

MORAVIAN UNIVERSITY

POSITION DESCRIPTION

TITLE:	Assistant Professor (Cluster Hire)
CLASSIFICATION:	Faculty: Tenure Track
DEPARTMENT:	School of Theology
FLSA STATUS:	Exempt
SYSTEM JOB TITLE:	Assistant Professor(s) with focus in Religious Education or Ministerial Leadership or Pastoral Care/Clinical Counseling/Chaplaincy

SUPERVISION RECEIVED: Associate Dean, School of Theology

POSITION SUMMARY: The School of Theology at Moravian University invites applications for three tenure-track positions at the Assistant Professor rank to start in July 2025. This cluster hire is intended to attract the best candidates from a diverse pool to join us in working to build and sustain inclusive excellence. Candidates will demonstrate innovation in teaching and scholarship, competence to teach in multiple disciplines, including interdisciplinary and transdisciplinary content, and flexibility and generosity in addressing the needs of the new School of Theology. Experience in academic leadership, accreditation and institutional research, and grant writing is desirable. These positions are for: Tenure Track appointments with needs for teaching in the areas of 1) Religious Education or 2) Pastoral Care/Clinical Counseling/Chaplaincy or 3) Ministerial Leadership.

The successful candidates will have a record of or potential for research, teaching, and service. Candidates seeking a position in religious education should be familiar with multiple theories of Christian education and their theological and philosophical foundations. Candidates for a pastoral care/clinical counseling/chaplaincy position should be knowledgeable of historical and contemporary models of spiritual/pastoral care in a variety of contexts, including parish-based ministry, chaplaincy, and other non-profit settings.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

Teaching and Scholarship

- Typical teaching load is 18 credits throughout the year.
- Evaluates student learning outcomes in various classroom settings.
- Utilizes pedagogies appropriate for a diverse student population and a pluralistic society.
- Develops a plan for professional growth and maintains a scholarly trajectory, with focused program of research and publication as appropriate to their discipline.

- Collaborate with colleagues to contribute to program development, assessment, and continuous improvement initiatives.
- Stay current with advancements in their discipline and incorporate relevant changes into the curriculum.
- Serves as student academic advisor.
- Experience teaching in and/or developing co-curricular programs is an asset.

General

- Ability to teach graduate courses across various modalities (hyflex, online, etc.).
- Complies with University, College, and School policies outlined in the faculty handbook.
- Establishes positive faculty-student relationships with effective intercultural communications in formal and informal contacts.
- Serves as a professional role model for students in the classroom setting.

INSTITUTIONAL SETTING: Moravian University’s School of Theology emerged from a combination of Moravian Theological Seminary and Lancaster Theological Seminary, and includes campuses in Bethlehem and Lancaster, Pennsylvania, respectively. Affiliated with the Moravian Church and the United Church of Christ, the School cultivates an ecumenical faculty and student body, supports a racially and ethnically diverse community, and fully affirms women and persons who identify as LGBTQIA+ as candidates for spiritual leadership.

QUALIFICATIONS:

- An earned doctorate (PhD, ThD, EdD, DMin,). Exceptional ABD candidates near completion of their dissertation or doctoral project by March 2025 will be considered.
- For those applying to Clinical Counseling or Chaplaincy, the individual must be licensed or eligible for professional clinical licensure in the Commonwealth of Pennsylvania or meet the academic and certification requirements established by the Association of Professional Chaplains (APC) as applicable for the position.
- The School of Theology especially encourages candidates who are affiliated with the Moravian Church or the United Church of Christ.

TO APPLY: Qualified candidates should attach the following to their online application by clicking “Apply Now”: ((1) a letter of interest, which should indicate your area(s) of expertise and courses you would be interested in teaching; (2) a curriculum vitae; (3) contact information for three recommenders who may be asked to submit letters at a later stage in the search process. Please attach documents as a single PDF file. Please attach documents as a single PDF file. Qualified candidates will be provided with instructions for submitting reference materials during the interview process.

Moravian University does not sponsor applicants for non-tenure track positions for a U.S. work visa.

At Moravian University, we are committed to our mission to prepare individuals for reflective lives and leadership in a world of change. To achieve these ideals, we are dedicated to fostering an educational and

professional environment that is enriched by individuals of different backgrounds, experiences, and perspectives.

Job candidates and prospective members of our community are expected to engage, communicate, and collaborate across diverse cultural, social, and academic backgrounds. Additionally, faculty and staff should demonstrate the ability to adapt andragogical or professional methods to the lived experiences and cultural backgrounds of students and colleagues.

DEI STATEMENT: Moravian University aspires to be a welcoming community that embraces and values the diversity of all members of the campus community. Learn more about the Office for Diversity, Equity, and Inclusion, and the Moravian University Together Toward Equity strategic initiatives here: <https://www.moravian.edu/about/strategic-plan>.

Moravian University is committed to providing a workplace and educational environment free from discrimination, harassment, and retaliation. The University does not discriminate against any applicant for employment or applicant for admission on the basis of actual or perceived race, ethnicity, color, sex, religion, age, ancestry, national origin, caste, sexual orientation, gender identity or expression, genetic information, pregnancy, familial status, marital status, citizenship status, veteran/military status, disability status, or any other protected category under applicable local, state, or federal laws.

In compliance with the requirements of Title IX, Moravian University does not discriminate on the basis of sex in its educational program and activity, including admission/employment, and does not tolerate such harassment or discrimination by or against any member of our campus community.

Employment inquiries should be directed to Human Resources at hr@moravian.edu and admission inquiries to Admissions at admission@moravian.edu.

Concerns regarding all forms of discrimination, including sexual harassment and/or sex discrimination in admission/employment:

Becki Achey

Equal Opportunity and Title IX Coordinator

1309 Main St. (Room 204)

(610) 625-7023

equalopportunity@moravian.edu

Mailing address:

Moravian University

1200 Main St.

Bethlehem, Pennsylvania 18018

Concerns regarding gender and equity in athletics:

Rebecca May

Associate Athletic Director (Deputy Title IX Coordinator)

109 Johnston Hall
Moravian University
1200 Main St.
Bethlehem, Pennsylvania 18018
(610) 625-7791
mavr@moravian.edu

Concerns regarding the application of Title IX:

U.S. Department of Education

Office of Civil Rights
100 Penn Square East, Suite 515
Philadelphia, PA 19107-3323
(215) 656-8541
ocr.philadelphia@ed.gov

Sex-based harassment and/or sex discrimination can be reported online anytime (can be anonymous) at www.moravian.edu/titleix. Grievance procedures can be found in the institutional [Equal Opportunity, Harassment, and Non-Discrimination Policy](http://www.moravian.edu/policy) at www.moravian.edu/policy.

*Please visit moravian.edu/benefits to review benefits offered at Moravian University.**

WORK ENVIRONMENT: The work environment characteristics described here are representative of those encountered while performing the essential functions of this job. The individual is routinely exposed to indoor conditions, minimum outdoor weather and temperature extremes, and moderate noise level.

Pursuant to the ADA, Moravian University will provide reasonable accommodation(s) to employees with qualified disabilities in order to perform the essential functions of their position, except when doing so would cause an undue hardship for the University. Accommodations are determined on a case-by-case basis through documentation review and an interactive process that includes the employee's supervisor. Requests for accommodation or questions about this process should be directed to Human Resources at hr@moravian.edu or 610.861.1527. View the standard physical demands for positions at Moravian University. If this position requires additional or different demands, a Human Resources team member will notify you.

The specific statements shown in each section of this description are not intended to be all-inclusive. They represent typical elements and criteria necessary to successfully perform the job.

**Please visit [this link](#) to review the benefit eligibility status associated with this position.*