Professor of Social Work and
Program Director

Opportunity Profile
Dear Prospective Applicant,

Thank you for taking the time to check out this Opportunity Profile for the position of Social Work Professor and Program Director. I hope this material will provide you with a fuller understanding of our College and this open position.

Kuyper College has a wonderful heritage of preparing students to integrate their Christian faith with their learning and their practice. Students graduate from Kuyper College ready to enter their vocations, rooted in a biblical, Reformed worldview, and called to love and serve God and others in every square inch of Christ’s church and his world.

Social work students come to Kuyper because they have hearts that care for the hurting, the vulnerable, and the oppressed. Kuyper’s social work program, which is accredited by the Council for Social Work Education (CSWE), equips these students as generalist practitioners to understand and come alongside individuals, groups, and communities, working to meet their basic needs. This program allows the students to play a critical role in God’s restoration process of healing relationships, uniting families, empowering communities, developing social welfare policy, and establishing social, economic, and political justice both nationally and internationally.

With students such as these, you can see why we place such a high value on this search process. We are seeking to hire a faculty member who, through excellence in teaching, breadth in practice, depth in research, and a wholehearted commitment to the mission of the College, will enable our social work students to flourish in their understanding and practice as Christians within the social work context.

If your gifts and experience match our needs, I warmly invite you to submit your application. Again, thank you for your interest in Kuyper College. May God give you wisdom as you discern his leading.

Sincerely,

Dr. Patricia R. Harris
President
MISSION
Kuyper College equips students with a biblical, Reformed worldview to serve effectively Christ’s church and His world.

CORE VALUES
PRIMACY OF SCRIPTURE
We believe that the Bible is the Word of God and must guide our teaching, philosophy, life-style, and response to our ministry or vocational calling.

BIBLICAL WORLDVIEW
We believe history is directed and controlled by God—Father, Son, and Holy Spirit—toward the accomplishment of God’s purposes for all creation. Education at Kuyper College is conducted within the framework of a biblical worldview from which students can assimilate, synthesize, and respond to situations of life and learning.

REFORMED DOCTRINE
We understand and apply our faith and worldview according to the teachings of the Bible as summarized in the Heidelberg Catechism, the Canons of Dort, the Belgic Confession, and the Westminster Standards.

ACADEMIC EXCELLENCE
We emphasize the importance of cultivating the mind by providing quality, Christian higher education.

HOLISTIC DEVELOPMENT
We strive to form world-class citizens who are academically, spiritually, socially, and morally discerning, just, and merciful leaders in church and society.

CARING COMMUNITY
We actively work toward a campus environment, denominationally and ethnically diverse in nature, where mentoring, mutual care, accountability, and encouragement are characteristic of students, faculty, and staff.
**STATEMENT OF FAITH**

**SCRIPTURE**
We believe that the Old and New Testaments are the inspired, infallible, and inerrant Word of God, our final authority in matters of doctrine and practice.

**GOD**
We believe that God is one being—infinitely just wise, good, loving, holy, and existing eternally in three persons: Father, Son, and Holy Spirit. He is the sovereign creator of the universe, by his providence sustains, and rules all that he has made.

**HUMANITY**
We believe that people were created in the image of God but fell into sin through the disobedience of Adam and Eve. As a result of the Fall, all people are born sinful and in need of salvation.

**JESUS CHRIST**
We believe that Jesus Christ is fully divine and fully human and that he saves his people from their sin by his life, death, and resurrection.

**SALVATION**
We believe that sinners are justified by grace through faith on the basis of the finished work of Christ (his death and resurrection) and persevere in this life by the power of God.

**THE HOLY SPIRIT**
We believe that the Holy Spirit regenerates sinners, indwells believers, and enables them to live godly lives and to use the spiritual gifts he has given them.

**THE CHURCH**
We believe that God is calling people from the whole human race to believe in his son, Jesus Christ. They enjoy the protection of God and fellowship with each other in communities of faith until Jesus returns.

**THE FUTURE**
We believe that Christ is ruling now over the church and the world through his Word and Spirit. He will return to judge the living and the dead and to renew the whole creation.
**Philosophy of Education**

**Learning is rooted in love.** We believe that the root of learning is love of God and neighbor, not simply the desire for good grades, achievement, or mere accumulation of knowledge. As we come to understand God’s love for us, expressed most fully in Christ Jesus, we are empowered by the Holy Spirit to love and serve him in return and to love others with the same love that Jesus showed us. As people who have encountered the living God, we offer ourselves as living sacrifices to God and neighbor in clear, practical actions. To love our neighbor well means acquiring knowledge, skills, and attitudes that will allow us to communicate God’s love in a variety of ways, both in words and in deeds. Thus, as students go through the programs, courses, and other learning opportunities at Kuyper College, they will be equipped with the skills needed in their chosen field of service so that they may show God’s love in the spheres in which they live, work, and minister.

**Learning is holistic.** Many people separate academic “learning” from everyday life. Kuyper College believes that all of life involves learning. What we do in the classroom serves and strengthens students’ ability to serve beyond the classroom. Similarly, we encourage students to bring their real-life experience into the class in order to enhance the learning that takes place in that environment.

This holistic approach to learning affects our view of how and where learning happens. Learning happens in a variety of co-curricular activities and events. Learning happens in chapel—in times of worship, preaching, prayer, and praise. Learning happens in formal and informal conversations among students, staff, and faculty. Learning happens as students volunteer, work, travel, go on field trips, and engage in practicums and/or internships. And learning happens in the classroom and while completing assignments—readings, exams, papers, and projects—all working together to enable students to learn. This big-picture approach to learning cultivates students who are lifelong learners and therefore always open to how they can grow in their effective service to Christ’s church and world.

**Learning happens in community.** Learning is not an individual endeavor but a communal one. The call to love God, to pursue truth, and to do justice cannot be sustained apart from a community that sees the beauty of God, delights in the truth of God, and tastes the goodness of God. Professors do not merely dispense knowledge, but have a love for their students and approach their subject matter and learning with joy. This love and joy plays a key role in helping students desire to learn and grow themselves. Further, the Kuyper community functions as an academic, social, and spiritual community, encouraging each other in the process of learning. This community oriented around worship and love of God is necessary to sustain the kind of work it takes to acquire the knowledge, skills, and attitudes to serve Christ’s church and world.

The end goal of education is living faithfully for Jesus Christ in God’s good world. A Kuyper College education requires students to examine and critically reflect on the world around them, so that they are ready to engage with its diverse ideas, individuals, groups, and cultures. Rooted in Scripture and a biblical, Reformed worldview, our character and life is shaped so that we can fulfill the specific callings God has given us to serve Christ’s church and world.
The rich heritage and unique mission of Kuyper College can be traced to its founding in 1939 as Reformed Bible Institute (RBI). RBI had a very clear focus as an institution to provide solid training in the Bible and preparation for ministry or service. This institution would meet unmet needs within the local community by filling a niche and providing an education in a setting that was neither a liberal arts college nor a seminary.

In 1970, after a five-year redesign of curriculum and programs, the Department of Education of the State of Michigan gave the school the right to confer a four-year bachelor’s degree. As a result, RBI changed its name to RBC—Reformed Bible College. In 2006, as a reflection of Kuyper’s mission and vision, and in response to global needs and strategic priorities, the College restated its position and changed its name from Reformed Bible College to Kuyper College.

By the mid-1990s, RBC received institutional accreditation from the Association for Biblical Higher Education (ABHE) as well as the Higher Learning Commission (HLC). In 1997, RBC was granted authority to offer a Bachelor of Science degree, and in 2003, the College was granted authority to offer a Bachelor of Social Work degree and attain accreditation for this program from the Council on Social Work Education (CSWE). The College received approval to offer a Master of Ministry degree in 2017. These curricular and accreditation developments have helped move the College toward broader ministry, vocational, and ministry-related professional offerings.

Whether as RBI, RBC, or Kuyper College, students come seeking personal spiritual enrichment, focused study toward a specific area of ministry or service, and development of skills for serving in roles within the church and the world. RBC established a pathway for all four-year graduates to attain a major in Bible and theology as well as a major in their career track, and students continue to achieve this double major. The College values a robust Bible and theology foundation, intercultural competencies, and praxis-based learning through internships and other opportunities, such as KuyperWorks, so that students can be fully prepared to live flourishing lives of ministry and service.
KUYPER AT A GLANCE

ESTABLISHED: 1939
TYPE: Private, non-profit
PRESIDENT: Dr. Patricia R. Harris

ENROLLMENT (FALL 2020)
Headcount  135
Full Time Equivalent  115.84
Women  60%
Men  40%
Out-of-State Students  6%
International Students  4%

COUNTRIES REPRESENTED
Chile, El Salvador, Guatemala, Kenya, Nigeria,
South Africa, South Korea, and USA

AVERAGE ACT COMPOSITE
23.5

AVERAGE HSGPA
3.25

FIRST-TO-SECOND YEAR RETENTION
64%

SIX-YEAR GRADUATION RATE
45%

STUDENTS BY PROGRAM
Business Leadership  15
Interdisciplinary Studies  30
Ministry Leadership  28
Social Work  45
Cornerstone Collaborative  5
Master of Ministry  12

COSTS (2020-2021)
Tuition  $23,970
Room & Board  $7,930
Total  $31,900

FACULTY
Student to Faculty Ratio  11:1
Average Class Size  9
Full Time Faculty  12
Faculty with Terminal Degree  7

ACCREDITATION
Higher Learning Commission (HLC)
Association for Biblical Higher Education (ABHE)
Council on Social Work Education (CSWE)
Program Description

The Social Work Program

The Kuyper College social work program is designed to prepare students for entry-level generalist social work practice as well as for entry into graduate education within a biblical, Reformed framework. Our graduates demonstrate a high level of success in finding employment in a variety of social work and faith-based ministry settings.

Kuyper College offers a Bachelor of Social Work (BSW) degree with 21 credits in Bible/Theology. It is accredited by both the Association for Biblical Higher Education and the Higher Learning Commission. The social work program is fully accredited by the Council on Social Work Education (CSWE).

The mission of Kuyper College’s baccalaureate social work program is to equip students with the knowledge, values, and skills for generalist practice in entry-level social work positions within the framework of a biblical, Reformed world and life view.

Since 1970, Kuyper has offered a minor in social work to students. In 2003, the social work program was awarded the BSW degree, the highest level of undergraduate social work accreditation. Social work has evolved into one of the biggest majors in the college. The program is administered with two full-time faculty and three adjunct instructors. Social work is unique with its small classes, personal attention, international placements, low cost and Christian emphasis. Upon graduation, our students report confidence in their knowledge and skills of the profession, which enables them to be successful in graduate studies and their employment searches.
This tenure-track social work professor and program director position provides an opportunity to teach courses, ensure the college’s accreditation with CSWE, and work with the advisory board. The successful candidate must be a visionary individual with an enthusiastic and contagious Christian faith who is committed to leadership at a social work (CSWE) accredited Christian college where the integration of faith, student experience in best practices, and academic excellence is paramount.

The successful candidate will bring to the role a deep-seated personal faith in Jesus Christ as Savior and Lord, displaying a Christ-centered servant leadership that integrates faith and work. Critical to this is a demonstrated ability to articulate and promote a biblical, Reformed perspective in higher education. This would include a commitment to the Kuyper College Doctrinal Statement and to the Statement of Allegiance for Kuyper College.

The successful candidate should also bring a distinguished record of academic and scholarly achievement. Candidates whose leadership abilities and outstanding accomplishments in social work could translate well to academia also are strongly encouraged to apply and will receive serious consideration.

**Summary**

The position of Professor of Social Work/Program Director is responsible for preparing and teaching a wide variety of social work and human services courses as part of a Bachelor’s in Social Work (BSW) curriculum. Being able to research and apply current evidence-based social work practices is crucial. This position also serves administratively as Program Director, thereby being responsible for achieving, maintaining program accreditation, program development, advancing, and marketing the program. This job is also responsible for co-advising Social Work majors toward academic, career, and life success. Service to the Kuyper College community and the social work profession is encouraged. Professional development is expected.

**Qualifications**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Education and/or Experience**

Doctoral degree preferred; experience in higher education, public relations, nonprofit administration or business. Knowledge of standard policies and procedures required.

**Communication Skills:**

This position requires drafting correspondence; proofreading correspondence for spelling, grammar, and content errors; training or instructing employees; and/or performing other tasks requiring a significant level of communication skills. Maintain and handle confidential information. Significant communication with alumni and supporters, admissions staff members from other institutions, and Kuyper College faculty and administrators. Needs a substantial and effective communication with prospective students and families, current students and families, and high school guidance counselors, administrators, and church leaders.
Decision Making/Judgment

This position requires independent judgment in setting priorities and organizing work to accomplish results. Some of the responsibilities of this position are performed in accordance with existing procedures and instructions.

Computer Skills

To perform this job successfully, an individual should have knowledge of and capacity to effectively utilize database software, internet software, spreadsheet software, and word processing software. Knowledge of Google Suite is preferred.

Other Skills and Abilities

- Self-motivation
- High energy
- Ability to effectively interact and work with all types of people, including those of a different race, age or gender
- Ability and desire to understand Kuyper College is needed
- Ability to travel and be alone for long periods of time
- Enthusiastic supporter of Christian higher education, ministry-focused Christian leadership, and the goals of Kuyper College is necessary

*Kuyper College administers all programs—admissions, financial aid, employment, instruction, housing and services—without regard to race, color, age, sex, height, weight, national origin, handicap, familial or marital status, pregnancy, childbirth, or related medical conditions.*
A committee composed of Kuyper College faculty and social work alumni is leading the search for the next Professor of Social Work/Program Director. The committee’s task is to review and screen the applicants through written materials, interviews, recommendations and reference checks. The selected candidates will be interviewed by the search committee and other members of the leadership team. The deadline for the application is December 12, 2020.

If, after carefully and prayerfully considering this opportunity, you are interested in being considered for this position, we invite you to contact us and submit the following application materials:

1) A letter of interest.
   ▪ Highlight any information that you feel would be particularly helpful in determining your fit with the Professor of Social Work/Program Director position at Kuyper College.
   ▪ The letter should also include a description of your Christian faith development and commitment and how it will be reflected in your academic leadership at Kuyper College.

2) A current resume or curriculum vitae.

3) The names, positions and contact information (telephone and email) for three references.
   ▪ One should be from someone in an academic setting and knowledgeable enough of your career to comment on your suitability to serve as the Professor of Social Work/Program Director.
   ▪ One should be from someone in a professional setting and knowledgeable enough of your career to comment on your suitability to serve as the Professor of Social Work/Program Director.
   ▪ One should be from your pastor or a church leader who knows you well.
   ▪ References will not be contacted until after we have received specific permission from you to do so.

Please feel free to contact us at any stage in the process for more information and to ask questions. Send all of the above application materials and any other correspondence electronically as PDFs to:

Michelle Norquist
Professor of Social Work/Program Director Search Committee Chair
(Director of Library Services, Kuyper College)
SocialWork.search@kuyper.edu
616-988-3660