



# TAYLOR UNIVERSITY

## Opportunity Profile

Dean of Graduate and  
Extended Studies







## The Institution

For 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 drew thousands of supporters deeper into their relationship with the University, a process we believe will move the University from excellence to eminence in a host of areas. 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 (CCCCU). 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, and around the world.

The culture of Taylor is one of high collegiality, deep care for one another, and shared Christian commitment. Again this year, Taylor was named the #1 university in the Midwest by *U.S. News and World Report*, and for 25 consecutive years, Taylor has been ranked as one of the top three universities in the Midwest 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 commitment, and active engagement on campus. Two satellites built by Taylor students were launched into space in early 2021. And 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. Recently, ten Taylor student athletes were named CoSIDA Academic All-Americans, ranking Taylor first in the NAIA and fifth in the nation across all collegiate levels.

Taylor students are part of a larger ecosystem of broad institutional support and loyalty. In fact, virtually all (97%) 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 number one in the Midwest in freshman retention by *U.S. News and World Report*.



## 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 significantly higher amounts of feeling valued by the institution and that they are part of the 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. In sum, a Taylor education accomplishes its goals.



## 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 130-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:

- Taylor ranks second among Indiana schools (including Notre Dame and Purdue) and second nationally among CCCU schools (including Westmont, Wheaton, and Calvin) for average incoming students' SAT score.
- Taylor is ranked third nationally among baccalaureate schools for the number of students who participate in study and service abroad opportunities.
- 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.

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 952 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.





## Mission Statement and Foundational Documents

**Taylor’s mission is to develop servant-leaders marked with a passion to minister Christ’s redemptive love 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. Senior leader candidates 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



## The Opportunity

This is Taylor's 175th anniversary year and the inaugural year of President Michael Lindsay's tenure at Taylor. As a result, this is a year filled with celebration and excitement. A wide spectrum of Taylor constituents—including students, faculty and staff, alumni, parents, and major donors—have been engaged in a yearlong strategic-planning process that endeavors to chart the University's future over the next five years. One key insight from the strategic planning process is that virtually everyone believes that Taylor needs to grow the circle of learners it serves - both because it is essential for institutional vitality, and also because we believe it is a missional imperative to share the transformative Taylor education with a wider segment of learners.

This includes launching and expanding academic programs to serve nontraditional students for Taylor—adult learners, those interested in graduate and professional programs, and pre-collegiate students. This will require significant investment, so our strategies need to represent wise stewardship of limited resources to leverage those for maximum impact. This expansion of the students that Taylor serves must also align with and advance the University's commitment to Christian higher education, not diminish it. The Dean of Graduate & Extended Studies will have the chance to build on positive momentum already underway and will join an experienced team that is united, engaged, and expectant about all that God is doing in and through the ministry of Taylor University. This is an exciting, strategic place to serve in advancing the mission of God.



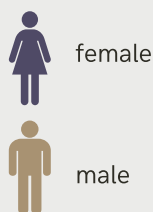
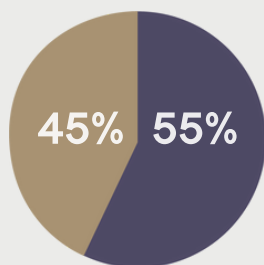
## Institutional Distinctives

### Student Profile

**1786**  
undergraduate  
students

**41** states

**25** foreign countries



**44%**  
from  
Indiana

**16%**  
minority  
students

**3%**  
international  
students

Distance learning **290** students

Graduate program **137** students

Transition to Teaching & Mild Intervention and Licensure

### Faculty



**132** Full-Time Instructional Faculty

**91%** Full-Time Regular Faculty with  
highest degree

**53%** 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:

**81%** report weekly participation in church-related activities

**17%** of alumni contributed financially in 2019-2020.

### Rankings



**25th** consecutive year in the region's top **3**

**#1** in the *U.S. News & World Report*

**#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 2019-2020, for excelling at: Engaged Students, Great Teaching, Vibrant Communities, and Successful Outcomes

### Parents

According to the 2020 Parent Survey:

**97%** Would support their student's choice to attend Taylor again.

### Athletic Programs



**16** men's and women's sports

**45%** students participated in at least one intramural sport last year.

### Tuition and Finances

**\$36,270**  
Tuition  
(2020-2021)



**\$125M**  
Endowment

**\$58M**  
Operating Budget

**\$260M**  
Total Assets

**\$22M**  
Debt

### Check out Taylor on Social Media



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



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



<https://twitter.com/tayloru>



## Essential Responsibilities for the Dean

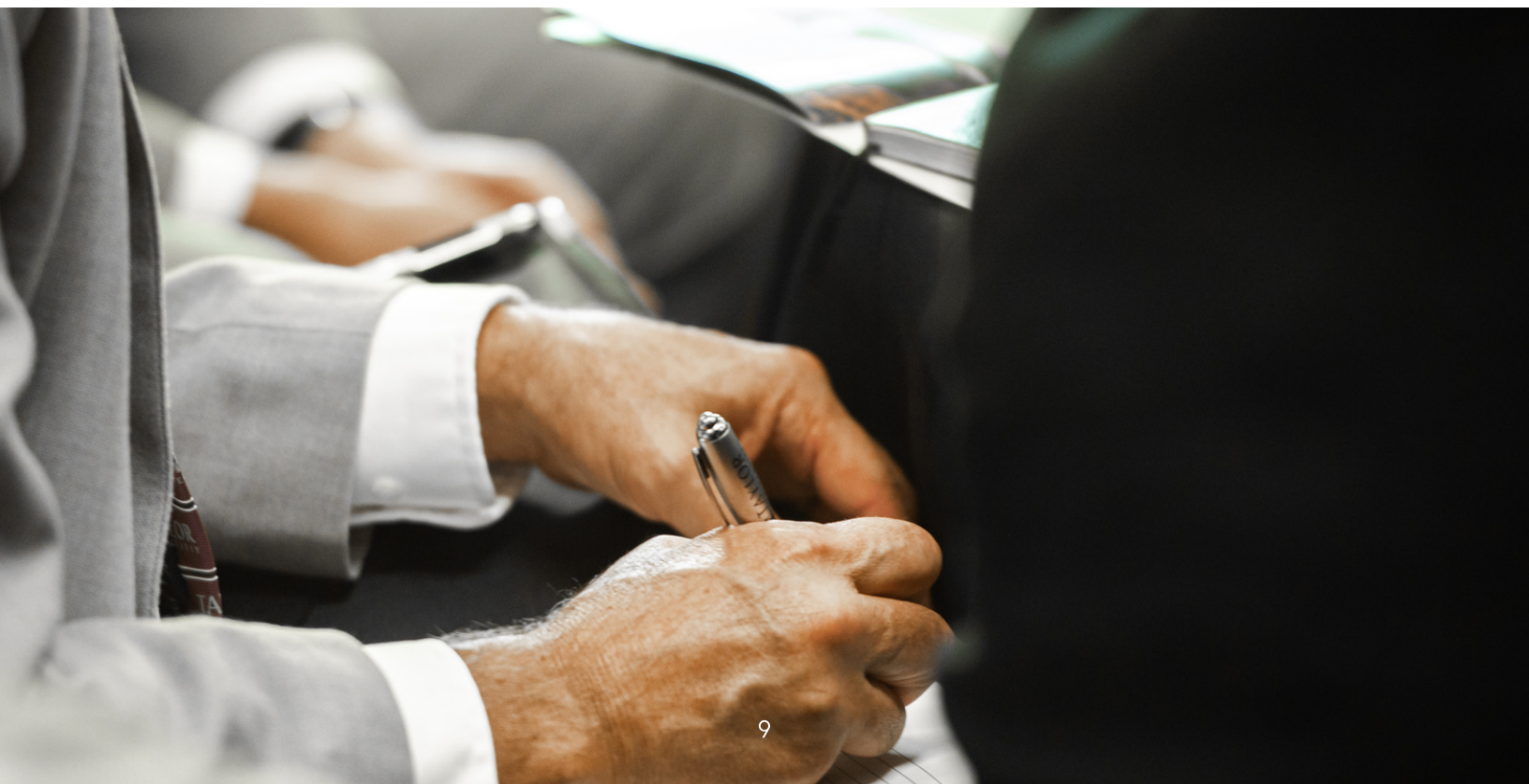
1. Recruits, retains, reviews, and develops high-quality faculty members for Taylor's graduate and extended studies, ensuring these colleagues align with and are committed to the College's mission.
2. Leads strategic planning related to graduate and extended studies, developing innovative programs and policies to attract nontraditional students.
3. Uses data informed decision making in assessment and in proposing curricular additions, subtractions, and other modifications for graduate and extended studies.
4. Ensures consistent, regular, and periodic assessment of programs and courses within nontraditional programs, and that the assessment data is used to improve courses and programs.
5. Manages a team of program directors responsible for graduate and extended studies.
6. Assumes substantial fiscal responsibility, including oversight for the budgets of graduate and extended studies.
7. Assists with accreditation work, both institutional and programmatic.
8. Contributes to increasing institutional resources by developing extramural and philanthropic support as requested by the President and Provost.
9. Works with the Registrar in reviewing student appeals and grievances on academic issues within graduate and extended studies.
10. Works with program directors to manage the recruitment of part-time faculty and manages the annual part-time budget for graduate and extended studies.
11. Serves on the President's Cabinet and, working with the President and Cabinet colleagues, provides executive leadership for the College.
12. Undertakes special projects, as assigned by the Provost.



## Required Knowledge, Skills and Abilities:

*In order to perform the above functions, the incumbent must be a person of intellectual rigor, virtue and personal Christian faith. The Dean of Graduate & Extended Studies must possess the following knowledge, skills and abilities, or demonstrate that the major responsibilities of the job can be accomplished, with or without reasonable accommodation, using some combination of skills and abilities.*

1. Must profess faith in Jesus Christ as Lord, support Taylor University's mission, and have the ability to express a vision for Christ-centered higher education.
2. Must wholeheartedly affirm and endorse Taylor University's Foundational Documents. These include the Statement of Faith, the Life Together Covenant, the Sanctity of Life Statement, the Multicultural Philosophy Statement, and the Statement on Human Sexuality.
3. Earned doctorate and high-caliber record as a teacher and scholar in higher education.
4. Experience as an academic administrator, with responsibilities for the oversight of academic personnel and programs.
5. Experience leading non-traditional academic programs.
6. Strong verbal and writing skills.
7. Excellent abilities to organize materials, to synthesize data, and to provide guidance to faculty and committees.
8. A record of prudent fiscal management.
9. Excellent listening, negotiation and interpersonal skills.





## The Role

Under the direction of the Provost, the Dean of Graduate & Extended Studies leads the directors of each graduate program and develops new and innovative academic offerings for graduate, professional, and extended studies at Taylor. Along with the Provost, the Dean of Arts, Humanities, and Business, and the Dean of Natural & Applied Sciences, the Dean of Graduate & Extended Studies represents the academic division on the President's Cabinet. Additionally, the Dean of Graduate & Extended Studies chairs the Graduate & Online Programs Committee. The Dean of Graduate & Extended Studies is a valued and strategic partner helping to chart the course of the University's expansion in these key areas.

## 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 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.





## The Candidate

We are looking for an optimistic, results-oriented leader who feels called to serve the next generation by strengthening Taylor University through growing financial resources. We recognize that God has gifted every person with unique gifts and backgrounds, and while the selected candidate may not meet every qualification, we believe there are several things that are important for Taylor's Dean of Graduate & Extended Studies.

First and foremost, we seek a leader who is deeply committed to Jesus Christ and believes in the transformational impact of Christian higher education and Taylor University's unique contribution to the wider academy. We anticipate the successful candidate will be an articulate champion for the distinctive benefits of Christian higher education, residential liberal arts life, NAIA athletics, as well as small, private institutions. The Dean must be fully committed to maintaining the integration of the life of the mind and an authentic Christian witness.

The successful candidate will possess an earned doctorate or an appropriate terminal degree along with a minimum of five years of experience in higher education. We are seeking an experienced leader in Christian higher education administration who will have the respect of our faculty and lead a new season of growth in graduate and non-traditional academic offerings. The ideal candidate will demonstrate the maturity of a leader with the innovative spirit of an academic entrepreneur. She or he must blend a data-driven approach with creative thinking and innovative problem solving. It will be important for the Dean of Graduate & Extended Studies to be a forward-thinking leader who can help move the institution forward. The preferred candidate will bring prior experience with entrepreneurial innovations, along with the ability to launch them at Taylor. She or he will need to be able to stretch resources to meet current needs while also building a base of support for new academic initiatives in the years ahead.

The Dean of Graduate & Extended Studies, like all Taylor faculty and staff, is expected to live in a vital relationship with Jesus Christ and have a strong sense of calling to the ministry of Taylor University. In leading the University's fundraising efforts, the Dean of Graduate & Extended Studies should be guided by biblical principles. The ideal candidate will be a zealous advocate for Christian orthodoxy and Taylor's Gospel-shaped identity. 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 also reflect godly character shaped by daily spiritual disciplines, an excellent work ethic, confident humility, and high integrity. S/he must have the personal energy and resilience to lead with wisdom, grace, and love.



## The Candidate

The Dean, like all Taylor faculty and staff, is expected to live in a vital relationship with Jesus Christ, and to be grounded in Biblical wisdom, a church community, and ongoing spiritual practices. The selected candidate will have a record of active involvement in Christian ministry and local church life and can enthusiastically champion the University's Foundational Documents. The candidate will reflect godly character, an excellent work ethic, an optimistic outlook, confident humility, and impeccable integrity. She or he must have the personal energy and resilience to lead with wisdom, grace, and love.

## APPLY NOW

Interested applicants are encouraged to submit their materials to [provost@taylor.edu](mailto:provost@taylor.edu). Review of applications will begin immediately and continue until the position is filled.

To apply, please submit a letter of application addressing qualifications outlined in this opportunity profile, a complete curriculum vitae, a 1-2 page statement of the candidate's professional experience, and a 1-2 page statement of the candidate's spiritual journey.



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