

Business Leadership Faculty

Opportunity Profile



GREETINGS



Dear Prospective Candidate,

Thank you for your interest in the position of Business Leadership Assistant Professor at Kuyper College. 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, no matter what profession they choose. As an accredited Bible College and federally recognized Work College, Kuyper College students graduate work-place ready, rooted in a biblical Reformed worldview, and called into diverse areas of service and ministry.

Business Leadership students come to Kuyper with a wide range of backgrounds, interests, and talents that can take them into many different directions. Kuyper's Business Leadership program equips students with a generalist business approach so they can be successful in working for small or large businesses, nonprofit organizations, or even starting their own business. This program also weaves leadership principles into the courses preparing students to be servant leaders.

With the opportunity to teach and lead a diverse group of students made in God's image, we place a high value on this search process. We are seeking to hire a faculty member who, through excellence in teaching, breadth in practice, and a wholehearted commitment to the mission of the College, will enable our Business Leadership students to flourish in their understanding and practice as Christians in the world.

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,

A handwritten signature in black ink, appearing to read 'Patricia R. Harris', written in a cursive style.

Dr. Patricia R. Harris
President

Mission and Core Values



MISSION

As a community of biblical higher education, Kuyper College forms lifelong learners for purposeful lives of work and service to God and neighbor.

CORE VALUES

PRIMACY OF SCRIPTURE

We uphold the Bible as the Word of God which guides our teaching, philosophy, lifestyle, and response to our learning, work, and service.

BIBLICAL WORLDVIEW

We educate within a framework of a biblical worldview which assumes that God exists, has created all things, and the revelation of God given in Scripture is true, trustworthy, and authoritative, thus shaping our beliefs about, and interactions with, the world.

REFORMED FAITH TRADITION

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 and Catechisms.

EDUCATIONAL EXCELLENCE

We provide quality, comprehensive learning and experience in and out of the classroom, as we fulfill our end goal of education to live faithfully for Jesus Christ in God's good world.

HOLISTIC DEVELOPMENT

We strive to form lifelong learners 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—infinately 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.



History



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 to provide solid training in the Bible and preparation for ministry or service, by filling an educational niche that was neither a liberal arts college nor a seminary.

In 1970, after an extensive redesign of curriculum and programs, the Department of Education of the State of Michigan gave the College the right to confer a four-year bachelor's degree. As a result, RBI changed its name to Reformed Bible College (RBC). In 2006, as a reflection of the College'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.

In 1964, RBC received institutional accreditation from the Association for Biblical Higher Education (ABHE), and in 1995 from the Higher Learning Commission (HLC). 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. With approval from the U.S. Department of Education in 2021, the College became a federally-recognized Work College, one of ten in the U.S. and the only such college in Michigan. These accreditation, curricular, and co-curricular developments have helped move the College toward broader ministry, vocational, and service-related professional offerings.

Whether as RBI, RBC, or Kuyper College, students come seeking an engaging Christian community and practical, high-quality academic programs to be prepared for purposeful lives of work and service. 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.



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.

Kuyper at a Glance



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

Enrollment (Fall 2024)

Total Headcount: 162
Full Time Equivalent: 132
Women: 31%
Men: 69%
Out-of-State Students: 9%
International Students: 7%

U.S. States Represented

13

Countries Represented

10

Retention

75.5%

Costs (2024-2025)

Tuition and Fees: \$27,660
Room and Board: \$10,870
Total: **\$38,530**

Faculty

Student to Faculty Ratio: 11:1
Average Class Size: 14
Full Time Faculty: 7
FT Faculty with Terminal Degree: 5

Accreditation

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



Program Description



The Business Leadership Program

The purpose of the Business Leadership program is to integrate theology with business theory to prepare globally competent business leaders to fulfill their calling. During their time of study, students gain competencies that prepare them for a variety of organizational settings where skills in business, leadership, and organizational planning are vital. This program equips graduates to be successful within existing corporate structures and as entrepreneurs and business professionals.

The term “business leadership” is intentional as we recognize that leadership in the organizations where our graduates will serve goes beyond traditional organizational management or business administration. The curriculum satisfies all of the basic competencies of a business degree, including marketing, finance, accounting and international business, and includes the added foci of theological and biblical grounding and global awareness. Graduates from this program are qualified to pursue further graduate studies in a M.B.A. and other business-related programs.

The Business Leadership degree combines 39 credits of business courses, 21 credits of Bible and Theology, 33 credits of Arts & Sciences, along with the option of 5 minors and elective courses. Currently, it is the largest major at Kuyper and is led by one full time faculty member and nine adjunct instructors.

This program provides small class sizes, personal attention, and a Christian perspective that emphasizes social responsibility (people), environmental stewardship (planet), and financial responsibility (profit). Graduating students have been very successful in finding entry-level employment and/or going on for graduate education.



Position Description



This tenure-track Assistant Professor of Business Leadership position provides an opportunity to teach courses, network with the community, and mentor students' academic and social pursuits. The successful candidate must be a resourceful and visionary individual with an enthusiastic and contagious Christian faith who is committed to serving at an accredited Christian college where the integration of faith, student experience in best practices, and academic excellence are paramount.

The successful candidate will bring to the role a deep-seated personal faith in Jesus Christ, 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 includes a commitment to the [Kuyper College Doctrinal Statement](#) and to the Statement of Commitment for Kuyper College.

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

Essential Duties and Responsibilities

Summary: Conducts College courses for undergraduate students and assists them in developing a professional foundation for business and leadership, being instructed in the basic values and skills required for the profession as well as an understanding of the integration of faith and business by performing the following duties:

- Teaches courses within a defined curriculum while teaching from a biblical Reformed worldview and the concepts of the triple bottom line.
- Teaches in a way that stimulates class interaction while thinking critically and creatively about the issues needed to function in the marketplace.
- Provides experiential learning opportunities for classes as appropriate, including field trips, guest speakers, and interaction with community leaders.
- Creates and grades all assignments, projects, tests, and quizzes.
- Works closely with the Business Leadership Program Director in evaluating and improving the Business Leadership Program.
- Serves as an advisor to an assigned group of students.
- Attends chapel regularly and other Kuyper College functions.
- Serves on faculty committees and other official College gatherings.
- Actively attends and serves a local church community.

Position Description



Essential Duties and Responsibilities, continued

- Assists students in developing a professional foundation for work practice by instructing in the basic values, knowledge, and skills of the business profession.
- Demonstrates knowledge of, experience with, and appreciation for human diversity and its impact upon the marketplace
- Contributes scholarly work to the field of business through professional presentations, service provision, and/or publishing

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.

The Process



A committee composed of Kuyper College faculty and Business Leadership Advisory Board members is leading the search for the next Assistant Professor of Business Leadership at Kuyper College. The committee's task is to review and screen the applicants through written materials, initial interviews, recommendations and reference checks. The selected candidates will engage in a campus interview with faculty members, students, the Academic Dean, and the President. The final decision for the hire rests with the Kuyper College Board of Trustees.

The deadline for the application is **December 19, 2024**.

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:

A letter of interest

- Highlight any information that you feel would be particularly helpful in determining your fit with the Assistant Professor of Business Leadership 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.

A current resume or curriculum vitae

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 Assistant Professor of Business Leadership.
- One should be from someone in a professional setting and knowledgeable enough of your career to comment on your suitability to serve as the Assistant Professor of Business Leadership.
- One should be from your pastor or a church leader who knows you well, attesting to your Christian faith.
- 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 Word documents or PDFs to:

Ms. Annie Fields
Director of Human Resources

hrapapplications@kuyper.edu

616-222-3000 x701