



**University Chaplain  
and  
Jessie Ball duPont Chair of the Chaplaincy**

Mersky Jaffe & Associates, a national executive search and consulting firm, has been engaged to conduct a search for the University Chaplain and Jessie Ball duPont Chair of the Chaplaincy for the University of Richmond.

The University of Richmond seeks a collaborative leader who will guide a diverse and inclusive campus religious life, engage the reflective vision and moral standards of the University community, create programming that bridges academic inquiry and religious practices, and build networks that support interreligious dialogue at the University of Richmond. The Chaplaincy supports students, faculty, and staff members in the intellectual and spiritual exploration of their own religious traditions as well as in their commitments to ethical and religious community engagement. The University Chaplain also provides pastoral care and counseling to members of the campus community and alumni. Reporting directly to President Ronald Crutcher and indirectly to Vice President for Student Development, Steve Bisese and serving on his leadership team, the Chaplain will oversee a talented and knowledgeable seven-person staff and sixteen partner campus ministers who will provide comprehensive programming for the diverse faiths, beliefs, and traditions represented in our campus community.

## The University

The University of Richmond, a private university founded in 1830, is distinctive in higher education in the United States. Through its unique array of five Schools and its intentional, mission-focused campus programming, the University combines the best qualities of a small liberal arts college and a large university. The mission of the University of Richmond is education in an academically challenging, intellectually vibrant, and collaborative community dedicated to the holistic development of students and the production of scholarly and

creative work. A Richmond education prepares students for lives of purpose, thoughtful inquiry, and responsible leadership in a diverse world. With 4,181 students across five schools, an 8:1 student faculty ratio, and 90% of undergraduates living on campus, the University is remarkably student-centered, focused on preparing students “for lives of purpose, thoughtful inquiry, and responsible leadership in a diverse world.”

## The City of Richmond

The University of Richmond is advantaged by its location in the city of Richmond, Virginia. In 2015, *The Huffington Post* named Richmond one of the ten best U.S. cities to relocate to, and the previous year *Frommer's* travel guide named Richmond a top world-wide travel destination, citing Richmond's historic sites, world-class food scene, and James River, which offers Class III and IV white-water rapids right in the heart of the city. Dynamic and cosmopolitan, Richmond is home to Fortune 500 companies, tech start-ups, a Federal Reserve bank, and the state capital. The city also consistently wins awards for its livability, affordability, and cultural riches. Within two hours of the Richmond metropolitan area is Washington, D.C. to the north, the Shenandoah Valley to the west, and Atlantic Ocean beaches to the east. The University is located just within the city limits, a 12 minute drive from downtown.

The University's location allows for extraordinary teaching and research opportunities in the city, in the area schools, in the state museums, and on the James River. These resources are a laboratory for civic and experiential teaching and learning. The University's downtown location, UR Downtown, provides a café and teaching and office space for students, faculty, visiting scholars, and business leaders.

## Leadership and Governance

The University of Richmond is moving into an exciting phase of its evolution. On July 1, 2015, Ronald A. Crutcher took office as the tenth president of the University of Richmond. Dr. Crutcher, a national leader in higher education, a distinguished classical musician, a professor of music, and an accomplished administrator, served as president of Wheaton College in Massachusetts from 2004 to 2014.

The Chaplain will serve as a member of the leadership team of the Vice President for Student Development, Dr. Steve Bisese. The team is comprised of the Dean of Richmond College, Dean of Westhampton College, Director of Housing and Residence Life, Director of Multicultural Affairs, Medical Director of the Student Health Center, Director of Living-Learning and Roadmap programs, Director of Common Ground, Assistant Vice President of Community Initiatives and the Bonner Center for Civic Engagement, Director of the Center for Student Involvement, Director of Counseling and Psychological Services, Director of International Student and Scholar Services, Director of Student Athlete Leadership & Development, Assistant Vice President of Recreation & Wellness, and the Director of Career Services.

Nestled among 350 acres of hundred-year-old pines, rolling hills, and inspiring architecture surrounding a 10-acre lake, the University is consistently cited by *The Princeton Review* as one of the most beautiful campuses in the nation.

## **THE JESSIE BALL DUPONT OFFICE OF THE CHAPLAINCY**

### ***History***

The Board of Trustees established the position of chaplain to the University in 1973. Reporting directly to the president, reporting indirectly to the vice president for student development, and serving on the Student Development Leadership Team, the chaplain plays a vital role in the enrichment of campus life. In October 1986, the chair of the chaplaincy was established as a permanent part of University life with a \$1.5 million endowment, created through a \$750,000 challenge grant from the Jessie Ball duPont Religious, Charitable and Educational Fund in Jacksonville, Fla.

Founded by Baptists who believed that the life of the spirit and the life of the mind were intertwined, the University of Richmond has always been committed to supporting individuals' moral and spiritual values while also maintaining an atmosphere of inclusivity and diversity. Now with 16 campus ministries serving eleven world religions and a commitment to serve those who adhere to a specific religious tradition or not, the Office of the Chaplaincy offers opportunities for students, faculty, and staff to explore their own convictions, faith, and spirituality within a welcoming inter-religious context.

### ***Mission***

The mission of the Office of the Chaplaincy is to inspire generous faith and engage the heart of the University.

The office consists of four full-time staff members, three part-time staff members, and 16 affiliated campus ministers. Together, the Chaplaincy has focused on five key strategic goals in recent years:

- Creating structures of inclusion for the diversity of faith traditions present on campus
- Including our 16 partner campus ministries more robustly in the mainstream of campus life
- Providing pastoral care to all members of the University community, particularly students
- Developing programming for students to pursue spiritual renewal, reflection, and critical engagement with their own experience and those of others
- Animating conversations of meaning across lines of difference to cultivate our highest ideals of responsible living and learning

The chaplaincy currently organizes several initiatives in support of these objectives, including; the Multifaith Student Council; the Weinstein-Rosenthal Forum; Consider This

dinner series; programs for Christian, Jewish, and Muslim Life; and pilgrimage program. The purpose of the Chaplaincy's Pilgrimage program is to help students grow in their faith, to deepen religious life on campus, and to learn from others in communities around the world filled with pain and hope. Past Pilgrimage travel experiences have taken place in South Korea, Morocco, Israel, the United Kingdom, Poland, and Indonesia.

### ***Organizational Structure***

The University Chaplain oversees all aspects of the Office of the University Chaplaincy including: office operations, including administrative and financial oversight; personnel; planning; and program development and implementation. The Chaplain leads a team of 7 professional staff members and 16 partner campus ministers. The Chaplain of the University of Richmond is the principal representative for the Office of the University Chaplaincy and its constituent programs.

### **OBJECTIVES FOR THE CHAIR OF THE UNIVERSITY CHAPLAINCY**

The Chaplaincy at the University of Richmond has a rich history of encouraging and supporting students, faculty, and staff members in their spiritual growth, intellectual exploration of their own and others' traditions and beliefs, commitments to ethical and religious actions, and in their civic engagement and service. The Chaplain provides

- educational and social programs which build a sense of community, bridge academic inquiry and religious life, and support interreligious dialogue;
- counseling which supports the spiritual health of members of the University community;
- effective outreach which builds trust, respect and awareness throughout the community.

This position provides a unique opportunity for an experienced religious leader who is committed to serving and supporting a pluralistic academic community.

The objectives for the University Chaplain (Chair of the Chaplaincy) include:

- Collaborating with others across the university to promote understanding and awareness of as well as sensitivity to religious traditions and issues.
- Engaging in conversations or dialogues with faculty, staff, and students as a member of the academic community and in recognition of its diverse segments.
- Working collaboratively as a member of the leadership team of the Office of Student Development to create a dynamic campus community, offer services for healthy living, and provide learning resources that build on the classroom experience.
- Helping ensure attention to the ethical dimension of the development and implementation of University programs and policies.
- Overseeing the work, programming, and coordination of sixteen campus religious organizations, including adherence to the Chaplaincy's covenant of mutual understanding.

- Leading Chaplaincy staff and campus ministers in the design and implementation of comprehensive interfaith programming, in the planning and implementation of annual Chaplaincy events, and in the identification of new challenges and opportunities for the Chaplaincy.
- Serving as one of the spiritual and ethical voices of the university and providing leadership in the discourse of the university community.
- Sustaining and enhancing the Chaplaincy as a supportive place for dialogue and exploration of one's own and others' spiritual, intellectual, and emotional growth.
- Providing leadership in the spiritual and ethical development of students.
- Providing pastoral care and counseling to members of the university community, both through traumatic and challenging situations and times of opportunity.
- Assisting in the planning of worship celebrations including various holy day services.
- Actively and visibly engaging in the broader Richmond community, through collaboration with volunteer campus ministers, partnering in institutional engagement work, and encouraging members of the community to participate in Chaplaincy programs.
- Providing administrative and financial management leadership to the Chaplaincy office. Managing the space and facilities associated with the University Chaplaincy, including the Wilton Center, the Cannon Memorial Chapel, and the Columbarium and Memorial Garden.
- Advising the President and senior leadership on issues of ethical, moral and spiritual concerns as they relate to campus life.
- Serving as the University's liaison to area churches and other religious institutions.

The University Chaplain is expected to officiate at major university events including Baccalaureate. Some weekend and evening commitments are to be expected.

## **PROFESSIONAL EXPERIENCE AND PERSONAL QUALITIES**

The University of Richmond seeks a visionary, accomplished, and experienced religious leader with outstanding interpersonal, listening, communication, and negotiation skills who is fully committed to the mission of higher education in the context of the University of Richmond. S/he

- values continuous learning and fosters a climate for the learning and development of self and others;
- brings wisdom, judgment, optimism, imagination, and a willingness to accept and meet challenges.
- 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 university; and

- willingly involves stakeholders and others to make decisions in implementing programmatic strategy.

While no one candidate will likely possess them all, the successful candidate will have many of the following skills, qualities, and credentials. In addition, the next University Chaplain will have enough self-knowledge to know where s/he will need to be complemented by the strengths of staff and volunteers. The ideal candidate will have:

- Proven leadership within a faith community shown through excellent pastoral and oratory skills.
- A demonstrated commitment to the mission of higher education.
- Strong administrative skills to manage the Chaplaincy office, staff, and budget.
- An ability and strong desire to work closely with all the diverse constituencies that the Chaplaincy serves including students, faculty, staff, parents, alumni, community partners, and others.
- A commitment to sustained engagement with the broader Richmond community.
- The ability to work cooperatively and effectively as a member of the Student Development leadership team.
- A demonstrated commitment to a culturally and religiously diverse and inclusive campus and demonstrated success in working with diverse communities.
- Experience facilitating interreligious dialogue as well as designing and implementing interreligious programming.
- Accessibility to all members of the community and ability to inspire trust and confidence, to listen to community needs and concerns, and to remain open to community members of all religious traditions including those without a religious affiliation.
- Strong track record of developing and implementing strategic plans and/or programming.
- The experience, desire, and ability to work closely with students including a willingness to accept long hours and a demanding schedule.
- A leadership style characterized by openness, flexibility, and integrity.
- Energy, enthusiasm, creativity, and a good sense of humor.
- An earned doctorate (Ph.D, Th.D, or equivalent) is preferred; a Master of Divinity or comparable professional degree is required as is ordination or its equivalent..

## Contact

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 either to [David A. Mersky](#) or [Rachel Woda](#). Applications will be accepted until December 22, 2016.

*The University has a policy of non-discrimination with regard to race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity, gender expression, disability, status as a veteran, or any classification protected by local, state or federal law.*