



Martin Luther University College
Waterloo, ON, Canada

*Inspiring lives of meaning and service in
God's world by inviting spirituality to
accompany academic curiosity*

Principal-Dean Search 2019

Martin Luther University College Principal-Dean Search

The Board of Governors of Martin Luther University College (Luther) announces the search for its next Principal-Dean. The Board seeks a qualified individual who will lead the implementation of the five-year Strategic Plan that has been crafted and approved by the Board.

Our History

Martin Luther University College, which is owned by the Eastern Synod of the Evangelical Lutheran Church in Canada, is the founding institution of Wilfrid Laurier University (Laurier) and the University of Waterloo. It remains federated with Laurier.

Luther was founded in 1911 as the Evangelical Lutheran Theological Seminary of Eastern Canada to provide theological training for pastors to serve Lutheran congregations in Canada. Three years later, Waterloo College School was established to provide preparatory academic work for seminarians and educational opportunities for the wider community. Over the ensuing years, the school grew and developed to become the Waterloo College of the Arts in 1924, in affiliation with the University of Western Ontario. The Seminary remained an integral part of the school. In 1955, the school's Science and Engineering faculties (known as the Federated Faculties) received approval to become the University of Waterloo. Shortly thereafter, Waterloo Lutheran University received a provincial charter and came into being as an independent university. WLU continued to focus on the liberal arts and some professional programs emerged in church music, social work and business. In 1973 the Eastern Canada Synod approved the sale of the university to the Province of Ontario. The Seminary remained federated with the newly created Wilfrid Laurier University, operating under the name Waterloo Lutheran Seminary. The Seminary became an accredited member of the Association of Theological Schools in 1982.

In the ensuing decades, the school has continued to grow and diversify in response to the changing needs of theological education in the Canadian context. With a total enrollment of nearly 180 students, the school offers a PhD in Human Relationships, with fields in Spiritual Care and Psychotherapy and Pastoral Leadership; an MA, with fields in Spiritual Care and Psychotherapy and Public Faith and Spirituality; an MDiv, MA/MDiv, and an MDiv/MSW. The school hosts a BA in Christian Studies and Global Citizenship, which also affords the opportunity to provide service-teaching opportunities to Laurier students. It is part of the Laurier Faculty of Graduate and Postdoctoral Studies. Degrees for Luther academic programs are granted by Wilfrid Laurier University. The Association of Theological Schools (ATS) and the Ontario Universities Council on Quality Assurance accredit Luther's graduate programs. For more information please go to <https://luther.wlu.ca/>

In 2018, the school officially changed its name from Waterloo Lutheran Seminary to Martin Luther University College, to reflect the diversified program offerings now available through the institution. While Luther faithfully continues the important work of training pastors, our work in spiritually integrated psychotherapy, pastoral

leadership and global citizenship now reflects a student population that reflects over 32 different faith traditions.

Luther continues to be an internationally recognized pioneer with its emerging theme of public theology and public ethics. Luther is also a recognized leader in multifaith education and building relationships among and between faith traditions.

Luther's Vision, Mission and Values

Vision

Inspiring lives of meaning and service in God's world
by inviting spirituality to accompany academic curiosity

Mission

- To be a diverse, multi-faith, and pluralistic community of learning, committed to teaching, research, reflection, and scholarship within the university
- To cultivate and nurture community leaders, whose spirituality, beliefs, and values lead to commitment and service to others and God's creation
- To encourage and challenge individuals in the discovery of their deepest passion and to acquire professional competence for their life's work
- To strengthen community and well-being in a holistic way
- To engage in continuing efforts toward reconciliation
- To promote a healthy civil society, which values a diversity of opinion and culture

Values

Hospitality embracing Diversity

Compelled by a vision of God's inclusive community, we believe that reflecting theologically, cultivating deeper spiritual awareness, nurturing ethical commitments, building character, gaining skills, and developing intellectual disciplines is best undertaken in a diverse yet hospitable community. As a result, we welcome people from any tradition and culture who seek theological education within such a context.

Excellence in Academic Discipline and Spiritually Integrated Learning

Recognizing that the integration of knowledge, skills, faith and spirituality is a lifelong endeavour, we provide formative and integrative educational opportunities for undergraduate, graduate, and post-graduate students.

Community Engagement

Convinced that God works through civil and religious organizations toward the building of a just society, we engage local, national and global communities, subjects, and institutions, to understand more fully the issues of our time and to nurture the capacity of students to provide responsible leadership.

Teamwork and the building of Sustaining Partnerships

Persuaded that people discover their fullest humanity in community, we build healthy, collaborative partnerships with Laurier and within the wider community for the purposes of learning with and from others, optimizing our capacities toward the common good and identifying opportunities for future collaborative efforts.

Reconciliation

Believing that we are co-workers with God in the healing of creation, we commit to respecting the Earth and life in all its diversity, and so will be steadfast in addressing issues of climate change. We are committed to seeking reconciliation in our relationships with the First Peoples of Canada.

Integrity in Public Faith and Ethics

Rooted in the Lutheran tradition of the Reformation and motivated by the message of God's boundless grace, we develop leaders with the skills to serve God through the neighbour, the community, the church, and creation. Toward this end, we foster self-awareness and self-interrogative skills to enable critical thinking, cultivate the skills for recognizing and engaging various communities, do public ethics on significant questions and issues, and nurture the capacity and confidence to cross the borders of academic, economic, political, social, cultural, or spiritual differences.



Strategic Goals

During the 2019-2024 timeframe, Martin Luther University College will have four primary goals that will guide our institutional mission. These goals are to

1. Nurture holistic, spiritual well-being at Luther, Laurier and within the wider community;
2. Strengthen core academic programs while fostering new credentialing opportunities;
3. Cultivate a shared future with Laurier while developing broader partnerships;
4. Refine Luther's governance processes to meet contemporary needs.



Goal 1: Nurture holistic, spiritual well-being at Luther, Laurier and within the wider community

Strategies:

1. Provide spiritually integrated psychotherapy for the university and broader community.

- a. Advance the development of the Delton Glebe Centre as a counselling, teaching, and research centre integral to Luther's mission.
 - b. Explore alternative methods for the delivery of counselling and supervision.
2. Carry on the work of the Community Pastor.
- a. Promote "third space...", an alternative community of worship, service and learning.
 - b. Nurture relationships with youth, congregations and pastors to increase awareness of Luther and its programs.
3. Broaden the impact of Luther in the wider community by providing opportunities for experiential learning outside of the classroom through...
- a. the Kanata Centre for Worship and Global Song
 - b. the Centre for Public Ethics, including the Circle of Dialogue, Abrahamic Faiths Forum, and other such initiatives.
 - c. Explore innovative models for adaptive leadership and consider the establishment of a Centre for Leadership.



Goal 2: Strengthen core academic programs while fostering new credentialing opportunities;

Strategies:

1. Increase enrollments in existing courses, programs, minors, and diplomas, through increased promotion and publicity of current undergraduate and graduate course offerings.
 - a. Make best use of service learning opportunities through Laurier.
 - b. Collaborate with Laurier faculties and departments in cross listing courses.
2. Grow undergraduate enrollment through programs that attract students who would otherwise not attend Laurier, and provide a "feeder system" for graduate programs.
 - a. Support active Luther/Laurier undergraduate recruitment initiatives.

- b. Explore effective means of establishing a multi-campus presence and course offering.
- 3. Re-design the Master of Divinity (M.Div.) program to better equip pastors to meet the demands of a changing church environment.
 - a. Resource and develop an increased number of modalities for course delivery.
 - b. Implement the advanced entry program that recognizes previous experience.
- 4. Increase graduate program enrollment and deepen research footprint within Laurier.
 - a. Promote the research component of the Ph.D. program for both students and faculty.
 - b. Develop Continuing Education Certificates for post-graduates and other continuing education opportunities.



Goal 3: Cultivate a shared future with Laurier while developing broader partnerships.

Strategies:

1. Strengthen the public awareness of Martin Luther University College.
 - a. Develop and resource a two-way communication program for multiple constituencies - Laurier and other partner institutions, prospective students, current students, alumni, faculty, staff, community, donors and congregations.
2. Continue to foster the Luther/Laurier relationship for increased efficiencies.
3. Build up partnerships with Supervised Pastoral Education (SPE) sites and pioneer a community-oriented SPE program, based at Luther.
4. Explore and develop other possible partners to further Luther's institutional reach.
5. Ensure the long-term financial viability of Luther.
 - a. Develop and resource an institutional advancement program to increase support for capital investments, endowments, and student support.



Goal 4: Refine Luther's governance and management processes to meet contemporary needs.

Strategies:

1. Evaluate and amend Luther's governance processes so as to meet the evolving needs of the institution
2. Invest in the ongoing development of the Board of Governors to provide the leadership required for a changing educational environment.
3. Continue to develop the manner in which the various aspects of Luther's institutional life – teaching, research, community life, worship, the Glebe Centre, the Kanata Centre, and Centre for Public Ethics – inform and strengthen one another.

Our Search Process

The Principal-Dean

Reporting to the Chair of the Board of Governors, the Principal-Dean is the chief executive and academic officer of Martin Luther University College and carries out all administrative and academic duties mandated by the Board. The Principal-Dean is also a member of faculty and Chair of the University College Senate, which has authority on academic matters. The Principal-Dean serves as the chief voice and interpreter of Martin Luther University College to its constituencies, and takes leadership in obtaining support for the University College from all possible sources.

The key qualifications for this role include:

- An earned doctorate, in a field germane to the mission of the institution.
- A creative, entrepreneurial and expansive approach to leadership and theological education.
- Willingness to support the institution and its faculty in developing, expanding, and disseminating research.
- Willingness and a demonstrated capability to implement the Strategic Plan 2019-2024 and lead the vision for Luther beyond 2024
- A knowledge and appreciation of the history of the institution, its relationship to the Evangelical Lutheran Church in Canada, and a commitment to maintaining and continuing to build that relationship.
- Active membership in the Lutheran church or a full communion partner is preferred.
- Ability to identify new strategic partnerships, while building and maintaining existing strategic partnerships, especially between the University College and Wilfrid Laurier University.

- Willingness and demonstrated ability to serve a diverse, multifaith student body, faculty and staff.
- Demonstrated administrative abilities, preferably within an academic institution.
- Familiarity/expertise with accreditation processes for post secondary institutions would be beneficial.
- A passion for teaching and experience as a faculty member at the graduate level.
- Demonstrated ability to inspire others through effective communication, and the wisdom and acumen to act as chief spokesperson for the University College.
- Ingenuity in resource development and leadership in student recruitment.

Please submit inquiries, nominations and applications in confidence to:
search@luther.wlu.ca

Please include in the application your CV. and a document outlining how your experience matches the qualifications listed above. References will be requested of those selected for an interview.

All applications must be received by September 30, 2019.