



Pittsburgh Theological Seminary .....

# PRESIDENTIAL SEARCH PROFILE

..... Preparing for Ministry in the Way of Jesus





Seminary of the United Presbyterian Church of North America and Western Theological Seminary of the Presbyterian Church in the United States of America—incident to the union of the two denominations in 1958.

## LOCATION

**S**ituated in the East Liberty neighborhood, adjacent to Highland Park, the Seminary is located in a transitional and vibrant area of the city of Pittsburgh. Within walking distance are established residential neighborhoods, a major city park, and retail and commercial space in the midst of ongoing and significant revitalization.

The city of Pittsburgh has proven resilient amid economic downturn, and it boasts a thriving medical and high-tech industry, a vibrant cultural and culinary scene, and several world-renowned universities, including the University of Pittsburgh, Carnegie Mellon University, and Duquesne University, among others. Within three miles are the Carnegie Museum of Art and Natural History, Phipps Conservatory, and The Frick Pittsburgh museum. Downtown, also about three miles away, an internationally acclaimed symphony orchestra along with resident opera, ballet, and theater companies perform regularly in the lavish Heinz Hall for the Performing Arts, the Benedum Center, the O'Reilly Theater, and other city venues.

In the past few years, the Economist Intelligence Unit, Forbes.com, and *Places Rated Almanac* have ranked Pittsburgh at the top of their most livable cities list. *National Geographic Traveler* named Pittsburgh among the best places in the world to experience in 2012, and *The Huffington Post* named Pittsburgh one of the world's "prettiest" cities.



## THE OPPORTUNITY

**T**he next (seventh) President of Pittsburgh Theological Seminary (PTS) will lead this Christ-centered and ecumenically minded institution to its next level of success through entrepreneurial, transparent, and collaborative leadership.

## OVERVIEW

**P**ittsburgh Theological Seminary (PTS) is a graduate institution affiliated with the Presbyterian Church (USA) but serving an increasingly ecumenical student body. The Seminary seeks to be culturally relevant as it attends to the formation of individuals for theologically reflective ministry and scholarship in service to the church of Jesus Christ, the public square, and the world at large. With its motto of "Preparing for ministry in the way of Jesus," the Seminary is called to serve a wider church, global and diverse, one that is exploring new forms of community and new horizons of mission. As with most mainline theological schools in North America, enrollment has declined gradually since the mid-2000s. In the last four years, however, enrollment at PTS has stabilized between 199 and 213. With a committed leadership team, an engaged board, a passionate and student-centered faculty and staff, a student body eager for intellectual and spiritual growth, a well-maintained physical plant, and an endowment of more than \$200 million, PTS is well resourced and poised for future growth.

Pittsburgh Theological Seminary traces its roots to 1794, and has operated in its current form and location since 1959, following the consolidation of two previously separate institutions—Pittsburgh-Xenia Theological

# THE SEMINARY

## MISSION

Participating in God's ongoing mission in the world, Pittsburgh Theological Seminary is a community of Christ joining in the Spirit's work of forming and equipping people for ministries familiar and yet to unfold and communities present and yet to be gathered.

## ACADEMICS

PTS is well known for its academic rigor and high standards for programs and courses. It currently enrolls 209 students in its four different degree programs: Master of Divinity (MDiv), Master of Arts in Pastoral Studies (MAPS), Master of Theological Studies (MTS), and Doctor of Ministry (DMin). The MDiv is also offered with a church planting focus. Cooperative joint-degree programs with the University of Pittsburgh (masters/MSW) and Duquesne University (masters/JD) enhance the Seminary's educational opportunities. The MDiv and MAPS degrees also can include an Anglican/Episcopal Track; all master's programs can include a certificate in Urban Ministry.

In addition, independent certificate programs are offered in Church Planting and Revitalization, Ministry, Missional Leadership, Theological Studies, and Urban Ministry. The academic programs are enriched through the Seminary's 30-year-old Metro-Urban Institute (MUI) as well as its World Mission Initiative (WMI) and Church Planting Initiative (CPI). Preparations are in the final phase for a January 2021 launch of the Presbyterian, Anglican/Episcopal, and Ecumenical Houses of Study with programming in line with the aims and objectives of a faculty ecclesial formation task force.

The Seminary's Continuing Education offerings attract between 2,000 and 2,500 clergy and lay registrations annually, representing about 700 individuals. Nearly all of the programs are hosted in collaboration with either a community partner or another PTS program office. In the current year, most of the registrants represent new touch points for the Seminary, offering great potential for building new relationships.

Through its degree programs and initiatives, the Seminary's students participate in learning contexts on five different continents. Graduates and constituents serve in a wide range of ministry settings and contexts.



The Kelso Museum of Near Eastern Archeology and the Miller Summer Youth Institute are additional program enhancements.

## ACCREDITATION STATUS

PTS is accredited by the Association of Theological Schools and the Middle States Commission on Higher Education. The accreditation was last reaffirmed in February 2014, and the next comprehensive evaluation visit will be in fall 2023. The school's current period of accreditation runs through March 31, 2024.

## COVID-19 RESPONSE

After pivoting nimbly in spring 2020 to move all teaching and learning online, the Seminary continues to take preventative measures to protect the well-being of its community in the midst of the coronavirus outbreak. A Coronavirus Response Team meets weekly to monitor the rapidly changing situation, and regular updates keep the community informed. Most employees are working remotely, and instruction is hybrid to accommodate the broad needs of its constituents. In a recent survey, students have indicated high levels of satisfaction with the experience of distance learning this autumn. All events are being held online. It is currently expected that the interview process for the President's position will be conducted online via Zoom. If conditions permit, the Search Committee will host an on-site interview for the finalist(s).



## FACULTY

The Seminary's academic offerings are taught by 18 full-time faculty. Academically accomplished, student-centered, and strongly committed to the Seminary's mission, vision, and values, the faculty is well-positioned to engage in and shape theological education in the 21st century. All full-time teaching faculty hold earned doctoral degrees. Faculty members are also steadfast in their service to the church, and 13 are ordained [Presbyterian Church (USA), United Church of Christ, The United Methodist Church, Baptist, Moravian Church in North America, and Reformed Church in America].

The Seminary has a strong commitment to support faculty, as evidenced by salary data, professional growth provisions, and a generous sabbatical policy. Faculty report high satisfaction with the level of the Seminary's support for professional development and activity.

With a faculty whose breadth of denominational ties and theological perspectives parallel their diverse academic interests, and a student body representing diverse denominational affiliations, ethnicities, and geographic ties, members of the Seminary community value dialogue in community and seek to live lives consistent with the Christian faith and productive for particular vocational calls.

## STUDENT LIFE

PTS students come from nearly 30 states and several countries. While the Seminary is affiliated with the Presbyterian Church (USA), the student body is denominationally diverse, consisting of Presbyterians, United Methodists, Baptists, Anglicans/Episcopalians, Orthodox, Lutherans, and representatives of a number of other traditions plus nondenominational students. The majority of seminarians are either recent college graduates or are called to the Seminary later in life as a second career.

All master's-level students are members of the Student Association, which conducts student social and extracurricular activities. A number of student organizations enrich student life, including Syngeneia (a fellowship for students of color), Rainbow Covenant, Women's Caucus, Sports and Recreation, and denominational fellowships. Worship is an integral part of life for PTS students. Mid-day worship services are offered in addition to a number of prayer and Bible study groups that meet regularly.

In a typical year, approximately 70 percent of students commute to campus. For those who choose the residential option, the Seminary offers 69 units of below-market, on-campus housing for both individual students and families. An additional three furnished units are available to Seminary guests. Sixteen hoteling rooms are available for Board meetings and other events, bringing the on-campus total to 85 units.





The adjacent Stanton Highland Apartments offer 18 units for families. A broad range of supplementary, market-rate housing is available in the surrounding residential neighborhood. An on-campus fitness center provides workout space for student use, and nearby Highland Park provides walking trails, open fields, and playgrounds.

Additional information is available about student preparation, educational experiences, debt, and placement, gleaned from the Entering and Graduating Student Questionnaires and other survey data.

## BOARD OF DIRECTORS

The 36-member Board of Directors reflects expertise in ministry, business, non-profit management, finance, human relations, and theological education. The local bishops of the Episcopal Diocese of Pittsburgh, the Western Pennsylvania Synod of the Evangelical Lutheran Church in America, and The Western Pennsylvania Annual Conference of The United Methodist Church serve on the Board, as does the General Minister to the PC(USA) Pittsburgh Presbytery. Two of the Board members were long-time staff members of the Association of Theological Schools, including its former executive director. In FY 2020, Board giving was at 100 percent.

## CAMPUS

The Seminary's 10-acre urban campus is a collection of handsome buildings surrounded by mature trees. At the center of the campus is the Clifford E. Barbour Library, one of the largest freestanding seminary libraries in the United States and the most extensive theological library between Philadelphia and Chicago. The state-of-the-art library re-opened in 2018 after a \$12 million renovation.

George A. Long Hall is the administrative and teaching hub of the campus. It contains offices, classrooms, community spaces, and the Kelso Museum of Near Eastern Archeology. The John Knox Room, used for special events and educational seminars, provides technology for multimedia presentations. Wireless Internet access is available throughout the campus.

The Hicks Family Memorial Chapel, with its tall steeple, is visible throughout the campus and serves as a gathering place for the PTS and broader community to worship God during three weekly services. These services—which include faculty, staff, students, and



denominational partners—provide opportunities to participate in various styles of worship. Chapel services have been conducted virtually during the pandemic.

Student housing is available on campus in Calian Residence Hall, in the Fulton Apartments, or across the street at the Stanton Highland Apartments—recently sold to ACTION-Housing, an affordable housing non-profit—where the Seminary maintains a master lease for 18 units. Calian Residence Hall offers single living quarters with private baths in addition to a physical fitness center, lounge spaces, and a shared kitchen. The apartments, which range from efficiencies to family-oriented, three- and four-bedroom units, are partially subsidized for PTS students. Units not needed by the Seminary community are rented to graduate students from local universities as a revenue source.



# KEY INDICATORS

## 2020-2021

- » Investment in Plant, less depreciation:  
\$17.7 million (net book value)
- » Plant Replacement Insured Value:  
\$50.9 million
- » Cost of Operating Physical Plant:  
\$1.6 million
- » Endowment (Fall 2020):  
\$212.2 million
- » Giving (FY 2020):  
Board Participation 100 percent  
Faculty/Staff Participation 72 percent  
Alumnae/i Participation 23 percent
- » Total Giving:  
\$2,335,044 (\$462,133 Annual Fund / \$1,872,911 Non-Annual Fund)
- » Tuition Income:  
Master's \$1.0 million  
Doctor of Ministry \$220,000  
Church Planting and Revitalization \$15,000
- » Student Enrollment (Fall 2020):  
Headcount 209  
FTE 149  
Full time 78 percent / Part time 22 percent  
White 71 percent / African American 20 percent  
Presbyterian 44 percent / United Methodist 12 percent /  
Baptist 11 percent / Nondenominational 8 percent /  
Anglican/Episcopal 5 percent  
Men 51 percent / Women 49 percent  
Master's-level average age 37  
Doctoral-level average age 53  
From 28 states and five foreign countries
- » Living Alumnae/i:  
2,925
- » Number of Faculty (Fall 2020):  
Full-Time 18  
Tenured 12
- » Average Faculty Salaries (FY 2020):  
Professor \$106,400  
Associate Professor \$86,650  
Assistant Professor \$72,100
- » Student:Teacher Ratio (FTE 2020):  
8.3:1

# NOTABLE ACCOMPLISHMENTS OF THE PAST FIVE YEARS

- Pittsburgh Theological Seminary is a remarkably different institution than it was five years ago. The creation and implementation of an extensive and aggressive three-year strategic plan, which was completed in 2019, has yielded a number of notable accomplishments:
- » **FACULTY DEVELOPMENT AND LEADERSHIP**  
Over the past four years, the faculty has become a collegial team of leaders working together to design and implement the new curriculum, discussed below, and to address adaptive challenges as they arise. The faculty has also been actively engaged in working to transform itself through new hires (discussed elsewhere in this document).
  - » **CURRICULUM REVISION**  
The faculty worked to completely revise the master's-level curriculum, which was launched during the 2018-2019 academic year. Designed to meet a new set of student learning outcomes, the updated curriculum is focused on vocation and increased emphasis on contextual learning. Enhanced by the Church Planting, Urban Ministry, and new Missional Leadership certificate programs, the curriculum integrates traditional theological content with missional focus and facilitates learning in context.
  - » **ANTI-RACISM INITIATIVES**  
To address the realities of racism and unacknowledged white privilege, the Seminary is engaged in an ongoing series of campus-wide readings and trainings. Since 2018, external consultants have worked with Board members, faculty, staff, and students in workshops designed to build awareness of systemic racism and implicit bias as well as the intersectionality of oppression. Also reflecting this commitment, the Seminary is targeting the hiring of faculty candidates who can meet the Seminary's identified strategic objectives. In addition, the Board of Directors is currently crafting a statement on diversity, equity, and inclusion.



» **OFFICE OF VOCATION AND DISCERNMENT/  
HOUSES OF STUDY**

Preparations are in the final phase for the January 2021 launch of the Presbyterian, Anglican/Episcopal, and Ecumenical Houses of Study based upon concentrations offered at PTS. The PTS Houses of Study will provide specific learning environments where students can deepen their capacity to reflect theologically upon their denominational traditions and further develop their sense of vocation. Rooted in the rich and vital relationships that exist between PTS and local denominational partners, they will create a space where this reflection happens in ongoing conversation with a student's faith community and faith tradition by providing denominational resources, Christian community, and ecclesial formation tailored to the on-going needs of each local judicatory. As Seminary leadership continues to think about "context as learning partner," relationships with regional ecclesial bodies will deepen and new partnership-based Houses of Study will be organized. PTS houses of study are offered by the Seminary community to our local judicatory partners, and all student participation is voluntary.

» **CENTER FOR WRITING AND LEARNING SUPPORT**

Launched in 2017, the Center for Writing and Learning Support is committed to assisting theological writers at every stage, from students to faculty. The Center also works with the Office of Continuing Education to develop programs for ministers and other community leaders that provide both vocational support and personal enrichment.

» **LIBRARY RENOVATION**

Completed in 2018, the \$12 million modernization project created a state-of-the-art facility with innovative spaces and the latest in technological advances. Notable elements of the renovation include a two-story interior atrium with skylight, a designated 24-hour area with round-the-clock key card entry, a variety of meeting and classroom spaces, a study lounge for students with children, a café with healthy food choices, an ADA-compliant elevator, and two enclosed fireplaces.



» **CABINET EXPANSION**

All three VP-level cabinet members were new appointments in the last five years: Vice President for Academic Affairs and Dean of the Faculty Heather Vacek, Vice President for Finance and Administration Tom Hinds, and Vice President for Seminary Advancement Charles Fischer. In addition, the cabinet now includes Senior Director of Communications Melissa Logan, Associate Dean for Student Services and Formation Ayana Teter, and Senior Director of Enrollment Services Tracy Riggle Young.

» **CHAPEL RENOVATION**

Completed in 2018, renovations of the Hicks Chapel have brought it into full ADA compliance and created a hospitable setting for worship by all members of the Seminary community.

» **REAL ESTATE SALE**

In 2020, the Seminary sold three apartment buildings adjacent to campus to ACTION-Housing, an affordable housing non-profit, for \$2.5 million. The sales agreement included a commitment to convert the buildings to affordable housing for the general public for 40 years and to make 18 units available to Seminary students should demand exceed the units still owned on campus.





## LEADERSHIP OPPORTUNITIES IN THE COMING YEARS

**T**he next President of Pittsburgh Theological Seminary will be invited to join and lead a truly remarkable educational community that is Christ-centered, academically excellent, widely known and respected, and stable—both financially and in student enrollment. While rich in tradition and achievements, the Seminary has embraced a commitment to growth and change that is grounded in mission and reflected in the many positive accomplishments of the past five years. These developments point toward the Seminary's future and provide important momentum and a strong foundation upon which the next administration will be positioned to engage the following challenges and opportunities:

### » **SHAPING THE VISION/ADVANCING THE MISSION**

The changing landscape for theological education is well known and widely reported. The Seminary's mission statement reflects this reality in a commitment to form and equip leaders for "ministries familiar and yet to unfold and communities present and yet to be gathered." So, as one would expect, the Seminary community stands ready to work with the next President in asking the challenging questions: "Whom will we educate?" "How will we best prepare them?" "What ministries and communities will they serve?" These questions help to inform, energize, and shape

a shared vision and clear sense of mission for the Seminary's future work and service.

### » **STRATEGIC DIRECTION AND PLANNING**

As noted above, the Seminary successfully implemented an aggressive three-year strategic plan between 2016 and 2019. In November 2019, the Board of Directors adopted three strategic directions focused on access, and in the near term will look to the new President to move these initiatives forward: 1) anti-racism and faculty hiring to meet student and curricular needs; 2) exploring program delivery options, including increasing access through a hybrid part-time program; and 3) increasing the denominational breadth and reach of the Seminary by exploring additional denominational partnerships and multi-denominational engagement. Each of these initiatives builds on the commitments named in the last strategic plan. The Board will look to the President to lead development and implementation of a new strategic plan.

### » **CONTINUATION OF ANTI-RACISM INITIATIVE**

In an urban area that has been cited as unwelcoming for its Black citizens, the Seminary is called as a Christian institution to continue to work toward dismantling systemic racism and to work with our stakeholders to become part of the solution. The Board is currently crafting a statement to articulate its values and to assure that this work will be carried forward. With its commitment



to diversity, equity, and inclusion—and with the theological underpinnings to support it—the Seminary has the potential to become a beacon of hope and a catalyst for meaningful change in the Pittsburgh community and the broader region.



» **FACULTY DEVELOPMENT**

The Seminary is currently engaged in recruiting and hiring three faculty members who can speak genuinely and credibly to the experience of African Americans in the United States of America and who demonstrate expertise in how that experience interacts with the fields of Hebrew Bible/Old Testament, New Testament, and interdisciplinary theology, respectively. Moreover, successful faculty candidates will be capable of effectively communicating with and building enhanced relationships with PTS's students of color. This effort is benefiting from the enthusiastic support and leadership of the current faculty. Some of these scholars might join the faculty just as the new President takes office, but if the initiative is not complete, the new President will be expected to work with the faculty to oversee its completion.

» **BUILDING A STRONG CAMPUS COMMUNITY**

The recent years have been a time of significant change, including an institutional restructuring and the stress of the COVID pandemic. As a result, many community members report feelings of loss, isolation, and lack of support, with a sense that activities are siloed and that communication is limited. At the same time, it is clear that PTS faculty and staff do their work well, are deeply committed to the Seminary, and care for their students. It is this powerful mix of competence and care that is foundational for the Seminary's future.

» **FORGING OF STRONGER RELATIONSHIPS WITH DENOMINATIONS, CHURCHES, DONORS, AND THE SURROUNDING COMMUNITY**

The Seminary has enormous potential not only as an ecumenical theological school but also as a center for theological inquiry for the entire region. With its urban location and large, open campus, it also offers the opportunity to grow in importance as a community resource. In pursuit of enhancing enrollment, community learning and service opportunities, and the development of philanthropy, the next President should work to build the Seminary's connections with all these constituents.

» **ENROLLMENT AND FINANCES**

The Seminary is well-positioned for the future, with recent years of stable enrollment, careful budget management, and a significant, well-managed endowment fund. Yet sustaining this strong position will require an active development program, careful stewardship, and thoughtful innovation. In addition, given the expanded resources developed over the past five years, it is hoped that the Seminary will reach new audiences and boost its enrollment. The President will be expected to provide leadership and to be engaged actively in these efforts.

» **ACCREDITATION SELF-STUDY IN ANTICIPATION OF FALL 2023 COMPREHENSIVE EVALUATION VISIT**

Working with the new ATS Standards of Accreditation, next year the Seminary will begin the self-study process, an opportunity for introspection, self-evaluation, and discernment that will inform institutional planning going forward. Planning for the two-year self-study process should begin in fall 2021, shortly after the new President assumes office.

» **CAMPUS MASTER PLAN**

The Seminary is currently in the final stages of approval for its Institutional Master Plan (IMP), required by the City of Pittsburgh every 10 years. Working with a consultant, the administration and Board Property Committee ensured that the IMP gave the Seminary maximum flexibility to proceed in a variety of strategic directions to best utilize campus resources. These strategic directions range from demolishing and possibly replacing end-of-useful-life buildings, upgrading and adding to existing academic and office buildings, rerouting campus traffic patterns, and potentially developing currently unused parcels of land on the campus's south end.





## DESIRED PRESIDENTIAL ATTRIBUTES

The President of Pittsburgh Theological Seminary will be either an ordained minister or a practicing and theologically trained member of a Christian denomination that recognizes Seminary graduates as having fulfilled educational ordination requirements. While honoring the Reformed tradition and committed to the Seminary's relationship with the Presbyterian Church (USA), the next President will welcome and genuinely embrace insights from other faith traditions.

It is also expected that the Seminary's next President will be theologically well-grounded with an astute understanding of the challenges facing 21<sup>st</sup>-century theological education. A terminal degree is preferred, as well as earned distinction as a senior-level administrative leader with a record of progressive responsibility in theological education, higher education, or a faith-based non-profit organization. Above all else, the next President will be highly relational and spiritually mature. The President will model servant leadership that encourages others to grow toward Christ. The ability to build relationships of trust and to inspire the Seminary community around a unifying vision also will be gifts of the next President.

Personal characteristics of an entrepreneurial spirit with an uncompromising work ethic and the emotional intelligence to engage others with integrity, humility, cultural competence, transparency, and diplomacy are also essential.

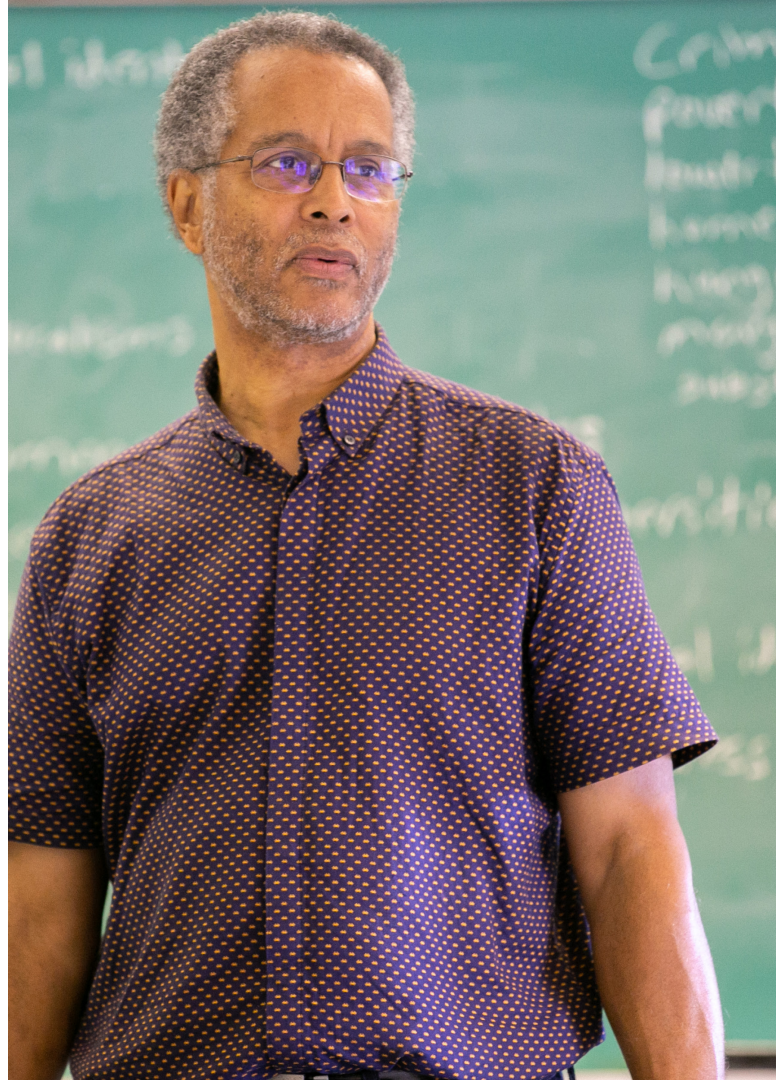
The Seminary's next President also will be:

- » **A mission-driven servant leader** who understands, embraces, and is energized by and capable of effectively communicating the Seminary's mission, history, and values both within and outside the Seminary community.
- » **A culturally competent leader with a record of successfully promoting diversity, equity, and inclusion** who will encourage conversation on issues of justice and DE&I and will work tirelessly to make the Seminary a more diverse and welcoming community.
- » **An innovative leader** with a contemporary understanding of the trends, issues, and challenges impacting theological education and communities



of faith and with demonstrated capacity to respond to unforeseen challenges by exploring new, creative, mission-aligned ideas for theological education.

- » **An inspiring and goal-oriented leader** capable of working with diverse groups in developing and articulating a unifying and exciting vision for the Seminary's future.
- » **A collaborative leader** capable of promoting widespread understanding, inclusivity, trust, and support for major decisions through open communication, transparency, relationship building, and creating a sense of common purpose and shared vision.
- » **A goal-focused and data-informed strategic thinker and planner** capable of effectively leading community-engaged initiatives to advance the Seminary's strategic priorities by defining incremental deliverables and establishing accountability for timely implementation.
- » **A skilled administrator and decision maker** capable of convening open conversations, asking difficult questions, prioritizing competing needs, and envisioning new opportunities, and who is prepared to make strategically sound and difficult mission-aligned decisions.
- » **An effective team-builder** with the ability, insight, and organizational skills needed to effectively lead the Seminary by appreciating and strengthening staff, faculty, and administration and by hiring well, developing talent, building teams, engaging in thoughtful succession planning, and establishing accountability for performance.
- » **A leader with financial experience** capable of understanding the fiscal complexities of a theological institution, including the careful management of annual operations, oversight of endowment and treasury functions, and planning for long-term financial sustainability.
- » **An eager and experienced fundraiser** capable of partnering with the advancement team to represent the Seminary in the community, plan future initiatives, motivate a diverse group of stakeholders, and stimulate a more robust culture of philanthropy within and outside the Seminary.



- » **An exceptional listener and communicator** with excellent interpersonal, written, and speaking skills, capable of effectively articulating the Seminary's distinct mission, values, future vision, and opportunities as well as challenging administrative decisions.
- » **An inspirational community leader and Seminary ambassador** who will nurture relationships with other denominations to further the Seminary's commitment to serve others and promote its unique identity throughout the Pittsburgh community, Western Pennsylvania, and the Northeast Region.
- » **An individual with a student-centered focus** who genuinely enjoys campus life, welcomes engaging with a diverse population of students, and is committed to student success and providing a transformative, values-centered academic experience that creates lifelong learners and prepares students for life, work, ministry, and service to society.



## APPLICATIONS AND NOMINATIONS

**P**ittsburgh Theological Seminary has retained AGB Search to assist in the recruitment of its new President. Potential candidates are encouraged to contact the Executive Search Consultants:

- » Loren Anderson, Ph.D.  
loren.anderson@agbsearch.com
- » Shannon McCambridge, JD, LL.M  
shannon.mccambridge@agbsearch.com

**Application and nomination materials should be submitted electronically to:**  
**PTSPresident@agbsearch.com.**

**To receive full consideration, application materials should be submitted not later than Feb. 1, 2021.**  
Application materials must include:

1. a letter of interest, which responds directly to the leadership opportunities and desired presidential attributes outlined in the Presidential Profile;
2. a curriculum vitae; and
3. the names, addresses, telephone numbers, and email addresses of five professional references (please indicate your relationship with each).  
No references will be contacted without prior permission granted by the candidate.

All candidate names will remain confidential, except for those individuals invited to final interviews.

The Seminary affirms the commitment of the Presbyterian Church (USA) to a diverse workplace and equal opportunity. PTS also complies with all applicable federal, state, and local laws relating to equal opportunity in employment.

Diverse candidates are encouraged to apply.

Successful leaders from sectors outside of higher education will be considered.

