

Retained Executive Search  
Biola University

**Opportunity Profile**  
**Dean**  
**Talbot School of Theology**

**Biola University and Talbot School of Theology**

Talbot is one of seven schools that comprise Biola University. As part of a University, Talbot serves both graduate and undergraduate students. Talbot's graduate program, with 1,200 students, ranks it among the largest accredited seminaries in North America. Talbot also provides theological education to the more than 4,200 undergraduates at Biola. Along with Baccalaureate degrees (Biblical Studies, Christian Ministry), Talbot and its superb faculty offer Master's degrees (Christian Ministry and Leadership, Ministry, Spiritual Formation and Soul Care, Theology, Philosophy, Divinity) as well as three doctoral programs (Education, Ministry, Educational Studies). Given Biola's long-standing commitment to the integration of faith and learning, the Talbot faculty regularly interacts with faculty from the other schools within Biola.

Biola is part of the internationally diverse and vibrant greater Los Angeles area. Currently, Biola is re-connecting deliberately and purposefully to downtown L.A. from its suburban L.A. County campus. The opportunities to affect greater L.A. and the world from Talbot are immense.

Talbot and Biola are healthy financially. Undergraduate enrollment at Biola is at an all-time high, and growing, with fifth-year President Dr. Barry Corey. Biola recruited Dr. David Nystrom as SVP and Provost a year ago, and he has brought energetic and strategic focus on the future as well as a horizontal linking of the six schools in a unified approach to education in a distinctively Christian context. A large new debt-free Talbot educational building is close to completion in the heart of the Biola campus, a striking testimony not only to the centrality of Talbot to all that is Biola, but also to the generosity of the supporters of Biola who gave 98% of the cost of that building in the midst of the worst U.S. recession in decades. Talbot has an annual operating budget of approximately \$9.3 million. It has 62 F.T. Faculty, and 50 Associate and part-time Faculty. It employs 23 people in staff positions. Talbot receives administrative support from Biola University staff for Finance, Human Resources, I.T. and Facilities.

Dean Dennis Dirks, the much-loved and enormously-respected Dean of Talbot, has announced his intention to step down in the spring of 2012 after twenty years of service to Talbot. While his energy and servant-leadership will be sorely missed, the Search Committee is focused on the future, and is open to new leadership that will galvanize (and focus) its myriad resources as Talbot moves forward into the future.

Talbot is on the cusp of an exciting new future. Biola recently entered its second century. Talbot will lead the theological enterprise that has always been, and always will be, at the heart of is Biola University.

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**The Position**

The Dean of Talbot is responsible for all educational and operational activities of Talbot School of Theology, both graduate and undergraduate. The Dean must ensure that the Faculty is outstanding in the classroom and in research, and that new Faculty holds to the doctrinal statements of Biola.

The Dean will be a voice for the future, and will know how to read interpersonal systems. The Dean of Talbot School of Theology will think biblically and guide and unite the faculty and staff toward the development of disciples of Jesus Christ whose thought processes, character, and lifestyles reflect those of our Lord, and who are dedicated to disciple making throughout the world. The Dean of Talbot will embody an instinctive and deliberate habit of servant leadership and will have a strong vision. Leadership will be demonstrated through strategic planning and program development to ensure programs that are current, relevant, rigorous, and maintain faithfulness to Biblical truths. Talbot's Dean will think biblically with a theological voice that Faculty, Staff and students hear and listen to. The next Talbot Dean will be widely-respected and held with affection because of an instinctive and deliberate habit of servant leadership.

**Responsibilities**

Provide excellent undergraduate and graduate-level education.

Administer the school and its constituencies pastorally and effectively.

Provide theological voice and guardianship for Talbot on-campus and in the world.

Forecast, plan, vision-cast, trouble-shoot, assess, and conduct needs analyses.

Coordinate with University Staff, fellow Deans, and external constituents.

Recruit and retain outstanding Faculty and Staff.

Oversee all accreditations (ATS, etc.), re-accreditations, program reviews and assessments.

Give budgetary oversight and monitoring.

Manage extensions (Kyiv, Ukraine; Manhattan, NY [Brooklyn as of F 2012 or 2013], NY; Orange County, CA) and other external programs (Campus Crusade for Christ partnership).

Monitor facility's needs:

Maintain current awareness of positive and potentially threatening trends in higher education in general and theological education in particular, and in ecclesial and theological community

Coordinate and align marketing activities with mission and ethos of School of Theology

Represent Talbot externally: alumni, churches, evangelical community, Evangelical Theological Society, other seminaries, etc.

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**Special Challenges**

Give voice to the identity of the School of Theology within the University

Champion Talbot's budgetary and personnel needs

**Position Requirements**

Vibrant belief in Jesus Christ with ample evidence of personal discipleship

Personal belief in the authority of Scripture and able to safeguard and defend Biola's Articles of Faith and Explanatory Notes

A servant-leadership track record evidencing concert-master and maestro skill sets

Speaks with a theological voice that Biola and Talbot hear, thinks theologically into the future

Earned Doctorate and proven track record of scholarship and teaching.

Significant administrative and supervisory experience; can read interpersonal systems

Will operate as a team player among Deans with a collaborative spirit