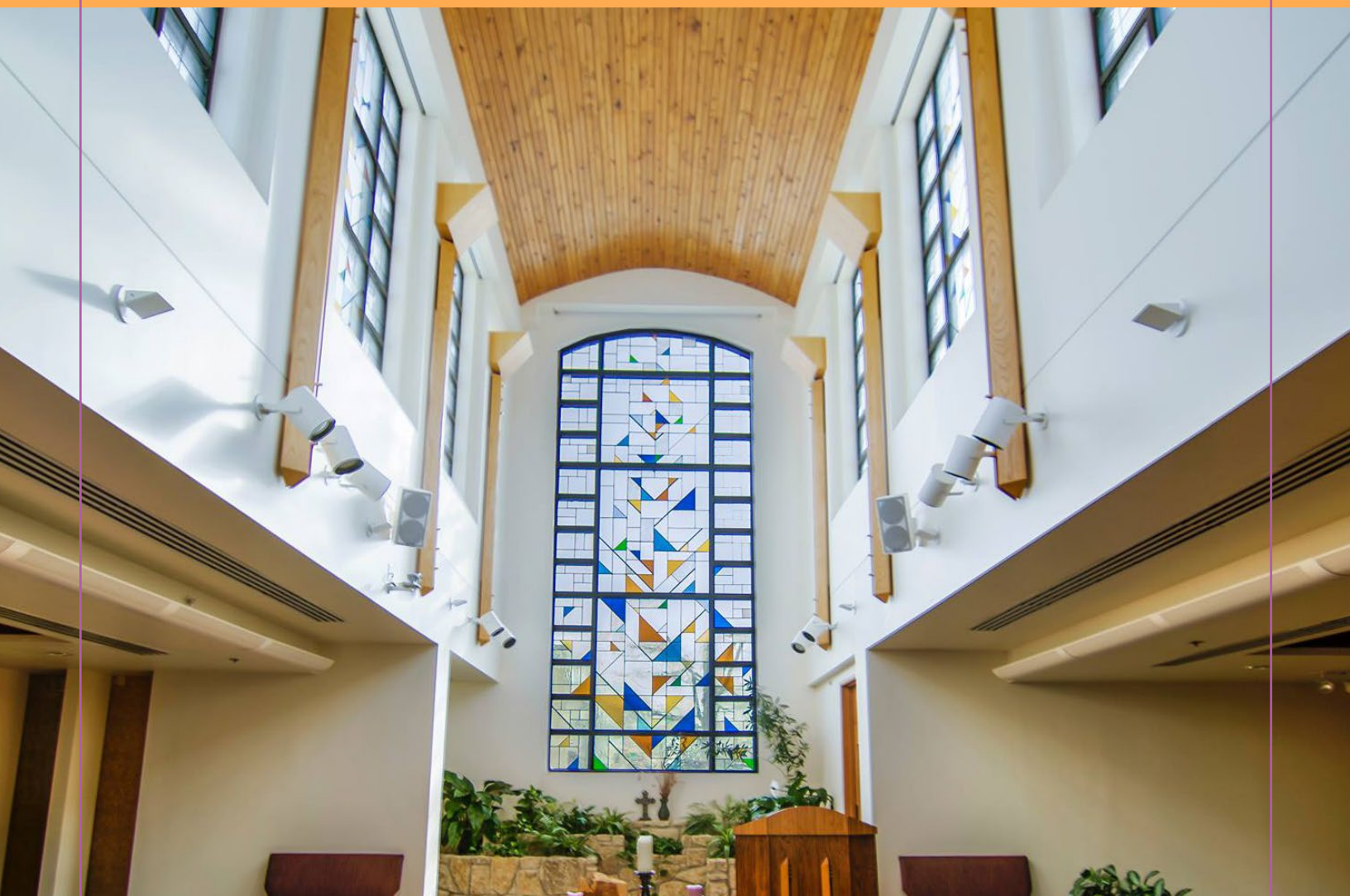


# SEARCH PROFILE:

PRESIDENT



**Phillips**  
Theological Seminary

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Phillips Theological Seminary invites applications from and nominations of visionary and strategic leaders prepared to serve as their next President.

## PHILLIPS THEOLOGICAL SEMINARY

Phillips Theological Seminary is a graduate seminary, affiliated with the Christian Church (Disciples of Christ), dedicated to learning the way of Jesus in order to cultivate vital congregations, communities, conversations, and the public good. At its core, Phillips is a community of teachers and learners seeking to be faithful to God through disciplined, reasoned and reflective study of the biblical witnesses, religious tradition, and human experience.

The seminary's primary purpose is to serve the church's need for educated leaders – ordained and lay. Located in Tulsa, Oklahoma, Phillips offers an uncommon brand of progressive theological education in this region of the country – welcoming all who seek to explore the way of Jesus. Phillips also welcomes all who are not only pursuing ministerial degrees, but also who want to explore and deepen their faith by taking specific courses.

Phillips Theological Seminary is a place to explore theology, question history, study and interpret the Bible responsibly, and be transformed by the Holy. Phillips Theological Seminary is:

- A graduate school that is open to clergy candidates, laity, and seekers with questions;
- A knowledgeable, progressive faculty;
- A diverse ecumenical community, affiliated with the Christian Church (Disciples of Christ);
- A place to explore what “the way of Jesus” means that is distinct in this part of the U.S;
- Leaven in its geographical and social contexts, offering leadership education for biblically and theologically responsible, compassionate, justice-oriented Christian practice;
- An educator of ministers serving in more than 20 denominations as chaplains, congregational leaders, justice advocates, ministry entrepreneurs, counselors, and more;
- Home to an outstanding, hospitable library;
- A convener of vital conversations in which participants are often transformed.

With a reputation as a caring community, Phillips prioritizes hospitality for students. In 2019 the Association of Theological Schools recognized



## PHILLIPS THEOLOGICAL SEMINARY (CONT.)

Phillips's "exemplary attention to student-focused education and student services," noting the satisfaction of alumni/ae and students in their experiences at Phillips. Phillips has 25 trustees, 110 current students seeking graduate credit, 42 students who have recently taken courses for personal enrichment, approximately 1,700 living alumni, about 800 individuals and congregations that donate annually, and a dedicated faculty (full-time, affiliate, and adjunct) and staff.

Phillips Theological Seminary is accredited by the Commission on Accrediting of the Association of Theological Schools (ATS) in the United States and Canada. The ATS is Phillips's gatekeeper with the U.S. Department of Education. Phillips is also accredited to offer a Comprehensive Distance Education Program and is in the process of accreditation with the Higher Learning Commission (HLC).

Phillips Theological Seminary is one of the four graduate seminaries affiliated with the Christian Church (Disciples of Christ). Within the Christian Church (Disciples of Christ), Phillips has a historic

covenantal relationship with the following regions:

- Central Rocky Mountain
- Greater Kansas City
- Oklahoma
- Great River (the portion comprised of Arkansas)
- Kansas
- Mid-America
- Nebraska

Phillips Theological Seminary is also approved by the University Senate of The United Methodist Church to educate candidates for ministry in The United Methodist Church.

### IDENTITY

Phillips Theological Seminary offers theological education dedicated to learning the way of Jesus in order to cultivate vital congregations, communities, conversations, and the public good.





## PHILLIPS THEOLOGICAL SEMINARY (CONT.)

### MISSION

The seminary's mission is to learn and teach how to be: attentive to God; responsible biblical and theological interpreters; faithful individuals, congregations, and communities acting with God to transform the world.

### HISTORY

The seminary traces its roots to the College of the Bible at Oklahoma Christian University, founded in 1906, in Enid, Oklahoma (115 miles west of Tulsa). In 1912, Oklahoma Christian University's name was changed to Phillips University, after Disciples philanthropist T.W. Phillips. The College of the Bible (graduate) became the Graduate Seminary of Phillips University and was accredited by the Association of Theological Schools in 1951.

In 1986, after many years of faculty discussion concerning a Phillips presence in Tulsa, and at a time that the University was struggling financially, the Graduate Seminary initiated a center at the University of Tulsa (TU), renting space from TU and later from nearby churches. The student body of the Tulsa center soon grew larger than the Enid campus.

In 1987, Phillips University's property was purchased by the City of Enid during an oil bust that threatened the city's health and the University's existence. When a lawsuit against the University was brought to court the judge in this case ruled that a city could not own a seminary. That circumstance created the need for the seminary to separate from the University. Thus, Phillips Graduate Seminary was born in 1987. ATS accreditation of the seminary continued without interruption, but the new entity was required by the North Central Association of Colleges and Schools to seek re-accreditation, which the seminary did.

In 1995 the seminary was re-named Phillips Theological Seminary. In 1997, after about two years of investigation, the Board of Trustees voted to close the Enid campus and re-locate the seminary to Tulsa. Phillips University closed as a degree-granting institution in 1998. A former ATS executive director once told an audience at Phillips that he believes Phillips Theological Seminary is the only seminary to survive the demise of its university host.







## COMMITMENT TO ENGAGED DIVERSITY

Phillips has a powerful sense of identity, not only as a graduate theological educational institution, but also as a community that cares deeply about students, faculty, staff, alumni/ae—and the rest of the world. The seminary is committed to diversity, interculturality, and justice with attention to the social realities of race, class, ethnicity, gender, and queer expressions of the human experience. Attending to its social location, Phillips seeks to educate and prepare persons to be bearers of the way of Jesus in today's culture.

For more than 115 years, Phillips has fearlessly explored the frontiers of ministry. This spirit of courage has propelled the seminary into the 21st century, fueling the seminary's support for justice, equity, and inclusion as it prepares students to serve their communities. The need to stand for these values has never been greater.

The Board of Trustees of Phillips Theological Seminary believes that the Reign of God as announced by Jesus Christ is open to all people regardless of race, ethnicity, gender, gender identity, age, physical ability, sexual orientation, or socioeconomic class. This theological belief is the basis of the seminary's non-discrimination statement, and it is also the basis for the seminary's efforts to embrace and engage diverse persons in service of the mission of God, and specifically in service of the mission entrusted to this seminary. The Board of Trustees is committed to recruiting, educating, and engaging trustees, faculty, staff, and students with the range and depth of gifts, skills, and perspectives to move Phillips to become more of the community God calls the seminary to be.





## PROGRAMS OF STUDY

Phillips Theological Seminary offers these degree programs:

- [Master of Divinity](#) (MDiv) – The 81-semester-hour Master of Divinity program is the basic graduate professional degree program in the seminary and is designed to provide a foundational academic preparation for an educated ministry. The MDiv program is designed to prepare leaders equipped to create, sustain and nurture vital communities that are following the way of Jesus.
  - [Master of Arts in Ministry and Culture](#) (MAMC) – The 48-semester hour Master of Arts in Ministry and Culture is designed to equip persons to fulfill their vocations in providing faithful and effective forms of ministry in congregations and in the world. While the more extensive MDiv remains the degree required for ordination in most denominations, the MAMC degree, like the MDiv, requires Supervised Ministry and is designed to affirm and respond to students' educational needs.
  - [Master of Theological Studies](#) (MTS) – The purpose of the 48-semester hour Master of Theological Studies degree program is to develop broad theological understandings for general education purposes. The MTS degree program has two distinct tracks: General Theological Studies, and Pre-doctoral Theological Studies.
  - [Master of Arts \(Social Justice\)](#) (MASJ) – The Master of Arts (Social Justice) degree program gives students an opportunity to reflect on social justice as a central concern of contemporary Christian theologies. This 38-credit hour program is designed for those students who want to prepare for or continue to work within non-profit organizations that address justice issues in society, some of which are connected with churches or religious organizations; and those who have retired from professional life and are seeking ways to enhance their Sunday School education and to discover direction for a renewed sense of service and outreach to larger communities.
- [Doctor of Ministry](#) (DMin) – Graduates of the 32-credit hour DMin hybrid program (online and on-campus) will be prepared to exercise advanced skills in church and society issues including abilities to: Articulate an understanding of social change as a function of pastoral leadership that is grounded in theological and biblical reflection and responsive to the history of Christianity particularly as it is reflected in student's own denominational heritage; identify and address cultural issues surrounding race, gender, economic and cultural globalization, and interfaith relations from a theological/biblical standpoint; and develop strategies for community engagement and change around particular issues of common concern.
  - [Clinical Pastoral Education](#) (CPE) – The PHS/Phillips Clinical Pastoral Education LEVEL I is an extended parish/community based course intended to meet the standard requirements for one unit of certified ACPE approved training. The course design engages students in critical reflection in order to gain greater self-awareness, ministerial identity, and effective ministry skills. Phillips works with an external entity to offer CPE to students, and the seminary's current relationship is with the Sankofa CPE Center.
- Additionally, Phillips Theological Seminary offers a [concentration in Black Church Traditions](#) for students interested in enhancing their degree or certificate program. Students will study issues directly concerning Black clergy, clergy serving in majority Black faith contexts, as well as those working with or alongside communities concerned with the effects of race, justice, and faith in people of African descent in the context of the U.S. This concentration is available through the Black Church Traditions and African American Faith-Life program (BCTAF) program at Phillips and complements a student's coursework at the seminary.

## PROGRAMS OF STUDY (CONT.)

### NON-CREDIT PROGRAMS

Phillips is the only Christian Church (Disciples of Christ) seminary offering a [Certificate in Pastoral Ministry](#). Since its inception, Phillips has educated those who serve the church. In 2018 Phillips built on this legacy by incorporating the Bible College of Missouri into its Center for Ministry and Lay Training (CMLT). Center for Ministry and Lay Training students learn from the seminary's top-notch faculty and build networks of others engaged in ministry. [CMLT](#) served 143 students in 2023 and seventeen persons have earned their Certificate in Pastoral Ministry since the program was established at Phillips.

Additionally, Phillips Theological Seminary offers classes for no academic credit through an [audit program](#). A limited number of auditors are permitted in some courses, depending on course size and type.

### NON-DEGREE PROGRAMS FOR ACADEMIC CREDIT

[Special Student status](#) is granted to applicants in order to take classes for credit to transfer to another institution, to complete denominational requirements, to get a feel for seminary, or for personal enhancement.

Phillips offers a for-credit, graded [Graduate Certificate](#) program for those who hold a baccalaureate degree. This program requires 15 to 16-semester hours of work. Upon completion of the required hours, students will receive a Phillips Theological Seminary Certificate.

### ACCESSIBLE AND INNOVATIVE INSTRUCTION

Through the years Phillips has offered in-person and online classes; courses at satellite locations in Oklahoma, Arkansas, and Missouri; and classes offered once a week, on weekends only, and in concentrated immersion formats. With an agile faculty willing to innovate, Phillips attracts many students who otherwise would not be able to pursue a seminary degree. Varied instructional formats allow students from all over the United States to complete degree programs with minimal disruption to their families and careers, including in their communities where they already serve.

Phillips's belief that theological education is for the whole church led to the development of [Phillips Online](#). The seminary believes that the need for Christians to strive for a compassionate, intelligent faith is too great to leave them without access to quality theological education. Phillips offers four master's degree programs – including a 48-hour MAMC, a 48-hour MTS, a 38-hour MASJ, and an 81-hour MDiv – that contain significant online components. Mdiv students must complete at least 24 hours on campus; MAMC and MTS students must complete 16 hours on campus; and MASJ students 12 hours on campus. Phillips also has 15-hour and 16-hour Graduate Certificate program. Students in the Graduate Certificate program participating in general theological studies and biblical studies programs can complete all 15 hours online.







## THE PHILLIPS THEOLOGICAL SEMINARY LIBRARY

The [Phillips Theological Seminary Library](#) enhances the mission of Phillips Theological Seminary to cultivate vital communities, vital conversations, and the public good by providing resources and services that support the work and interests of the faculty, the students of Phillips, and the larger public.

Phillips is an ecumenically-oriented institution and the library's collections reflect the non-sectarian mission of the school. The library's focus is on the core materials necessary for Christian ministerial education, critical thinking, historical understanding and ethical judgment. The library collections comprise holdings of approximately 100,000 items, making it the largest graduate theological library in the region extending from Dallas to Kansas City and St. Louis to Denver. It serves as an important resource for theological students, religious professionals and researchers in the area.

The library also contains:

- The [Writing & Research Lab](#), which provides guides on writing and citation styles, research guidance, and identifying and working with writing tutors for the campus community.
- The Beasley Rare Books Room, which is a collection of approximately 700 rare and valuable titles, many originating from the Christian Church (Disciples of Christ). Some noteworthy tomes include a 1479 Vulgate Bible, a 1529 Great Byble, a 1596 Hamburg edition of the Polyglot Bible, and Alexander Campbell's 1835 Christianity Restored. Construction on this special, climate-controlled room was completed in November 2010, and was underwritten by the Beasley Foundation.
- The Imbler Discipliana Collection, which consists of a sizable collection of Discipliana – materials relating to the Christian Church (Disciples of Christ) – from the many years of Phillips's affiliation with the church. Materials cover many formats including books, journals, ephemera, electronic resources, and other pieces of importance to the history of the Disciples of Christ.
- The Merrick Hymnody Collection, which is comprised of over 1,100 titles, including monographs, journals, & ephemera initially drawn from alumnus Rev. Daniel Merrick's hymnody collection. The library continues to develop materials in this collection.

## THE CENTER FOR RELIGION IN PUBLIC LIFE

The [Center for Religion in Public Life](#) has focused on significant themes at the intersection of religion and public life in Oklahoma, conducted interviews with religious leaders who are engaged in building the common good for all Oklahomans, and provided several public courses for more in-depth learning about how American Christianities have influenced

politics, and vice versa. Following the retirement of the center's inaugural executive director on January 31, 2023, a group of Phillips trustees, faculty and area religious leaders are considering possibilities for the direction of the center and will make a recommendation to the Board of Trustees concerning its future in the next calendar year.

## VISIONARY NEW DEVELOPMENT- THE LODGE

Grounded in a belief that the need for people to strive for a compassionate, intelligent faith is too great to leave them without access to quality theological education, there is a drive to make Phillips as accessible as possible to as many people as possible. To provide gathering space, offer short-term lodging, and extend greater hospitality to students and guests, Phillips is adding a new building on the current campus – informally referred to as [the Lodge](#). The building will create a physical space to embody Phillips' concern for all people and the seminary's intention to cultivate vital congregations, communities, conversations, and the public good.

Scheduled for completion in the fall of 2025, the Lodge will act as short-term lodging for students and guests on the seminary campus. The building will provide a space where students can belong to one another and to the larger mission to which Phillips contributes: teaching and learning the ways of Jesus for vital churches, communities, and conversations.

The Phillips community is dreaming about the ways to use this new building for good. The Lodge will be a “place of belonging” to support Phillips' students, all of them, in building the kind of relationships and having the quality of conversations that form good ministers and theological leaders. A place to support the seminary's expansion of theological education beyond the traditional audience comprised of students preparing for a profession. A place of belonging to share with like-mind groups who also have gifts to share with Phillips and the world.

This will be the first campus expansion since classes began in the current building in 2003. The versatile space will present opportunities to raise awareness of Phillips in Tulsa and its greater region and to have an active local impact by offering meeting spaces for congregations and nonprofit organizations.

## PRESIDENT

As the chief executive officer of the seminary, the President will be responsible for ensuring that the institution has the plans, personnel, culture, material assets, systems, and relationships necessary to fulfill its mission and to achieve the excellence for which Phillips strives. The President will exercise strategic and visionary leadership for the seminary while ensuring its continuing spiritual, academic, fiscal, and operational effectiveness.

To learn more about the benefits package associated with this position, [click here](#).

### ESSENTIAL FUNCTIONS

The President:

- Leads development and review of the mission of the seminary and its comprehensive and strategic planning process for fulfilling the mission.
- Enhances Phillips' reputation and recognition within its various church-related and civic constituencies, including but not limited to Tulsa-area religious and civic leaders and organizations.
- Builds on the seminary's reputation as a bridge-builder and cultural boundary-crosser by actively pursuing opportunities for even greater service to churches, organizations, and causes for the well-being of the public.





## PRESIDENT (CONT.)

- Develops, mentors, and retains an effective senior leadership team and, with them, empowers and develops the seminary's faculty and staff.
- Sets the tone, by means of word, example, and policy, for the seminary to be an adaptable ever-learning institution that values the diversity, equity, inclusion, belonging and justice of all students, faculty, staff, and the community at large.
- Ensures that the seminary has the facilities, equipment, financial resources, and controls to accomplish its mission and meet its obligations.
- Serves as the chief advocate of shared governance and collaborative decision-making, in support of academic integrity and the best efforts of the faculty, the staff, and the trustees.
- Nurtures relationships with longtime friends of the seminary while seeking new sources of support in collaboration with the advancement office and the Board of Trustees.

### COMPETENCIES

The ideal candidate who will serve as the seminary's next President possesses:

- The ability to work with a diverse community including the board, faculty, staff, students, alumni, and donors.
- A commitment to the ministry of the local and global church.
- Demonstrated administrative and financial acumen.
- Demonstrated abilities in oral and written communications with employees and students of the seminary and external constituencies.
- Demonstrated abilities in nonprofit fundraising.
- Strong capacity to work with people of diverse backgrounds, races and ethnicities, sexual orientations, educational experiences, and socioeconomic statuses.
- Strong interpersonal, oral, and written communication skills.
- Excellent people and leadership skills.
- Knowledge of theological education and emerging issues affecting and driving change within the churches and denominations today and the synergy between the two.
- Experience working with and maximizing the contributions of a governing board.

### REPORTING RELATIONSHIP AND SUPERVISORY RESPONSIBILITIES

This position supervises the senior leadership of the Seminary:

- Vice President of Academic Affairs and Dean
- Vice President of Administration and Finance
- Vice President of Advancement
- Associate Vice President of Operations
- Senior Director of the Center for Ministry and Lay Training

### REQUIRED EDUCATION AND EXPERIENCE

- An earned doctorate with teaching or administrative experience in a higher education setting sufficient to warrant the respect and confidence of the academic community or a compelling alternative background and experience.
- Full participation in a church affiliated with a mainline denomination, i.e., the Christian Church (Disciples of Christ), the United Church of Christ, the United Methodist Church, etc.

### PREFERRED EXPERIENCE

- Experience as a pastor or theological leader in churches affiliated with Phillips, including the Christian Church (Disciples of Christ), the United Methodist Church, and other denominations that have presence in the faculty or student body.
- Demonstrated desire and willingness to create external relationships and partnerships and cultivate new and steward existing supporters to advance Phillips.







## HOW TO APPLY

Applications should consist of a substantial letter of interest, a curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to: [PhillipsPresident@academicsearch.org](mailto:PhillipsPresident@academicsearch.org)

The position is open until filled but only applications received by **Thursday, September 19, 2024**, can be assured full consideration. The Seminary is being assisted by Academic Search. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Hasselmo at [Ann.Hasselmo@academicsearch.org](mailto:Ann.Hasselmo@academicsearch.org) and Chris Butler at [Chris.Butler@academicsearch.org](mailto:Chris.Butler@academicsearch.org). Further information about Phillips Theological Seminary is available at <https://ptstulsa.edu/>.

*Phillips is an ecumenical seminary of the Christian Church (Disciples of Christ). We are approved by the University Senate of the United Methodist Church. Phillips Theological Seminary is an equal employment opportunity employer who complies with all federal, state, and local equal employment opportunity laws, including Title IX of the Education Amendments of 1972 and Title VI of the Civil Rights Act of 1964. The Seminary does not discriminate against employees or applicants base on race, color, national or ethnic origin, alienage and citizenship status, marital status, age, sex, gender (including gender identity and expression), sexual orientation, genetic information, pregnancy, disability, military status, or religion. The Seminary's commitment to equal opportunity extends to all aspects of the employment relationship, including hiring, promotions, training, working conditions, compensation, and benefits.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Phillips Theological Seminary 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.

