelical, and ecumenical ecclesial communities
- Demonstrated competence in financial management, development, and fundraising
- Informed agreement with Fuller Theological Seminary's Faith Statement and Community Standards, and commitment to its educational mission

POSITION DESCRIPTION

WHY APPLY?

Fuller, one of the largest and most diverse seminaries in the world, is known as a leader in theological education. Their focus on academic excellence, combined with bold engagement of church and culture, is grounded in a firm commitment to evangelical Christian faith. Both nationally and globally, learners increasingly look to Fuller for deep and practical answers to their toughest leadership and formation questions. The School of Mission and Theology faculty includes renowned scholars in the areas of biblical studies, missiology, systematic theology, intercultural studies, practical ministry, and transformational development, whose groundbreaking books and articles raise and respond to the important questions of our time. Yet these leaders also approach teaching vocation dialogically, seeking to listen to and learn from those whom they teach.

LOCATION

Pasadena is a city in California, northeast of downtown Los Angeles. In the center, Old Pasadena is a shopping and dining district known for its Victorian and art deco buildings that spans 21 blocks downtown. It boasts shops and a wide variety of restaurants, outdoor cafés, pubs, and comedy clubs. The strikingly modern Norton Simon Museum houses notable European and Asian art, plus a sculpture garden. The Rose Bowl is a sports stadium known for hosting the Rose Bowl Game, an annual college football clash. Pasadena is home to many scientific, educational, and cultural institutions, including Caltech, Pasadena City College, ArtCenter College of Design, the Pasadena Playhouse, the Ambassador Auditorium, the Norton Simon Museum, and the USC Pacific Asia Museum, with the Jet Propulsion Laboratory in nearby La Cañada Flintridge.



INTERVIEW PROCESS

ZRG provides our client institutions with a best-in-class hiring process grounded in fact-based measurements and information. We believe finding the best people for a role involves closely matching exact skills and attributes of candidates to the highly specific needs of our clients. Our entire process is built around providing a superior level of quality candidates to our clients who fit the specifications clearly. To accomplish this, we utilize our patented Z Score hiring process, which provides for improved hiring results and better alignment for candidates and employers. To this end, our interview process with our client has been carefully discussed and will include:

1. Initial confidential conversation with ZRG Partners
2. Presentation of long list of candidates to Fuller for approval
3. Green light from Fuller to proceed to Round 2 for selected candidate(s)
4. Face-to-face interview with key members of the management team to confirm match and cultural alignment

POSITION DESCRIPTION

5. Finalists will then complete a Z Score online assessment process to compare individual behavioral and intellectual traits to our hiring database for similar positions we have filled. It will take a candidate about 60 minutes to complete an online assessment, which will help everyone ensure this is the right role and fit (skills, management style, and culture)
6. Offer presented to selected candidate
7. Begin with Fuller Theological Seminary in July 2024

ABOUT ZRG PARTNERS

For more than 20 years, ZRG Partners' data-driven approach to executive and professional search has been changing the way clients think about how to find and attract top talent. Today, ZRG is one of the fastest-growing firms in the search industry and provides a full suite of executive, middle management, project, and interim search solutions globally through its offices in North America, Europe, South America, Asia, and Middle East/North Africa. It's time to stop searching and start building with ZRG. We look forward to speaking to assist in discerning your calling going forward.



GENE E. HEAD JR.
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Gene Head is a Managing Director specializing in Global Non-Profit and Higher Education. Strategic leadership and economic development are major specialties of his work. Through dogged determination and a relentless pursuit of strategic alignment, his search work has included leading 300+ searches (Chancellors, Presidents, VP's, Deans).

Throughout his career, he has purposely studied and prepared executive leaders in a variety of capacities, advising and consulting in numerous practice areas including high potential leadership development, succession planning, and large-scale organizational appraisal and evaluation. An expert in sustainable transformation, his client work focuses on enterprise-wide change initiatives, C-level development, and building high-performing, strategically aligned executive teams in Higher Education and global Non-Profit. The number of repeat clients in his portfolio attest to his work. Through collaborative efforts within Higher Education, corporate, and healthcare organizations, as well as the U.S. Departments of Education, Energy, Agriculture, and Commerce, He works to advance a jobs-driven economy throughout the country.

His clients include the University of California System; the University of Alabama System; Samford University; California Baptist University; the Cal State University System; the University of Texas System; the International Justice Mission; the United Nations and the Lawrence Berkeley National Laboratory.

POSITION DESCRIPTION



STEPHANIE L. FRANKLIN
Senior Associate
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Stephanie Franklin has over 20 years' experience in executive recruitment, and specializes in the Higher Education, Non-Profit and Healthcare sectors.

With her expertise in C-Suite recruitment, Stephanie regularly leads and conducts searches for President, Provost, CFO, CEO, COO, CNO, CMO, CHRO, and Vice President/Dean levels. Stephanie is known for taking a partnership approach with her clients in a manner which engenders trust.

Prior to joining ZRG Partners, Stephanie's experience as Managing Partner for a recruiting research practice included clients in both the nonprofit and profit sectors. With her initial focus in healthcare, Stephanie quickly grew her clientele to include a broad spectrum of industries, technology, non-profit and higher education.

Stephanie's clinical background as an RN affords her a unique perspective and an eye for extraordinary detail. Prior to her career in executive recruitment, Stephanie worked as a nephrology nurse serving dialysis patients and families. After an introduction to executive recruitment and recognizing the opportunity to make a national impact, she turned her dedication in healthcare and education over to a career in executive search.

CONFIDENTIAL APPLICATION PROCESS

Applicants are asked to submit the following materials electronically:

1. A letter of interest.
2. A curriculum vitae, indicating education, teaching experience, administrative experience, publications, and other professional qualifications.
3. A statement of their commitment and approach to teaching and mentoring underrepresented students and women as well as mentoring students, faculty, and staff that evidences their commitment and efforts toward inclusion and diversity in their teaching and leadership.
4. A list of three references with institutional affiliation and contact information, representing academic and administrative qualifications. Note: references will be contacted once the Search Committee identifies a short list of candidates.



ZRG Partners will continue to receive applications until such time as the position is filled. The Search Committee will begin a formal review of the applications in the fall quarter term and will reach out to request more information from applicants as needed. It is expected that interviews will be conducted during the winter quarter.

POSITION DESCRIPTION

Fuller Theological Seminary is an Equal Employment Opportunity/Affirmative Action employer. To the extent required by law, all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected Veteran status. As a religious institution, Fuller Theological Seminary is permitted and reserves the right to prefer employees or prospective employees for certain positions on the basis of religion.

All conversations and applications are held in strictest confidence and should be submitted directly to smtdeansearch@zrgpartners.com. Inquiries and questions concerning this search may be directed to Gene Head and/or Stephanie Franklin, the consultants supporting the search.

