



**DOMINICAN UNIVERSITY**  
University Ministry

## Director of Community-based Ministries & Learning University Ministry







Dominican University invites applications and nominations for the position of Director of Community-based Ministries & Learning of University Ministry.

The Director of Community-based Ministries & Learning reports directly to the Vice President for Mission and Ministry. Review for the Director of Community-based Ministries & Learning will begin on November 9 and continue until the position is filled. The expected start date for this position is February 1, 2021.



**DOMINICAN UNIVERSITY**

Dominican University is a Catholic, comprehensive teaching university located in River Forest, a suburb of Chicago. Dominican University is accredited by the Higher Learning Commission as a baccalaureate, master’s, and doctoral degree-granting institution. It is highly regarded for its academic rigor and thoughtful accompaniment of students, its intentional affordability and values-based, relationship-centered learning environment. As of Fall 2020, 68 percent of Dominican University’s total enrollment of 3,189 were undergraduates. Students who identify as Hispanic comprise 61 percent of the undergraduate census and more than two-thirds of that undergraduate population self-identify being from minoritized racial and ethnic backgrounds. Over 90 percent receive some type of financial aid. About half of all undergraduates are first-generation college students; half are federal Pell Grant recipients, illustrating their families’ level of income; and more than half are eligible for low-income MAP grants from the State of Illinois. Recognized since 2011 as a Hispanic-Serving Institution (HSI), a federal designation of the U.S. Department of Education, Dominican is committed to expanding and enhancing educational opportunities for Latinx students and all students from historically underrepresented groups. Title V funding has allowed Dominican to explore more deeply its identity as an HSI, providing space and support for Latinx students, building the cultural responsiveness of faculty and staff, and investing in language access and career development initiatives.

**POSTION SUMMARY**

The Director of Community-based Ministries and Learning integrates the University’s mission as a Catholic, Hispanic-Serving Institution (HSI) and the four pillars of the Dominican Order by centering the ways of knowing and ministering, living and praying of those communities that have been historically minoritized in Catholic higher education. The Director will provide leadership in University Ministry and the Division of Mission and Ministry to help fulfill Dominican University’s strategic commitment to equity and inclusive excellence. This position seeks to build healthy, faith-based communities that represent the full diversity of God’s creation. It will draw on, celebrate and engage the cultural wealth, strengths and assets of Latinx and African-descended communities, in particular, to create and strengthen vibrant ministries for underrepresented students at Dominican University and at Catholic colleges and universities in the United States. The Director will have a strong personal and theological formation in the Roman Catholic Church, and a knowledge of and appreciation for the sources, methods and resources of ministries and theologies that emerge from Latinx and African-descended communities.

The Director will participate in building Dominican University’s internal strengths in Latinx theologies and ministries. The Director will cultivate relationships with committed practitioners – ministers, theologians, university administrators and student leaders – to build networks that can share practices across institutions. Finally, the Director will collaboratively identify and cultivate a support network that will help to sustain the future of this work. The successful candidate will work with the ministers and theologians in University Ministry and the Division of Mission and Ministry as a scholar practitioner, someone whose pastoral and intellectual gifts will amplify the gifts of our student body.





EXPECTATIONS FOR ALL DOMINICAN EMPLOYEES

To support the University’s mission: As a Sinsinawa-Dominican sponsored institution, Dominican University prepares students to pursue truth, give compassionate service and participate in the creation of a more just and humane world.



JOB COMPONENTS/ DUTIES AND RESPONSIBILITIES:

1. SUPERVISION, PROGRAM MANAGEMENT, & DEVELOPMENT (40%)

Ministry en lo Cotidiano and Beloved Community are leadership development and faith formation programs that immerse students in Latinx and Black communities in Chicago and the near western suburbs. These programs foster the interns’ vocational discernment through transformative mutual encounters in these communities and carefully crafted, weekly theological reflection that draw on the sources, methods and resources of Latinx and Black theologies and spiritual traditions.

- Supervise a team of two program coordinators as they engage and resource student leaders
- Establish and nurture mutually enriching community partnerships that participate in the organization’s efforts to address structural inequity and create vibrant faith communities, especially among minoritized peoples
- Create and develop theological and spiritual formation experiences that are grounded in the sources, methods and resources, strengths and assets, and daily lived experiences of Latinx and Black communities
- Utilize assessment data to determine approaches to the growth, replication and scalability of these programs
- Create new and strengthen existing pathways for Black and Latinx students to utilize internships as credit-bearing high impact practices and collaborate with faculty to develop new curricula that align with these experiences in order to promote retention and purposeful, timely completion of studies

2. CULTIVATE RELATIONSHIPS & NETWORKS (40%)

- Organize and execute biennial national and regional gatherings, both virtually and in-person, of campus ministry student leaders, professional staff, and university faculty and administrators to promote the expansion of culturally responsive strategies in collegiate campus ministry and undergraduate theological education within Catholic higher education
- Collaborate with stakeholders to create and maintain a vital digital commons for idea sharing and cooperation that complements in-person and virtual gatherings
- Work collaboratively with presenters, participants, and scholars to coordinate data collection and assessment of the proceedings to disseminate insights and best practices

3. STRENGTHEN GUIDED PATHWAYS FOR CAREER DEVELOPMENT AND GRADUATE STUDY FOR UNDERREPRESENTED STUDENTS THROUGH A FAITH-BASED LENS (10%)

- Collaborate with theology department and other faculty across Dominican University’s four colleges to develop and enhance guided pathways to advance greater

- numbers of Latinx and Black students’ pursuit of graduate study and purposeful career placement
- Mentor students engaged in this pipeline, serving as a liaison between academic advising, pastoral formation, theological education, and graduate admissions personnel and faculty

4. ADVANCEMENT (10%)

Identify and engage new and existing partners to financially sustain the strategic vision that undergirds the work outlined in this job description, partnering with the Director of University Ministry, Vice President for Mission and Ministry, Director of Corporate and Foundation Relations, Vice President for University Advancement and others.

5. PASTORAL MINISTRY AND COLLABORATION (across all areas above as appropriate)

- Opportunities for adjunct teaching may be available given the needs of the University and the academic credentials of the candidate
- In collaboration with the University Ministry team, create and maintain the Ministry Center and all virtual gathering spaces as places of welcome and belonging
- Provide pastoral presence and spiritual companionship to students, as needed
- Actively support the initiatives of University Ministry where possible, including but not limited to the following: Sister Melissa Waters Internship Program, Theological Reflection
- Participate in and contribute to the division of Mission and Ministry and other relevant committees of the University
- Perform other duties as requested, delegated or assigned



QUALIFICATIONS

Knowledge, Skills and Abilities:

- Developed knowledge of Roman Catholic theologies and histories, specifically those theologies that emerge from Latinx and Black communities in the United States
- Open to and knowledgeable in ecumenical and interfaith engagement
- Immersion in and ability to articulate the Catholic social traditions
- Several years of progressive experience in community organizing, community development, non-profit management, ministry and/or university education
- Demonstrated ability to supervise and lead a team
- Demonstrated ability to create and manage budgets
- Strong communication skills both verbal and written, and excellent organizational skills
- Effective interpersonal skills to develop collaborative working relationships across a diversity of racial and cultural backgrounds
- Ability to prioritize, manage multiple projects and establish goals
- Willingness and ability to travel and work varied hours as needed
- Professional Spanish proficiency strongly preferred

Education and Experience:

- Master’s degree in theology or pastoral ministry required
- PhD in Practical Theology or DMin preferred





Dominican University is an equal opportunity employer and is dedicated to the goal of building a faculty and staff committed to teaching and working in a multicultural environment. We seek a diverse pool of applicants who bring varied experiences, perspectives and backgrounds. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities.

A background screening is required.

**TO APPLY:**

Apply online at <http://www.dom.edu/jobs>. Applicants will be asked to submit a cover letter, CV and a list of three references. References will not be contacted without the candidate’s permission. Applications will be accepted immediately. Review will begin on November 9 and continue until the position is filled. The expected start date for this position is February 1, 2021. Inquiries and questions may be directed to Dr. Claire Noonan, Search Committee Chair, at [cnoonan@dom.edu](mailto:cnoonan@dom.edu).



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