

## **THE PROTESTANT CHAPLAIN, CLAREMONT UNIVERSITY CONSORTIUM**

Mersky Jaffe & Associates, a national executive search and consulting firm, has been engaged to conduct a search for the Protestant Chaplain for the Claremont University Consortium

### **THE OPPORTUNITY**

Founded in 1925, the Claremont University Consortium now comprise seven educational institutions. They are known as The Claremont Colleges:

- Pomona College, founded in 1887;
- Claremont Graduate University, 1925;
- Scripps College, 1926;
- Claremont McKenna College, 1946;
- Harvey Mudd College, 1955;
- Pitzer College, 1963; and the
- Keck Graduate Institute of Applied Life Sciences, 1997.

The Claremont Colleges enroll more than 6,300 full-time students. The combined faculty consists of nearly 700 professors, with approximately 1600 staff and support personnel. Presently more than 2,000 courses are offered to students attending the colleges. This is an impressive academic assemblage for an area that is only one square mile, and it is a classic example of the whole exceeding the sum of its parts.

Each year, students may choose from among the more than 2,000 courses often at a campus other than their home campus. This cross-registration is one of the consortium's most remarkable qualities. Undergraduate students experience the advantage of an array of course offerings found only in the most select universities.

The Claremont Colleges are nationally and internationally renowned for academic excellence.

### **Intercollegiate cooperation**

To work out specific issues of intercollegiate cooperation, the consortium maintains an extensive and highly effective network of intercollegiate committees. These range from a broad policy council to the highly focused and functional staff and faculty committees. These are more than a dozen such bodies contributing to the effective management and oversight of the consortium.

The group also benefits from an unparalleled level of cooperation in terms of support services. The Claremont Colleges Library is a superb example of this. The library collection ranks third among the private institutions in California, behind only Stanford and USC, and

it is clearly larger than any one of the schools could afford to own on its own. “Pooling resources” and cooperation help to realize founding President Blaisdell’s dream of creating in Claremont a consortium with the resources of a major university among the intimacy of small colleges.

The colleges also share a variety of student support services, provided by CUC including the Student Health Service, Monsour Counseling Center, an interfaith office of chaplains, and a central bookstore, (Huntley Bookstore). Institutional support is also cooperatively provided in such areas as campus security, financial and human resource services, telecommunications, risk management, real estate, and physical plant maintenance. This level of cooperation is unmatched by any of the nearly 100 college consortia in existence throughout the country. Cooperation among colleges appears to be the wave of the future in higher education, and Claremont is already on the crest of the wave.

### **An evolving vision**

Much has changed in the seven decades of The Claremont Colleges, and this evolution inspires a vital spirit of adventure and exploration, which President Blaisdell acknowledged in 1953 in his last address to the combined boards of The Claremont Colleges: “What is coming?” he asked. “We are only at the beginning. We are founders. We are the pioneers. The future beckons.”

### **THE POSITION**

The full-time Protestant Chaplain is part of the Interfaith Chaplaincy of The Claremont Colleges and serves the Protestant campus community through outreach, worship opportunities, pastoral counseling, community building and facilitation of other programs, services, and events. The Protestant Chaplain will provide outreach to the ethnically and culturally diverse constituency of the Protestant community at The Claremont Colleges. As part of the egalitarian Chaplaincy team, the Protestant Chaplain will model mutual respect for diverse faith communities and assist with orientation trainings, collaborative programs and other Chaplaincy events for the 7 Claremont Colleges.

Essential duties include but are not limited to:

- Leadership and/or facilitation of Interdenominational Protestant worship and sacred services and rituals
- Conduct Bible study and other relevant programs for building Protestant community
- Provide pastoral counseling
- Initiate and maintain outreach and support to the diverse student body of The Claremont Colleges
- Establish connections with the local and regional Protestant communities
- Participate in and celebrate Interfaith and multi-faith engagement
- Collaborate with Deans of Students, academic support services and other student facing offices within the Claremont University Consortium (CUC) and among The Claremont Colleges (ICC)
- Collaborate with other Chaplains in interreligious programs, community service and social justice outreach

- Provide engaging trainings for residence hall staff, student peer mentors and participate in invited classroom and seminar presentations
- Participate in campus celebrations such as convocations, graduation and Baccalaureate
- Assist and support students, faculty and staff during campus wide crises
- Attend weekly staff meetings, participate on CUC and campus wide committees
- Develop and routinely report metrics that inform program effectiveness

**Qualifications:**

- Ordained and in good standing with an ordaining body and/or professionally trained as a Chaplain
- Bachelor's degree required, master's degree strongly preferred, especially in religious studies, theology or an equivalent
- Demonstrated knowledge and experience in principles of leadership development and collaboration
- Demonstrated experience
  - in innovative, student-oriented program development and coordination
  - in teaching and/or preaching on religious and spiritual development and discernment
  - with college-aged individuals required; experience in higher education preferred
  - in and ability to engage in ecumenical, multi-faith and interfaith work
  - in as well as background and familiarity with the diverse expressions of worship and religious practices
  - in and understanding of residential, liberal arts colleges and graduate institutions
  - and commitment to social justice and diversity
  - and commitment to working in an egalitarian consensus team model
  - with global perspectives rooted in his/her own international travel, residence or study outside of the United States
- Excellent interpersonal skills, public speaking and effective group facilitation skills
- Familiarity with best practices for campus-based religious and spiritual life programs and services
- Demonstrated progressive experience in leadership and administration

Further, the Consortium seeks a candidate who

- Models patience, open-mindedness and understanding; surfaces and resolves concerns in constructive and community-building ways; balances advocacy while maintaining confidentiality; handles difficult situations with sensitivity. Maintains a

broad set of solid relationships in the university and beyond. Actively champions the needs and goals of the Consortium and willingly involves stakeholders and others to make decisions in implementing programmatic strategy.

- Assesses needs and follows-up on the impact of programs and resources; revises plans/programs accordingly and develops new programs. Evaluates and institutes new initiatives to provide new programs, services and communications that integrate the Chaplaincy with other university programs and other aspects of campus life and engage all populations of the university.
- Seeks input from stakeholders regarding the services provided and works with staff and Chaplains to consistently improve quality and type of service. Creates a transparent communication system through which provision of service is determined and delivered. Develops current and new communications methodologies to outreach to the community; engages groups/advisors in regard to improving services to constituencies.
- Recognizes when to move ahead independently and when to seek input/advice; collaborates with chaplains, students, staff, faculty, advisory groups and others to develop and implement meaningful programs and services; contributes effectively to university operations and culture.

If you or anyone whom you know might be a suitable candidate for this unique position, please apply with a cover letter and current resume to Rachel Woda at [rachel@merskyjaffe.com](mailto:rachel@merskyjaffe.com). Applications will be accepted until October 7, 2016.