



TAYLOR
UNIVERSITY

Opportunity Profile

Director of Intercultural Initiatives



INTERCULTURAL LEADERSHIP
AND CHURCH RELATIONS





The Institution

For more than 175 years, Taylor University has been one of the most Christ-centered, student-focused universities in the world. A new presidential administration has catalyzed a season of significant energy and excitement on campus. The University recently completed a yearlong strategic-planning process that helped draw thousands of supporters deeper into their relationship with the University. We believe the resulting strategic plan, [Taylor Thrives](#), will move the University from excellence to eminence in a host of areas. In short, this is an exciting time to be at Taylor.

Founded in 1846, Taylor is recognized as an institution that prizes student learning, celebrates intentional community, leads in the work of faith-learning integration and stands as the oldest non-denominational school within the Council for Christian Colleges and Universities (CCCU). Each member of Taylor's dedicated faculty and staff is devoted to the intellectual and spiritual formation of students—in classrooms and residence halls, on the athletic turf and performance stage, in our community and around the world.

The culture of Taylor is one of high collegiality, deep care, compassion, and shared Christian commitment. For 26 consecutive years, Taylor has been ranked as one of the top three universities in the Midwest by U.S. News and World Report and one of America's Top Colleges according to Forbes. In addition, Taylor has

been named a "Christian College of Distinction" with four notable strengths: engaged students, great teaching, vibrant communities, and successful outcomes.

In addition to their deep commitment to Christ, Taylor students distinguish themselves by academic passion, spiritual vitality, and active engagement on campus. Two satellites built by Taylor students were recently launched into space. In the fields of finance and investment management, a team of Taylor students won QGAME - a national competition among business students who manage portions of their institution's endowment. Just last year, eighteen Taylor student-athletes were named CoSIDA Academic All-Americans, ranking Taylor first nationally not just in the NAIA but across all collegiate levels.

Taylor students are part of a larger ecosystem of broad institutional support and loyalty. In fact, virtually all (98%) of current parents would support their child's choice to attend Taylor again, which is higher than many peer institutions. The percentage of Taylor alumni contributing financially to the University every year is double the national average, and Taylor is ranked among the best in the Midwest in freshman retention by U.S. News and World Report. Our 91% retention rate outpaces even some of the nation's most selective universities.



Taylor Distinctives

- According to the most recent HERI faculty survey, Taylor faculty are significantly more likely to report that they help students develop personal values and moral character and prepare them for both graduate education and employment after graduation compared to other highly-selective, religious institutions.
- Taylor is a national leader in study abroad and global engagement opportunities. Taylor is ranked third in the country this year with an astounding 109% participation rate in global experiences.
- Taylor students also report high levels of satisfaction. When comparing Taylor undergraduates to undergraduates at other CCCU institutions, our students are significantly more likely to report having a personally meaningful relationship with God, a willingness to hold fast to their Christian convictions (even in the face of opposition), to report that their relationship with God impacts their day-to-day activities, and that their relationship with God contributes to a sense of wellbeing.
- Even more impressive, a significantly larger proportion of Taylor's students than those at other Christian institutions report that the University challenges them to approach issues from a Christian perspective and to critically evaluate their behavior in terms of Christian values. They also report feeling more valued by the institution, and they feel more closely connected to the Taylor community. Moreover, in each of these measures, Taylor students report stronger, more positive sentiments at the end of their four years on campus compared to when they began as freshmen.
- Taylor students rate their leadership development opportunities significantly higher than their peers at comparison institutions. Two-thirds of Taylor seniors report participating in leadership development training (compared to 41% at other religious institutions). They also are significantly more likely to say that they have "effectively led a group to a common purpose" (44% vs. 31% at peer institutions).
- Finally, graduating Taylor students are far more likely than CCCU peers to report that the University helped them learn how to speak and write clearly and effectively and to think critically and analytically.

Academic Excellence, Dedicated to Truth



With more than 125 degree programs for study at the undergraduate level, Taylor also instills broad understanding and knowledge through its respected Foundational Core curriculum. Throughout the educational journey, the University encourages students to ask hard questions, to apply themselves to the tasks at hand, and to embrace their callings. In addition to the 125-plus fulltime instructional faculty, Taylor's unique academic environment includes student development professionals with advanced degrees and administrators who also hold faculty rank. In the aggregate, this contributes to a much richer context for intellectual formation and intentional academic community on the Taylor campus. It also produces a learning environment marked by distinctive excellence, as exemplified by the following accolades:

- Virtually all members of the Class of 2021 (99%) secured a full-time or part-time job, post-graduate internship, or graduate school placement within six months following graduation.
- In the Class of 2022, Taylor pre-med graduates saw 100% placement in medical school. The year prior, 16 out of 17 academically qualified students were admitted.
- Taylor is ranked third nationally among baccalaureate schools for the number of students who participate in study and service abroad opportunities.

You can read more about Taylor's academic accolades and awards in the [Taylor University Profile](#).

A Vibrant Community United in Faith

Taylor is an institution that takes Christian faith seriously. All students, faculty, and staff have professed belief in Jesus Christ as their Lord and Savior. This, in turn, builds a vibrant campus community where shared values and commitments strengthen faith and intellectual development. Unlike many Christian universities, Taylor doesn't monitor chapel attendance, yet Taylor students fill the seats at chapel services every week. Students hold each other accountable in their commitment to grow spiritually. Upperclassmen, who live on the same residence hall floors as first-year students, forge their own mentoring-like relationships with new students and encourage them to attend chapel, participate in small groups, and engage in floor/wing worship nights.

Our student body of about 1,800 possesses a tremendous amount of creativity that is channeled through various campus initiatives. Students have applied their gifts to on-campus music groups, Bible studies, campus events, themed athletic activities, and much more over the years. Rich traditions—running the gamut from lip-syncing/dance contests to bike races where the rider changes but the bike never stops—keep students engaged in Taylor's distinctive campus culture.

Situated between Indianapolis and Fort Wayne on nearly 1,000 acres, Taylor's bucolic campus is surrounded by cornfields, open air, and big skies. The Crossroads of America is not just a state motto; it is a fact of life. We want and encourage our employees to get involved in the lives of our students. Investing in the whole-person aspect of students' lives can be a lot of fun and very meaningful for everyone. Attending the annual Silent Night basketball game is just one way to participate in Taylor's unique campus culture. To learn more about this storied tradition at Taylor, check out the [ESPN Silent Night Feature](#). Finally, a high percentage of Taylor faculty and staff live close to campus; because of this, many employees take advantage of the opportunity to form close-knit relationships with students in mentoring and discipling relationships that last for life.



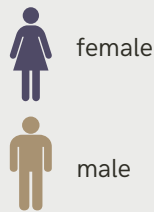
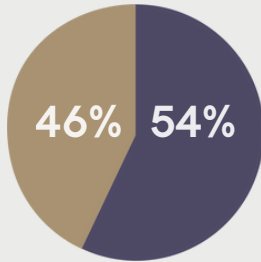
Institutional Distinctives

Student Profile

1798
undergraduate
students

38 states

26 foreign countries



44%
from
Indiana

19%
minority
students

4%
international
students

Distance learning **395** students

Graduate program **137** students

Transition to Teaching & Mild Intervention and Licensure

Faculty



127 Full-Time Instructional Faculty

91% Full-Time Regular Faculty with highest degree

54% Faculty are Tenured

Alumni

According to the most recent NSSE Student Survey:

91% & 93% Would attend Taylor again
Seniors First Year Students

According to the NSSE Student Survey:

80% report weekly participation in church-related activities

17% of alumni contributed financially in 2020-2021.

Rankings



27th consecutive year in the region's top **3**
#1 in the Midwest for Freshman Retention Rate



One of the best colleges in the midwest according to the *Princeton Review's* annual compilation of best colleges.



Taylor was named a **Christian College of Distinction** for excelling at: Engaged Students, Great Teaching, Vibrant Communities, and Successful Outcomes

Parents

According to the 2020 Parent Survey:

98% Would support their student's choice to attend Taylor again.

Athletic Programs



16 men's and women's sports
39% students participated in at least one intramural sport last year.

Tuition and Finances

\$37,476
Tuition
(2022-2023)



\$115M
Endowment

\$58M
Operating Budget

\$314M
Total Assets

Check out Taylor on Social Media



<https://www.facebook.com/tayloruniversity/>



<https://www.instagram.com/tayloruniv/>



<https://twitter.com/tayloru>

The Opportunity

After a year-long strategic planning process involving a wide spectrum of Taylor’s constituents—including students, faculty and staff, parents, alumni, trustees, administrators, donors, and friends—we are ready to take Taylor from excellence to eminence among our peers over the next five years. Our new strategic plan, *Taylor Thrives*, is the distillation of thousands of hours of prayer, discussion, and revision and represents the very best thinking the extended Taylor family has to offer. The six priority pillars and 125 individual objectives detailed in it will position Taylor’s campus, community, and mission to not only survive, but thrive in the years ahead. As part of this plan, the Director of Intercultural Initiatives will be asked to expand experiential learning opportunities around intercultural leadership, to deepen the University’s care for diverse and global students, and to grow the number of diverse and global members of the Taylor community.

Taylor has welcomed diverse and global students to the University since our beginning, and *Taylor Thrives* lays out an ambitious agenda to grow this aspect of the University in the years ahead. We remain committed to supporting diverse students through an array of co-curricular activities and networks, and working with the Director of Student Leadership and Cultural Programs, the Director will oversee the work of the Asian Society for Intercultural Awareness, the Black Student Union, the International Student Society, the Latino Student Union, the Middle East Collegiate Association, the Multicultural Student Association, MuKappa (a student group for missionary “kids”), and Voices of Praise Gospel Choir.

Working collaboratively with the Spencer Centre for Global Engagement, the Director will advance the University’s efforts to bring the world to Taylor and to take Taylor to the world. As part of this, the Director will regularly host global guests to campus and actively participate in global programming along with Taylor students, faculty, and staff. Each year, we welcome students from around the world, including a number of dependents of missionary families and others who identify as “third-culture kids.” Consequently, the Director, working with the Director of International Student Programs, will embody a globally welcoming persona and help create structures and programs to assimilate these diverse and global newcomers to campus every year.

The Department of Intercultural Leadership exists to help students build connections on campus that will make them more effective intercultural leaders and Christ-followers. We do this through five related priorities that are the following:

- Keeping God at the center of the work we are doing
- Building on strengths of the individuals and the organization
- Celebrating and engaging in intercultural & church relations efforts

WHAT MAKES WORKING AT TAYLOR SO GREAT?

Taylor University offers competitive employee benefits such as health, dental, and prescription medication coverage and a generous retirement plan with an employer contribution of six percent (6%). In addition, tuition remission and continuing education opportunities are readily available for Taylor employees and their dependents, providing a highly prized benefit. As a community, our faculty, staff and students commit to living out Christ’s love, grace, and truth in the here and now. We worship together, serve one another, and grow in faith as we learn in the classroom, on the field, at chapel, and anywhere else we’re doing Life Together.

- Recognizing the struggles experienced by others
- Providing amazing hospitality as we care for each other

In the midst of growth and expansion at the wider University, this is a unique moment for Taylor's intercultural initiatives. We have significant resources devoted to this important work. With students from 30 countries and almost every state, we are now serving more diverse and global students powerfully. At the same time, the challenges in the greater culture around intercultural competencies are also great. This is a wonderful opportunity for the person who feels called to this Kingdom-building assignment.

The Role

Under the direction of the Vice President for Spiritual Life and Intercultural Leadership, the Director of Intercultural Initiatives provides leadership for Taylor's efforts around recruiting and retaining diverse people to Taylor, programming through the Office of Intercultural Programs, and support in a variety of programs for diverse and global students, faculty and staff.

Essential Functions of the Director of Intercultural Initiatives:

- Developing and delivering multicultural training for campus constituents.
- Directing the Director of Student Leadership and Cultural Programs as well as the Director of International Student Programs.
- Collaborating with Taylor faculty and staff in developing curricular and co-curricular offerings around intercultural awareness and development.
- Traveling, domestically and globally, on behalf of the University.
- Recruiting, mentoring, and discipling diverse and global students at Taylor.
- Providing strategic leadership on all matters relating to U.S. immigration law and its impact on Taylor faculty, staff, students, and visitors.
- Developing and executing major events around intercultural leadership on campus, including Martin Luther King, Jr., Day and Juneteenth.
- Directing M.O.R.E. (Multicultural Orientation Review Experience) training and bolstering the intercultural competencies and sensitivities across campus.
- Supporting racial diversity and reconciliation through co-curricular and residential programming.
- Working collaboratively with the Offices of Admissions, Advancement, and the President in extending Taylor's reach through intercultural initiatives.
- Overseeing the relevant budgets and administering the day-to-day operations of intercultural leadership.



The Candidate

First and foremost, the Director of Intercultural Initiatives will be someone who has committed his or her life to Jesus Christ and daily submits to the Lordship of Christ. The selected candidate will have a record of active involvement in Christian ministry and local church life and can enthusiastically support the University's Foundational Documents. The candidate will reflect godly character, an excellent work ethic, an optimistic outlook, confident humility and impeccable integrity. The ideal candidate will eschew partisan politics and trendy tactics and instead demonstrate a deep care for the whole-person development of students not just as learners also as servant-leaders.

We are looking for an organized leader, one who is a quick learner and takes the initiative. We are seeking a task-oriented manager who produces results and stretches resources for maximum impact. We want a leader who inspires confidence among faculty and staff, who gets things done, who works well in a complex environment, and who manages conflict productively when it arises. This is a role for someone gifted in operations and who has a growth mindset and does well in the context of a fast-paced, vibrant campus community.

The ideal candidate will be a role model in intercultural initiatives and one who feels called to serve diverse and global students in the context of a Christ-centered residential community. We seek someone with experience domestically and globally in intercultural leadership (ideally with fluency in a language other than English) and a sense of calling to the ideals that are laid out in the University's Multicultural Philosophy Statement. The candidate needs to be comfortable with domestical and international travel, be available to work with students at nights and on weekends, and embody a growth mindset.

We would prefer for the candidate to have experience in leading teams and in solving problems such that goals are met (and exceeded) and that people feel good about their contributions. The Director needs to be able to collaborate with others across campus and to complete important priorities with little direct supervision. The candidate should possess an undergraduate degree and higher education and/or pastoral experience (with a preference for graduate work in a related field).



Mission Statement and Foundational Documents

Taylor’s mission is to develop servant-leaders marked with a passion to minister Christ’s redemptive love, grace, and truth to a world in need.

We accomplish this mission by striving to be:

- Whole Person Focused: We involve students in learning experiences imbued with a vital Christian interpretation of truth and life which foster their intellectual, emotional, physical, vocational, social, and spiritual development.
- Biblically Anchored and Liberal Arts Grounded: We offer a liberal arts, professional, and life-long education based upon the conviction all truth has its source in God and His Word.
- Christ-Centered: Our Christian faith should permeate all learning—leading to a consistent life of worship, servant leadership, stewardship, and world outreach.
- Faith and Learning Integrated: We strive to create specific experiences where the integrative focus of a Christian liberal arts education is clarified, personalized, and applied.
- World Engaging: We contribute to the advancement of human knowledge and understanding and serve the evangelical Christian church and the larger, public community for the glory of God.
- Servant Leader Motivated: We foster a biblical model of relationships acknowledging both unity and diversity of the followers of Christ within a covenant community, which can be evidenced in a continuing lifestyle of service to and concern for others.

Foundational Documents

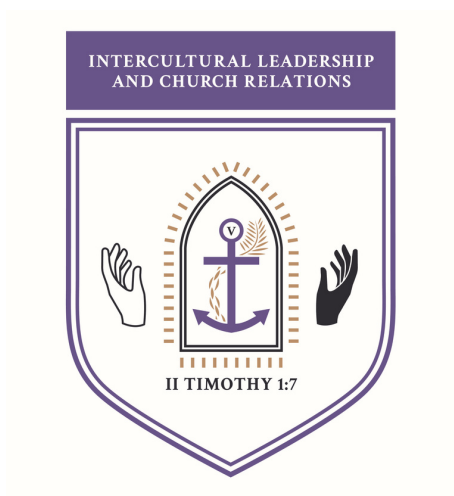
A series of Foundational Documents make clear the University’s interpretation and biblical understanding of a host of issues that relate to studying, living, and working together in a Christ-centered community. All faculty and staff should be able to wholeheartedly affirm and endorse each of these documents annually. They are the following and can be located online [here](#)

- 1) Statement of Faith
- 2) Life Together Covenant
- 3) Sanctity of Life Statement
- 4) Multicultural Philosophy Statement
- 5) Statement on Human Sexuality



Application Process

Applications and nominations will be accepted until a Director of Intercultural Initiatives is appointed. However, for most favorable consideration, candidates should submit materials by July 24, 2023. To apply, please submit an updated resume/C.V., a cover letter that responds to this opportunity as presented in this profile, a 1-2 page brief statement of the candidate's professional journey, and a 1-2 page statement of the candidate's spiritual journey. Nominations, expressions of interest, and applications will be treated with complete confidentiality. If, after prayerfully reviewing this information, you believe this role fits you well, please submit your materials to Searches@Taylor.edu, putting "Director of Intercultural Initiatives" in the subject line.



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