



R.H. PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION

EXECUTIVE SEARCH PROFILE



PITTSBURGH
THEOLOGICAL
SEMINARY

PRESIDENT



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

OVERVIEW

Pittsburgh Theological Seminary is a graduate professional institution affiliated with the Presbyterian Church (U.S.A.). Firmly grounded in the Reformed tradition, Pittsburgh Theological Seminary serves as a Christ-centered, scripturally-grounded, and ecumenically-minded institution that seeks to be culturally relevant as it attends to the formation of women and men 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 “Bridging the Word and the world,” 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. A committed leadership team, passionate and student-centered faculty and staff, a student body eager for intellectual and spiritual growth, and an endowment of over \$180 million have PTS poised for future growth.

Originally founded in 1794, Pittsburgh Theological Seminary, in its current form and location, was formed in 1959 after the consolidation of two previously separate institutions – Pittsburgh-Xenia Theological Seminary of the United Presbyterian Church of North America and Western Theological Seminary of the Presbyterian Church in the United States of America. Following the union of the two denominations in 1958, the seminaries consolidated. Since the 1959 consolidation, PTS has been located on the old Pittsburgh-Xenia Seminary campus in Highland Park/East Liberty section of Pittsburgh.





LOCATION

Situated between the Highland Park and East Liberty neighborhoods, the Seminary is located in a transitional and increasingly vibrant area of the city of Pittsburgh. Within walking distance are longstanding residential neighborhoods, a major city park, and retail and commercial space undergoing significant revitalization. The PTS community strongly desires to further engage with the surrounding area in an effort to build stronger connections and celebrate the Seminary's mission and vision.

The city of Pittsburgh has proven resilient amid economic downturn, and boasts a thriving medical and high tech industry, vibrant cultural and culinary scene and world-renowned universities.. 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 in other city venues. The city is also home to several important art collections and museums.

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 SEMINARY

Academics

PTS is well known for its academic rigor and high standards for programs and courses. The Seminary's degree programs are fully accredited by the Association of Theological Schools and by the Middle States Association of Colleges and Secondary Schools.



MISSION OF PTS

On a dynamic and challenging global stage, Pittsburgh Theological Seminary plays its part in God's redemption of the world through Jesus Christ by preparing leaders who proclaim with great joy God's message of good news in both word and deed.



THE SEMINARY (*continued*)

Enrolling 246 students, Pittsburgh Theological Seminary offers programs leading to the Master of Divinity, Master of Arts, Master of Arts in Theology and Ministry, Master of Sacred Theology, and Doctor of Ministry degrees. A Church Planting Emphasis and Certificate in Urban Ministry within the Master of Divinity Program and cooperative joint-degree programs with the University of Pittsburgh (M.Div./M.S.W.), Carnegie Mellon (M.Div./M.S. in Public Policy & Management), and Duquesne University (M.Div./J.D.) enhance the Seminary's degree programs.

The Seminary's Continuing Education offerings attract more than 2,000 clergy and lay participants annually, and integrated into the campus are national and international programs such as the Metro-Urban Institute, the World Mission Initiative, the Kelso Museum of Near Eastern Archeology, and the Miller Summer Youth Institute. Through its degree programs and initiatives, the Seminary's students participate in learning contexts on five different continents. The Seminary's graduates and constituents serve in a wide range of ministry settings and contexts.

Faculty

PTS's academic offerings are taught by 16 full-time and seven adjunct faculty members, including seven new hires over the past three years. 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. Fourteen of the full-time faculty are ordained in the ministry of Word and Sacrament, and all full-time faculty hold earned doctoral degrees.

In turn, the Seminary has a strong commitment to support faculty, as is evidenced by salary data, professional growth provisions, and its sabbatical policy. Faculty report a large level of 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 value dialogue in community and seek to live lives consistent with the Christian faith and productive for particular vocational calls.



THE SEMINARY (*continued*)

Student Life

PTS students come from more than 30 states and several international countries. While the Seminary is affiliated with the Presbyterian Church (U.S.A.), the student body is denominationally diverse, consisting of Presbyterians, Baptists, Methodists, Episcopalians, Orthodox and more than 20 other traditions. The average age of PTS students is 33, although the majority of students 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 NIA (for racial, ethnic and international seminarians), Peace and Justice Fellowship, Spouse2Spouse, a new Women's Caucus, Sports and Recreation, and several 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 on campus. An on-campus fitness center provides workout space for student use and nearby Highland Park provides walking trails, open fields, and playgrounds.



Campus

Situated on 13 tree-filled acres, the urban campus is located between the neighborhood community of Highland Park and East Liberty, a commercial center that is currently undergoing significant revitalization.

At the center of the Seminary's campus is the Clifford E. Barbour Library, one of the largest freestanding seminary libraries in the United States. The Library houses more than 410,000 physical items and an expanding collection of digital materials and online databases.

George A. Long Hall is the focal point of the campus. It occupies 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 is visible throughout the campus with its high steeple and serves as a gathering place for the PTS and broader community to worship God during four weekly services. Guided by faculty and led by students, these services provide students opportunities to participate in various styles of worship.

Student housing is available on campus in Calian Residence Hall or in four apartment buildings—Fulton, Highlander, Anderson, and McMillan. Calian Residence Hall offers single living quarters with private baths in addition to a physical fitness center, lounge spaces, and a kitchen. The apartments range from efficiencies to family oriented, three and four bedroom units.





CURRENT LEADERSHIP

The Rev. Dr. William J. Carl III is the fifth president, and professor of homiletics, of Pittsburgh Theological Seminary. He will retire in June 2015 after a decade of committed leadership.

Highlights of President's Carl's tenure include:

- Leading the largest capital campaign in the Seminary's 220-year history, raising more than \$20 million for student scholarships, faculty chairs, and campus improvements.
- Overseeing the school's successful renewal in 2014 of decennial accreditation by the Association of Theological Schools and Middle States Commission on Higher Education.
- Approving a curricular emphasis in Church Planting within the Master of Divinity program and starting and funding the Church Planting Initiative.
- Capital improvements including opening the Seminary's main entrance to be more welcoming to visitors and our neighbors and renovating the Hicks Memorial Chapel sanctuary to make it a more flexible space with new liturgical furniture.
- Promoting strong alumni/ae giving support that runs at a significant percentage above peer medians. This strong support is partially responsible for embarking, in 2010, on the Reaching Forward campaign with a goal of \$28 million, of which approximately \$20 million has been raised.
- Prior to assuming the presidency of the Seminary, Carl served as pastor of the First Presbyterian Church in Dallas for 22 years, and was associate professor of homiletics and worship at Union Seminary (VA) for the previous seven years.
- A talented Board of Directors exercises dedicated governance of the Seminary. The impressive breadth of backgrounds represented on the Board in business, church and ministry, education, law, and government adds to its effectiveness. Individually and collectively, the Board is a tangible asset of the Seminary.





LEADERSHIP OPPORTUNITIES

Opportunities for the next president include:

- Initiating a new strategic planning process to reposition the Seminary as the premier educational institution to a spectrum of ministries beyond the traditional ordained ministry of Word and Sacrament.
- Nurturing and guiding the Seminary through a period of positive change in institutional culture; growing toward greater communication, transparency, mutual accountability and shared decision-making that results in increased cohesion and institutional effectiveness; drawing all members of the community into a fuller sense of involvement and inclusion.
- Striving for greater excellence in teaching and curriculum development through reexamining our pedagogy; exploring alternative instructional delivery methods, residency requirements, and strategies for student engagement.
- Continuing to expand and invigorate the breadth of our continuing education and the global outreach of our D.Min. program.
- Supporting the collaborative process required to develop appropriately targeted alliances and joint degree programs with area institutions of higher education; promoting the re-conceptualization of the foundation necessary for effective preparation for missional calls employing multiple credentials.
- Engaging the local community in the Seminary's mission, vision and values; being a passionate, visible and committed member of the greater Pittsburgh region introducing the Seminary into new partnerships, increasing its outreach and promoting its service to the local community.
- Developing, articulating and executing a strong commitment to diversity in the faculty, staff and student body; celebrating that diversity throughout the campus community.
- Enthusiastically and strategically pursuing new resources – through both friend raising and fundraising – to ensure the completion of capital projects, commitment to student success, and continued strength of the over \$180 million endowment.
- Leading the PTS community to make forward-thinking choices concerning budget and finance tied to strategic planning.



QUALIFICATIONS

Pittsburgh Theological Seminary stands with distinction in the Reformed tradition and honors its relationship with the Presbyterian Church (U.S.A.), always seeking unity and wholeness with the denomination while serving it with honesty and faithfulness. As students and as educators, we seek above all else to grow toward maturity in Christ. We welcome Christians of all denominations into the life of our seminary. As such, our Constitution and By-laws simply require the President to be a member of a denomination that accredits our pastoral degree program.

The Board of Directors and PTS community seek a visionary and entrepreneurial leader who:

- Exhibits humility, spiritual maturity, and confidence in God's gracious calling in Jesus Christ.
- Has a clear sense of calling to the vocation of future-oriented leadership in theological education.
- Has a proven record of success in senior management and leadership experience in higher education and/or in complex organizations.
- Encourages, and models, strategic thinking and decisive, collaborative decision-making among faculty, staff, students, and the broader church community.
- Has strong financial acumen; is strategic and creative in budgeting and finances; understands the challenges and complexities of an organization similar to PTS.
- Has experience with visioning, developing, and implementing a strategic plan through a process that is inclusive, forward thinking, transparent and collegial.
- Has a proven track record with, and strong commitment to, external resource development, including fundraising and new and creative revenue generation.
- Demonstrates engagement, passion, energy and involvement; has the desire and ability to build personal and lasting relationship with all constituencies.
- Displays strong interpersonal, oral, and written communication skills; has the desire and ability to work with a diverse community including the Board of Directors, faculty, staff, students, alumni, and community.
- Fosters institutional team building; has the ability to gather component organizational units to formulate and execute multi-discipline initiatives.
- Promotes an institutional culture that is increasingly consultative, decisive, accountable, and energized, resulting in a community in which all are heard, all are valued, and all are reminded of their importance.
- Demonstrates theological acumen in an atmosphere welcoming academic debate and exploration.
- A terminal degree from an accredited institution of higher education is strongly preferred.



—PITTSBURGH THEOLOGICAL SEMINARY—

KEY INDICATORS 2014-15

Investment in Plant, less depreciation:	\$9,146,139
Plant Replacement Insured Value:	\$63,414,800
Cost of Operating Physical Plant:	\$2,315,622 [includes depreciation for FY '14]
Endowment [July, 2014]:	\$183,579,020
Total Budget:	\$11,098,030
Tuition Income:	\$1,847,888
Student Enrollment [Fall 2013]:	Headcount: 246 FTE: 175
Living Alumni:	2,800
Number of Full-time Faculty [Fall 2014]:	16
Tenured:	56%
Average Faculty Salaries [FY 2013-14]:	Professor: \$94,325 Associate Professor: \$78,950 Assistant Professor: \$68,242
Student:Teacher Ratio [FTE 2013]:	7:1
Degrees:	Master of Divinity (M.Div.) Master of Arts (M.A.) Master of Arts in Theology and Ministry (M.A.T.M.) Master of Sacred Theology (S.T.M.) Doctor of Ministry (D.Min.)
Library Volumes:	410,453



APPLICATION PROCEDURES

To ensure full consideration, applications are due by **November 13th**. To be considered, candidates should e-mail, as Microsoft Word or Adobe Acrobat attachments, the following: 1) a cover letter that addresses the position responsibilities and qualifications listed above; 2) a current resume; and 3) the contact information for three professional references to PTSPresident@rhperry.com

FOR FURTHER INFORMATION PLEASE CONTACT:

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality to assure interested parties that their background and interests will not be discussed without the consent of the applicant prior to his or her becoming a candidate.

Pittsburgh Theological Seminary is an equal opportunity employer.

www.pts.edu

