



A GRADUATE SCHOOL OF
THEOLOGY AND MINISTRY

Position Description for President

Catholic Theological Union (CTU) is seeking a dynamic and visionary leader in theological education as the seventh President of our vibrant intercultural school of theology and ministry. For over fifty years CTU has prepared and equipped men and women, religious and laity, for a rich variety of ministries, leadership roles and advanced studies.

Catholic Theological Union

Catholic Theological Union is located in the university neighborhood of Hyde Park, in the heart of Chicago, and is a charter member of the ecumenical Association of Chicago Theological Schools. The mission of Catholic Theological Union is to prepare effective leaders for the Church, ready to witness to Christ's good news of justice, love, and peace. Along with its intercultural, ecumenical, and interfaith partners, CTU strives to be a transformative force in the Church and world, affirming human dignity and the sacredness of God's creation. Catholic Theological Union is committed to being an inclusive community that draws on diversity as a source of learning and understanding. For further information, see www.ctu.edu.

Description of the Role of President

The President of CTU is the chief executive, educational, and administrative officer of the school, and is immediately responsible to the Board of Trustees for the implementation of all policies and regulations of CTU. The President has final authority and responsibility, subject to the Board of Trustees, for the proper conduct of all matters, academic, disciplinary, and financial, pertaining to the school. It is the responsibility of the President to see to it that the institution is operated efficiently according to the standards of our accrediting agency and according to both ecclesiastical and civil law.

Qualifications

In evaluating candidates for the next President of CTU, the following factors take on particular importance:

- Religious and Academic Credentials. The President of CTU should be a Roman Catholic religious priest, brother or sister, and hold a terminal doctoral degree in theology or another related discipline.
- Vision and Mission. The President of CTU is expected to have the ethical and theological vision and leadership, expressed in a mission focus and a passion for CTU, to carry us forward into becoming a transformative force in the Church and the world in the 21st century, shepherding us to adapt in an evolving environment. The President of CTU is expected to be mindful that our founding mission has been the preparation of religious order seminarians for the Catholic priesthood and that we are equally committed to the formation of lay ecclesial ministers and pastoral ministers as invaluable partners in ministry serving in a variety of vocations. And the President of CTU is expected to work closely with the Vice President and Academic Dean to critically assess, on an on-going basis, the relevance of program offerings to the Church and to the market for its various ministries.
- Ambassador. The President of CTU is expected to be an ambassador both within and outside CTU, (i) maintaining good relationships with our key constituencies (students, faculty, staff, trustees, CTU's corporate members and donors), with church, civic and political leaders (local, national and international), and with the Association of Theological Schools and our academic partners, (ii) articulating a vision of CTU's history, purpose and future direction, within the current circumstances of the Church and our society, and (iii) putting forward a narrative regarding CTU that enthusiastically communicates the essence and mission of CTU to potential students, donors and friends. As such, we are seeking a candidate with the communication skills and charisma to convey a public image of CTU that both elevates its profile and appeals to and positively inspires our existing and potential constituents, donors, and students and other Catholic and religious institutions. Equally, we are seeking a candidate capable of interpreting the concerns of and appreciating the nature of the support provided by external parties and communicating effectively with internal parties – students, faculty, staff and trustees – on the means to best address those concerns and maintain such support in light of the mission of CTU. An important commitment in his or her role as ambassador for CTU will be to a close working relationship with the Vice President for Institutional Development, both in the crafting of the public messaging for CTU and in our fundraising activity. It is anticipated that the commitment to the above-stated activities would result in increased enrollment.
- Leadership. The President of CTU is expected to animate and coordinate the various departments, programs and centers that comprise CTU, be familiar with the concerns and activities of each and interact with them on a regular basis, all the while tirelessly promoting coordination and collaboration. Critical in this leadership role is consistent and active engagement with and oversight of the Vice President and Academic Dean, the Vice President for Finance and Operations, and the Vice President for Institutional Advancement. We are seeking a proven leader (i) who respects and collaborates with faculty, corporate members, administrators, students and trustees alike; (ii) who is capable of bringing forth a collaborative

working environment, while holding operating departments to be accountable, efficient and focused on the strategic plan then in effect; (iii) who is accountable as a servant-leader; (iv) who is capable of working closely with CTU's financial team to ensure financial sustainability; and (v) who is capable of being decisive as circumstances require. The President needs to respect and value the vantage point and collective wisdom of the faculty, recognizing the faculty as an absolutely essential component of CTU's mission, and to support initiatives for faculty development consistent with the strategic plan then in effect. At the same time, the President must be aware of the different perspectives, experiences, and responsibilities of faculty and administrative leadership, be willing to communicate those differences to each internal group where appropriate and be capable of reconciling such differences judiciously in service to the mission of CTU.

- Diversity, Equity and Inclusion. CTU is to its core a diverse, multicultural institution, utterly committed to intercultural and interfaith dialogue. The successful candidate would be an individual who represents this core commitment and who would flourish in and enhance an environment of diversity, inclusivity and ecological solidarity. The successful candidate would be sensitive to the obstacles that frustrate inclusion and one who actively works to eliminate those obstacles; one who not only accepts inclusion as a morally correct guiding principle but embraces it wholeheartedly and enthusiastically as a fundamental charism of our school.
- Vigilance and Transparency. The President of CTU is expected to manifest a commitment to data-driven strategic planning, an adherence to each strategic plan and a proclivity to engage personnel, trustees and other resources at the earliest appropriate time to address issues that arise. This includes formulation of a budget reflective of the priorities of the strategic plan then in effect. Ever present in the President's mindset should be the questions "What issues are we facing?" "What are our priorities in accord with our mission?" "How are we prioritizing and responding?" "How do we mobilize the key personnel and departments on a timely basis?" Paramount in this vigilance is clear-eyed early recognition of issues; transparency with the Board of Trustees and corporate members as to the onset and existence of issues and viable options for addressing those issues; and a willingness to engage the necessary resources to address issues on a timely basis.
- Academic and Pastoral Experience. The President of CTU must be an experienced educator versed in and open to pedagogical trends and technological innovations in advancing graduate theological education and ministry formation. At the same time, the successful candidate is not one who has necessarily spent an entire career in an educational institution, but can be one who has had a variety of experiences that demonstrate a pastoral sensitivity, while being at home in an academic environment. Such experiences could include parish work, missionary experience, peace and justice activities, work with immigrants and other outreach undertakings. The expectation is that the candidate will have had real-life immersion in service to people that in turn fosters understanding and mutuality.

Procedures

Interested applicants are asked to submit a letter of interest by September 15, 2020, addressed to Mr. Thomas Brown, Chair, Presidential Search Committee, Catholic Theological Union at presidentsearch@ctu.edu.

The application materials should include a full curriculum vitae, indicating academic, ministerial, and administrative experience, the names and contact information of three references, as well as responses to the following three questions. Responses to each question should be no more than 500 words in length.

1. How would you assess and prioritize the current state of theological education?
2. What contributions would you specifically bring to CTU as president in such a climate?
3. Why do you want to lead CTU?

July 2020