

SEARCH PROFILE:

PRESIDENT



Hartford International
UNIVERSITY FOR RELIGION & PEACE

TABLE OF CONTENTS

HISTORY OF HIU	4
EDUCATIONAL OFFERINGS	6
STUDENTS	7
FINANCES AND FUND-RAISING	7
THE CAMPUS AND THE HARTFORD AREA	8
GOVERNANCE & LEADERSHIP	8
LEADERSHIP AGENDA	9
QUALITIES DESIRED IN THE NEXT PRESIDENT	9
APPLICATIONS & NOMINATIONS	10

Hartford International University for Religion and Peace (HIU), one of the nation's leading resources for interreligious education, research and peace studies, seeks its next president. The president will take office in July 2025, succeeding President Joel N. Lohr who will leave the institution after seven transformative years. The next president has an opportunity to grow this newly rebranded institution and, working with the Board, a loyal senior leadership team and a dedicated faculty, take the helm of an institution that enables "leaders and institutions to thrive in a religiously complex world."



Hartford International

UNIVERSITY FOR RELIGION & PEACE



HISTORY OF HIU

Hartford International University for Religion and Peace (HIU) has a distinguished history. Founded by a group of Congregational ministers in 1834, the school was originally known as the Theological Institute of Connecticut and was designed to train ministerial leaders for church service and missionary work.

Over the years, the institution changed dramatically. In 1865, it was renamed Hartford Theological Seminary. In 1889, it became the first seminary in America to enroll women as full-time students. In 1913 the Seminary and two other schools – The School for Christian Workers and Kennedy School of Missions – formed a corporation to share resources and training for a wide variety of vocations. In 1961 the separate faculties legally merged into what became the Hartford Seminary Foundation. In 1972, the Seminary phased out pre-ordination education to focus on leadership development of laity and clergy, Islamic studies, Christian-Muslim relations and religion research. In 1981, the institution's name changed again to Hartford Seminary. In 1991, the Seminary became the first Christian seminary in the nation to hire full-time Muslim faculty.

With the beginning of the 21st century came even more changes, as Hartford Seminary built upon the expertise of the Macdonald Center for the Study of Islam and Christian-Muslim Relations (MC) and the Hartford Institute for Religion Research (HIRR). The first accredited Islamic Chaplaincy program and an International Peacemaking program were introduced.

MISSION STATEMENT

Hartford International serves God

- By preparing leaders, students, scholars and religious institutions to understand and live faithfully in today's multi-faith and pluralistic world;
- By teaching, research, informing the public and engaging persons in dialogue;
- By affirming the particularities of faith and social context while openly exploring differences and commonalities.

The Seminary expanded its focus to relations among the Abrahamic traditions through its "Building Abrahamic Partnerships" program and created its tagline, "Exploring Differences, Deepening Faith."

During a strategic planning process in 2019-2021 Hartford Seminary began its latest examination of its mission, who it serves and the consequent need for renaming and rebranding. Some degree programs were discontinued, others were reframed, and certificates were developed to serve a professional and executive education market. In recognition of the changes underway and the institution's vision for the future, in 2021 Hartford Seminary was renamed Hartford International University for Religion and Peace. At the same time, the mission (see sidebar) of this historic and unique institution was deemed as important as ever and was reaffirmed.

HISTORY OF HIU (CONT.)

The strategic plan (<https://www.hartfordinternational.edu/about/leadership/strategic-plan>), adopted by the Board in 2021, focuses on four areas that set the direction for the rebranded institution:

- Build upon the legacy of rigorous applied research on congregational and institutional religious life while pursuing a public-facing research agenda toward interreligious understanding;
- Redesign the academic and professional portfolio of programs that affirm the “goodness of deepening one’s own faith while exploring the faiths of others;”
- Cultivate local, national and international partners and become a leading voice in the areas of interreligious education, research, chaplaincy and peace studies; and
- While equipping religious leaders and communities for interreligious understanding and collaboration, respond to the growing demand for professional competencies around religious diversity.

Currently HIU has 47 employees, 29 full-time and 18 part-time. Among those employees are 11 full-time faculty members, 13 part-time or affiliated faculty members and 3 full-time post-doctoral fellows. The faculty of HIU is religiously diverse, representing various Christian denominations, Jewish, Sunni/Shia Muslim and non-religious perspectives. HIU has not had a tenure system since the 1970s, but provides various tiered multi-year contracts to full and part-time faculty.

HIU is dually accredited by the Association of Theological Schools in the United States and Canada and the New England Commission of Higher Education. The institution completed successful decennial reviews with each commission in October 2023.





EDUCATIONAL OFFERINGS

The recent strategic planning process set out directions for a redesigned program to enable students to further their academic preparedness or professional achievements. While this work continues, degree programs currently offered include an MA and a Ph.D. in Interreligious Studies, an MA in Chaplaincy, a dual MA in Interreligious Studies and Chaplaincy, an MA in International Peacebuilding and a Doctor of Ministry. Certificate programs enable students to participate in coursework on a subject of interest and decide whether to pursue a full degree program. Certificates are offered in Interreligious Studies, Eco-Spirituality and the long-standing Black Ministries program. Coursework is offered both in-person and through the flexibility of online participation. Team-taught courses with faculty from different religious and intellectual perspectives are common.

Through institutional agreements and partnerships, students may also take advantage of courses offered at Gratz College, the oldest independent college for Jewish Studies in North America, as well as at the many higher education institutions in the Hartford area and through the Boston Theological Interreligious Consortium.

Four distinct Centers bring recognition to the institution and its important mission. The Howard Thurman Center for Justice and Transformational Ministry, launched in 2022 and home to the Black Ministries Program, empowers change agents to advocate for social change in their communities. The Center for Transformative Spirituality encourages the practice of faith and actions that directly serve communities. The Duncan Black Macdonald Center for the Study of Islam and Christian-Muslim Relations is the country's oldest center with this focus, having opened in 1973. The Macdonald Center fosters research, serves as a gathering space for students and challenges campus constituents and the public to move beyond stereotypes and develop a keen understanding of Islam. The Hartford Institute for Religion Research (HIRR) studies and communicates

RELIGIOUS RESEARCH AND PUBLICATIONS

Working in partnership with HIU's Hartford Institute for Religion Research (HIRR), Faith Communities Today (FACT), an initiative involving 25 or more different faith groups, explores congregational life in the United States. A Lilly Foundation-funded project explores the impact of the pandemic on congregations, and the Louisville Institute has funded a project on the impact of Latinx pastors in majority white and multicultural churches. Among other current research studies are those that focus on veteran recovery, the growth of mosques and the Muslim chaplaincy. The University hosts two important academic publications: [The Muslim World Journal](#), reaching audiences in 65 countries, and the [Journal of Interreligious Studies](#), a joint publication of HIU, Hebrew College and the Boston University School of Theology.

DEI MISSION STATEMENT

Hartford International is committed to building and fostering an educational environment that promotes a culture of inclusivity, diversity, and equity. Our shared responsibility is to embrace, cultivate, and respect differences in all forms. We aim for inclusive excellence by creating effective systematic policies and practices that advocate and champion equality for everyone.

what is happening in religious life today and since 1971. From groundbreaking studies on the movement of women into the role of clergy to the timely assessment of trends in church membership – HIRR explores how people of different faiths are forming and reforming their institutions.

HIU offers an eclectic array of continuing and professional education opportunities, including auditing of coursework and a video series on religious diversity and competencies. This past summer HIU offered "Sacred Earth Sacred Soul," the third such offering on Celtic wisdom. Experiential learning through international trips is also common.

STUDENTS

Like so many other educational institutions, HIU's enrollment was stressed by the pandemic. Simultaneously, HIU rebranded itself, with a new name, a revised set of programs and an expanded sense of purpose in promoting peace. Since the pandemic, approximately 100 students annually have enrolled for credit, with a goal to expand enrollment as the reputation of HIU continues to grow. In 2023-24, 42% of HIU's students were full-time.

In fall 2023, approximately 53% of HIU students identified as Muslim, 30% as Christians of various denominations, 6% as Jewish and 21% as other (primarily Unitarian Universalist and Buddhist). About half of the students are male, half female and 24% come to the University from outside the United States. The average age of the student body has changed from 50 in fall 2017 to 42 in fall 2023, largely due to a cohort of typically younger, full-time students in the selective, one-year, residential Master's in International Peacebuilding. About 30 students live on campus, either in one of the shared living halls (single rooms with a shared bathroom and kitchen) or in townhouses (especially desired by international students who arrive with families).

Students find a variety of support services from technical/computing help to library services and a writing consultant. A campus café and the nearby cafeteria of the University of Connecticut Law School provide some dining options. Co-curricular learning opportunities abound, including a community prayer each Wednesday, poetry readings, art exhibits and



lectures. Of note for this fall are a series of talks on "Pathways to Peace" in Israel and Palestine, a visit by alumnus Ambassador Andrew Young and a talk by New York Times columnist Ross Douthat.

FINANCES AND FUND-RAISING

The most recent budget for HIU was \$5.5M, with approximately 20% of the budget provided by tuition. The University's outside endowment currently provides about 60% of the budget dollars. HIU has a line of credit that has not been used and has no outstanding debt. With balanced budgets all years but one of the current President's tenure, HIU has been financially steady. However, the next President will be expected to grow and diversify revenue streams to reduce dependence on the endowment.

Technology support is outsourced; there are no unions at the University. The Board wisely has focused on maintaining the physical plant and there is little deferred maintenance.

HIU has many generous donors and foundation partners who benefit the University. In fiscal 2023-24 a total of \$3.1M was raised, with almost \$1.4M coming from foundation awards for programs and research. Of the more than \$1.7M from individuals and families, \$820K were gifts to the endowment, \$461K went to capital projects and \$300K was directed to programs. The annual fund brought in \$160K. Board members are among those who generously contribute each year.

Fund-raising is well underway for the renovation of a new property that became the home of the Howard Thurman Center for Justice and Transformational Ministry, a project expected to be completed in fall 2025.



THE CAMPUS AND THE HARTFORD AREA

HIU is located in the historic “West End” of Hartford, CT. The campus features 19 structures including the award-winning administrative and classroom building designed by Richard Meier. Some faculty housing is available, along with a number of residential buildings for students. The president lives in a well-appointed, university-owned house on campus.

Greater Hartford, with a population over 1.2M, is a vibrant, multicultural area with the predominant populations identifying as Latino/a, Black, Asian and Jewish. Hartford offers a wealth of entertainment and cultural activities from tours of the nearby Mark Twain’s and Harriet Beecher Stowe’s houses and the Wadsworth Atheneum to watching plays and other

performances at the Bushnell, Hartford Stage and TheaterWorks. The campus straddles West Hartford, a beautiful, thriving town with numerous dining and shopping options. The Hartford area is considered an educational corridor with a wide choice of colleges, universities, and prestigious private and public high schools.

With walking and bicycle paths and parks nearby and renowned event venues such as Tanglewood and Jacob’s Pillow within driving distance, Hartford area residents take advantage of entertainment and recreational options outside the city as well, including forest hikes and ocean day trips. Bradley International Airport is a twenty-five minute drive from campus.

GOVERNANCE & LEADERSHIP

The Board of Trustees consists of 22 members who serve up to four 3-year terms; officers may serve an extra term. The president is a full voting member of the Board. Trustees bring expertise from a variety of professions including law, business, development, ministry and education and they are generous in sharing their knowledge with the campus. The full Board meets three times per year in regular session, with an additional brief meeting in May to approve candidates for graduation. Board leadership typically meets monthly. Faculty and staff representatives serve on relevant Board committees, as do students.

The President’s Cabinet consists of three vice presidents: vice president of Operations, DEI, and secretary to the Board; vice president of Academic Affairs and dean; and the vice president of Business

and Finance (a position currently held by an interim officer while a search is underway). Other senior-level professionals include the director of communications, director of facilities and campus operations, director of recruitment and enrollment management and director of engagement and advancement.

HIU benefits from two other groups of leaders who champion the University. Ambassadors, who are nominated by the Board’s Governance Committee and voted in by the full Board, advance the University’s mission within their personal and professional networks, as well as the larger community. Ambassadors may serve for three years. HIU’s Alumni Council consists of 9 members who are eager to serve as a resource to the University and its alumni body.



LEADERSHIP AGENDA

The next president of Hartford International University will shepherd an institution renowned for its historic commitment to helping communities, institutions and individuals grow understanding and thrive in a multicultural and interreligiously complex world. As one member of the Board stated, “The world needs HIU.” As an administrator asserted, “HIU is like the eye of the hurricane – at peace and safe engaging with others.” Hartford International University seeks a leader who will:

- Inspire a common understanding of and commitment to the future directions of the University, consistent with its historically and contemporaneously important mission
- Attend to HIU’s rebranding; build its reputation locally, nationally and internationally as the nation’s leading resource for interreligious education, research, chaplaincy and peace studies
- Promote diversity in all respects among the University’s student body, staff and faculty
- Grow and diversify revenue streams, reduce dependence upon funding from the endowment and invest in key administrative and faculty areas that will propel the University forward and prepare for a vibrant, sustainable future
- Continue to revise the academic program, consistent with market research results, rebranding goals and revenue expansion
- Increase enrollment in degree, continuing and community education programs through a careful analysis of student demand and HIU’s niche and market
- Serve as the University’s chief fund- and friend-raiser, expanding outreach to alumni and friends and continuing to develop mutually beneficial partnerships
- Honor and expand relationships with religious communities within and outside the area

QUALITIES DESIRED IN THE NEXT PRESIDENT

- Experience commensurate to success with HIU’s leadership agenda
- Strategic and forward-thinking in approach to the position and experienced in business development
- Strong leadership and managerial skills
- Person of integrity and commitment to a religious tradition, one who respects all religions and especially is familiar with the Abrahamic faiths
- Excited to spread the word about HIU’s mission and build connections to all religious communities
- Open-minded, caring, with excellent listening skills and the ability to maintain and improve HIU’s environment as a safe space for exploration and dialogue
- Energetic, resilient, and creative
- Pastoral with ability to foster community among all constituencies and bring the community into alignment over goals
- Student- and people-centered, having a strong commitment to engage both in-person and through online modes of communication
- Optimistic, believing that peace and tolerance can succeed
- Knowledge of shared governance and the tenets of academic freedom; higher education experience is strongly preferred
- Recognizes the demanding nature of leading a university with a small administrative staff and in a highly regulated environment



APPLICATIONS & NOMINATIONS

HIU is assisted by Academic Search. Applications, nominations, and expressions of interest may be submitted in confidence to HIUPresident@academicsearch.org. Applications must include a curriculum vitae and a substantive cover letter that addresses the expectations discussed in the leadership agenda, both submitted as PDFs. A list of professional references will be required later in the search process.

The position is open until filled. The Committee plans to begin review of applications in mid-October; those received by November 3rd are assured full consideration. Confidential conversations about this opportunity may be arranged by emailing: HIUPresident@academicsearch.org.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Hartford International University for Religion and Peace in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

