

Chief Intercultural Engagement Officer Position Profile

College Mission

Wheaton College serves Jesus Christ and advances His Kingdom through excellence in liberal arts and graduate programs that educate the whole person to build the church and benefit society worldwide.

Educational Purpose

Established in 1860 to educate men and women from diverse ethnic backgrounds in the United States and abroad, Wheaton is a private, residential, and interdenominational Christian liberal arts college. Committed to the principle that truth is revealed by God through Jesus Christ, “in whom are hid all the treasures of wisdom and knowledge” (Colossians 2:3). Wheaton College seeks to relate Christian liberal arts education to contemporary society. The curricular approach integrates faith, learning, and life to produce the biblical perspective needed to relate Christian experience to global needs.

The founders of the College and their successors have consistently maintained that academic excellence and evangelical Christian faith and practice are essential to the high purpose of doing everything for Christ and His Kingdom.

Status and Accreditation

A residential, coeducational, Christian liberal arts college, Wheaton is owned and operated by a self-perpetuating board incorporated in the State of Illinois as “The Trustees of Wheaton College.”

Wheaton College is known for its Christ-centered academic rigor, commitment to the liberal arts, and students who are motivated to work with world renowned professors and similarly minded classmates. The average ACT score is 29 and SAT score is 1300. The freshman-sophomore retention rate is above 95% and the 6-year graduation rate is over 90%. Wheaton ranks 11th overall in doctoral degrees attained by graduates in the latest Franklin and Marshall survey and is ranked 63rd by *US News & World Report* out of more than 260 liberal arts



colleges. Wheaton offers over 40 undergraduate majors, 15 masters degrees and two doctoral degrees. As a residential college, the majority of undergraduate students are involved in a wide variety of co-curricular activities with approximately 20% of students engaged in intercollegiate athletics and 800 students participating in music ensembles.

Evangelical in outlook and nondenominational in ecclesiology, the student body consists of approximately 2,400 undergraduates and 450 graduate students representing all of the 50 states, over 50 countries, and more than 30 church denominations. More than 10% of our graduate enrollment is comprised of international students. Nearly 80% of undergraduate students come from outside of Illinois. As stated in our strategic priorities, Wheaton College is committed to increasing the enrollment of international students as well as students of color. For our undergraduate enrollment, 5% are international students and 7% are missionary kids (MKs) or third culture kids (TCKs). Students of color from the United States represent nearly 25% of the undergraduate student body. We strive for equal enrollment of men and women.

The Wheaton faculty, comprised of over 220 full-time members with approximately 95 percent having earned doctorates, comes from a variety of top universities both in the United States and abroad. As active Christians and committed local church members, they are personally invested in the spiritual as well as the intellectual development of their students.

Wheaton offers undergraduate programs leading to the Bachelor of Arts, Bachelor of Science, Bachelor of Music, and Bachelor of Music Education degrees. Graduate degree programs are offered leading to Master of Arts in Bible, Theology and Church History, Master of Arts in Clinical Psychology, Master of Arts in Teaching, Doctor of Philosophy (Ph.D.), and Doctor of Psychology (Psy.D.). The College is accredited by The Higher Learning Commission of the North Central Association of Colleges and Schools. Wheaton College has secondary accreditation by the National Council for Accreditation of Teacher Education (NCATE), and the Doctor of Psychology program is accredited by the Committee on Accreditation of the American Psychological Association. The College is also a member of the National Association of Schools of Music (NASM) and a leader in the Christian College Consortium (CCC) and Council of Christian Colleges and Universities (CCCU).

Location

Wheaton's 80-acre campus is located in a residential suburb with a population over 50,000, 25 miles west of downtown Chicago, with the educational and cultural assets of the Chicago metropolitan area readily available to students by rail.

The Opportunity

Wheaton College seeks an exceptional individual to serve as its founding Chief Intercultural Engagement Officer (CIEO). This leader will play a central role in framing a compelling vision for biblical diversity and embrace the challenge of deepening ethnic diversity, promoting racial unity, and advancing intercultural understanding in the pursuit of campus-wide excellence. An experienced educator, the CIEO will partner with faculty in developing a curriculum that fosters inclusive classrooms and promotes service learning in the context of a practical, biblical understanding of race and ethnicity as well as gender and class in the kingdom of God.

Wheaton's commitment to deepen ethnic diversity began when abolitionist Jonathan Blanchard reshaped the Illinois Institute, which had been formed on anti-slavery principles by Wesleyan Methodists in 1853. At the College's founding in 1860, one year before the outbreak of the American Civil War, President Blanchard was concerned for the education of African-Americans, some of whom lodged in his home.

As an evangelical community that is rooted in the Protestant Reformation, Wheaton College believes that God is building his church into "a great multitude...from every nation, from all tribes and peoples and languages" (Revelation 7:9). In recent decades, the College has increased substantially its scholarships for qualified students from under-represented groups through major fundraising campaigns, and has increased its efforts to recruit faculty of color. In 1996 an inter-divisional council was established to coordinate the many efforts on campus to expand ethnic diversity. In 2012 President Ryken articulated "Deepen Ethnic Diversity" as one of the College's Strategic Priorities, aiming for pervasive transformational change on campus.

The College confesses that at many points in its 157-year history it has failed to pursue justice, realize a biblical vision of unity within diversity, or prepare its students fully for a multi-cultural world. To establish a sustainable campus culture guided by Scripture and characterized by best practices, Wheaton seeks the addition of a cabinet-level Chief Intercultural Engagement Officer.

Responsibilities

- Provide leadership for defining and meeting campus-wide goals in deepening ethnic diversity, promoting racial reconciliation, and advancing intercultural understanding.

- Serve as a member of the Senior Administrative Cabinet (SAC); report to the Provost and collaborate with the President for community engagement.
- Collaborate with campus leaders to design, implement, and assess curricular and co-curricular initiatives that advance the College's strategic priorities of deepening ethnic diversity and globalizing a Wheaton education.
- Oversee a campus-wide Diversity Council to monitor and nurture a healthy climate around ethnic diversity and racial unity.
- Develop faculty by coordinating training, fostering inclusive classrooms, and identifying future administrators in the context of a biblical understanding of race, ethnicity, and the kingdom of God in Christ.
- Offer guidance in recruiting, developing, mentoring, and retaining staff and faculty of color.
- Collaborate with Student Development and the Chaplain's Office to help all students celebrate ethnic diversity and practice unity in the body of Christ.
- Grow relationships with church leaders in Chicago and beyond by representing the College and facilitating missional connections for the President and other campus leaders.
- Advise campus leaders on how to present the College in culturally-sensitive ways and share our progress in meeting our strategic goals.
- Serve as a resource in addressing campus challenges related to race, ethnicity, class, and gender.
- Represent the Provost on the Faculty Development and Faculty Diversity Committees
- Engage with the Board of Trustees and its pertinent committees.

Qualifications

- Ph.D. or Ed.D. in a field relevant to the duties of this position
- Strong communication and presentation skills for diverse audiences
- Teaching experience in the context of higher education, with expertise in classroom pedagogy
- At least five years of experience in a role of administrative leadership requiring racial and cultural sensitivity
- At least five years of experience in a role that includes promoting unity in diversity, preferably in higher education

Christian character

- Humble, mature servant who finds secure personal and communal identity in Jesus Christ

- Values the dignity of each person created in the image of God
- Hospitable to people with diverse experiences and expectations from a broad range of backgrounds
- Able to persevere through difficult challenges anchored by trust in the ongoing work of the Holy Spirit in a Christ-centered community

Leadership qualities

- Wise, strategic, creative thinker, energized by the challenge of helping transform campus climate
- Understands and applies gospel principles for resolving conflicts and reconciling broken relationships
- Proven track record of initiating and managing institutional change
- Able to analyze organizational structures and campus climate to identify and address systemic issues
- Vision for leadership shaped by friends, colleagues, and mentors from varied racial and ethnic backgrounds
- Possesses a large capacity for demanding work

Personal competencies

- Deep biblical and theological understanding of Christian unity and kingdom diversity
- Thought leader who understands race, ethnicity, gender, and culture in higher education and is able to frame issues in evangelical perspective
- Active listener and questioner who is able to facilitate communication and foster understanding across cultural boundaries
- Grace-filled motivator for recognizing and addressing prejudice, both personal and structural
- Life experiences that engender empathy for people who are marginalized or historically have been underrepresented in higher education
- Regarded as an authentic, credible advocate across all ethnic communities, both global and domestic
- Commands respect and engenders the trust of faculty, staff, students, and alumni

The Process of Candidacy

Nominations and expressions of interest may be submitted electronically to:

Dr. Philip Ryken, President
Wheaton College
Wheaton, Illinois
WheatonCEO@agbsearch.com

Candidates are asked to submit electronically in MS Word or Adobe PDF: (1) a letter of interest that directly addresses the leadership opportunities outlined in the profile above, (2) a CV, and (3) the names, e-mail addresses, and telephone numbers of five references. References will not be contacted without first securing the permission of the candidate. To receive full consideration, materials should be received on or before November 3, 2017.

This search is being assisted by:

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Additional information about Wheaton College may be found at:
<https://www.wheaton.edu>.

Wheaton College is a highly selective evangelical Protestant liberal arts college and is committed to diversity in its faculty, staff and students. As such, we welcome applications from diverse candidates.