



POSITION VACANCY

January 28, 2019

Founded in 1813, Colby is one of America's most selective colleges. Serving only undergraduates, Colby's rigorous academic program is rooted in deep exploration of ideas and close interaction with world-class faculty scholars. Students pursue intellectual passions, choosing among 58 majors or developing their own. Independent and collaborative research, study abroad, and internships offer robust opportunities to prepare students for postgraduate success. Colby is home to a community of 2,000 dedicated and diverse students from around the globe. Its Maine location provides easy access to world-class research institutions and civic engagement experiences.

In a period of fast-paced progress, Colby is building on its strong foundation while remaining committed to excellence, to supporting students and faculty at the highest levels, and to the College's deep liberal arts traditions. This new chapter includes the creation of innovative academic initiatives and partnerships, strengthening the connections between the liberal arts and the professional world, revitalizing downtown Waterville, and pursuing significant capital projects for performing arts and athletics. Colby invites applicants to apply for the position of:

DEAN OF RELIGIOUS AND SPIRITUAL LIFE

Dean of the College Division

Full-Time, 11 Month, Exempt, Salaried, Administrative Staff Appointment

Reporting to the dean of the college, the dean of religious and spiritual life oversees religious and spiritual life on campus including interfaith understanding, dialogue, and pastoral care. The dean of religious and spiritual life must possess the disposition and character to uphold the College's values and be an influential and principled voice among students, faculty, and staff. This position is responsible for the leadership, development, and oversight of the College's religious and spiritual life program, provides clerical leadership to one of the faith traditions and supervises two part-time chaplains. The dean of religious and spiritual life coordinates and leads educational programs on moral, ethical, religious, and spiritual issues and leads multi-faith community worship opportunities throughout the academic year. The dean will also serve on the dean of the college leadership team, playing a central role in the ongoing development and implementation of the College's strategic and integrated plan for spiritual and religious life for the College.

The dean will work collaboratively with all campus constituencies to extend the academic mission of the College outside the classroom to promote student inquiry, religious learning and interfaith literacy, spiritual growth, ethical leadership, and interfaith cooperation. The dean of religious and spiritual life will work closely with other departments and programs to integrate religious life groups into campus life, providing opportunities for community service, cross-cultural understanding, and constructive social action. In particular, the dean of religious and spiritual life will work closely with the director of civic engagement to provide opportunities that support the connection between purposeful living and social action for the common good. Likewise, the dean of religious and spiritual life will collaborate with the Office of Diversity, Equity, and Inclusion to support interfaith programs and intercultural opportunities that cultivate a culture of inclusion and mutual respect on campus.

Additionally, the dean will work collaboratively to coordinate campus-wide programming efforts around issues of religious and spiritual life, will help facilitate student interaction across faith traditions, and will provide attentive, thoughtful, and respectful pastoral presence and care of students. The dean of religious and spiritual life will offer guidance and advocacy for the work of the chaplain's staff and is expected to work effectively with multiple constituencies including students, faculty, administrators, parents, alumni, and the greater Waterville community.

We encourage inquiries from candidates who will contribute to the diversity of our College, including its cultural and ethnic diversity.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:

- Provide spiritual leadership to the Colby community
- When appropriate, provide confidential support services to the Colby community
- Support, mentor, and educate all members of the Colby community
- Promote interfaith and cross-cultural literacy to strengthen the values of diversity and inclusion across our community

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- Cultivate intentional learning experiences that integrate purposeful reflection, social responsibility, and civic engagement
- Collaborate with the Office of Diversity, Equity, and Inclusion to support interfaith programs and intercultural opportunities
- Create innovative and engaging co-curricular programming of interest to the entire Colby community
- Offer pastoral support and counseling to all community members who seek it
- Supervise part-time chaplains
- Advise and mentor student groups on campus such as Multifaith Council
- Assume leadership role and compassionate presence during challenging and crisis times
- Oversee relevant programs, campus ceremonies, and interfaith services
- Oversee annual Carol and Lights holiday celebration
- Participate as a member of the dean-on-call program
- Perform additional duties as assigned; duties, responsibilities, and activities may change at any time with or without notice

QUALIFICATIONS:

- Bachelor's degree or the equivalent in education and experience; Master's degree in applicable field preferred
- At least five years of prior experience working in an academic setting and an understanding of the role of student affairs in a residential college campus
- Understand and appreciate the role of faith and spirituality within the liberal arts tradition
- Ability to assess the needs of students, faculty, and staff and offer appropriate support; experience with and commitment to working with individuals of diverse cultural, racial, ethnic, religious backgrounds, and people of various gender identities and/or sexual orientations
- Excellent interpersonal, listening, writing, oral communication, and public speaking skills
- Strong consultation skills and ability to work collaboratively with others
- Desire and ability to work closely with students, staff, and faculty, including strong supervisory skills
- Capacity to undertake multiple assignments, adjust priorities as needed, and perform well under stress and in emergency situations
- Ability to work independently and as a member of a team, establish priorities, and work collaboratively as a member of a diverse community

KEY RELATIONSHIPS:

The dean of religious and spiritual life supervises both the Catholic and Jewish chaplains and also works closely with staff in the Dean of the College Division including the dean of students, the dean of studies, the associate dean of diversity, equity, and inclusion, and the director of civic engagement. Since Lorimer Chapel also serves as a performing space for campus musical events, the dean of religious and spiritual life frequently works with faculty in the Department of Music around scheduling.

WORKING CONDITIONS/PHYSICAL REQUIREMENTS:

General open office and campus environment. Position involves sitting, although frequent movement is necessary. Computer usage involving repetitive hand/wrist motion is also necessary.

TO APPLY:

Interested candidates should apply electronically by clicking the "Apply Now" button on the Colby College website. Please submit a letter of interest including salary requirements, resume, and the contact information of three professional references. Materials should be addressed to:

**Dean of Religious and Spiritual Life - Search Committee
Office of Human Resources
Colby College
5500 Mayflower Hill
Waterville, ME 04901-8855**

A review of applications will begin immediately and will continue until the position is filled.

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Colby is a private, coeducational liberal arts college that admits students and makes employment decisions on the basis of the individual's qualifications to contribute to Colby's educational objectives and institutional needs. Colby College does not discriminate in its educational programs or employment on the basis of race, color, gender, sexual orientation, gender identity, disability, religion, national origin, age, marital status, genetic information, or military or veteran's status. Colby is an equal opportunity employer and operates in accordance with federal and state laws regarding non-discrimination. Colby complies with Title IX, which prohibits discrimination on the basis of sex in an institution's education programs and activities. Questions regarding Title IX may be referred to Colby's Title IX coordinator or to the federal Office of Civil Rights. We encourage inquiries from candidates who will contribute to the cultural and ethnic diversity of our college.

For more information about the College, please visit our website: www.colby.edu.