

# Lake Lambert

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## PROFESSIONAL PROFILE

- An administrator-teacher-scholar committed to the faith-based, residential model of higher education
- A collaborative leader of academic programs and mission-focused planning
- An effective manager of people, budgets, facilities and relationships

## HIGHER EDUCATION LEADERSHIP

**Dean, College of Liberal Arts, Mercer University, Macon, Georgia**

**July 2010-Present**

*The oldest and largest of Mercer's twelve schools, the College of Liberal Arts enrolls 1,800 FTE students, employs 143 faculty and staff, and offers over 40 undergraduate academic programs with a budget exceeding \$52 million.*

### Program Development.....

- Designed and implemented a new general education program and assessment system
- Developed four new interdisciplinary academic majors and a Bachelor of Fine Arts degree
- Created a new Global and International Studies Department
- Expanded guaranteed admission programs, adding physical therapy and law
- Launched the Center for Collaborative Journalism with \$3.7 million in grant support
- Managed a successful preliminary application and site visit by Phi Beta Kappa
- Established the McDonald Center for America's Founding Principles with \$3 million in private gifts
- Increased opportunities for internships, study abroad and other experiential learning

### Admission and Retention.....

- Supported undergraduate enrollment growth of 15%
- Chaired a university task force on undergraduate retention
- Ensured that all departments and programs are represented at all admission events
- Established a student success grant program for academic departments

### Fundraising & Friendraising.....

- Visited alumni and friends of the college and represented the university at off-campus alumni events
- Solicited gifts for the college's annual fund by letter, phone and personal visits, increasing totals each year
- Collaborated in securing over \$5.5 million in grants and gifts
- Involved the college's Alumni Board in academic programs and the admissions process
- Implemented an alumni e-newsletter to complement university-level communications
- Hosted alumni and faculty events in my home

### Personnel .....

- Hired 29 new faculty and reviewed 28 tenure and promotion applications
- Increased faculty and staff development programs
- Implemented a new review process for tenure-track faculty
- Linked merit pay and the promotion process to address salary compression

### Planning and Budgets .....

- Created a new Strategic Planning Committee and developed the first college-level strategic plan
- Introduced metrics to measure program efficiency and new standards for minimum course enrollments
- Managed increases in enrollment after significant budget cuts
- Transformed the program review process from compliance to planning for improvement
- Reestablished student membership on college committees
- Prepared all aspects of the college for the reaccreditation of the university by the Southern Association

**Facilities and Equipment** .....

- Upgraded 7 academic buildings with a special focus on classroom technology
- Purchased over \$500,000 in scientific equipment
- Coordinated faculty involvement in the design of a new science facility
- Directed planning for a new community arts center that will also be the home for Mercer Theater

**Executive Director, Commission on Mission, Wartburg College, Waverly, Iowa** **June 2007-July 2010**

*Commission on Mission engaged faculty, staff, students, alumni and trustees in a strategic planning process grounded in Wartburg's distinctive mission.*

**Strategic Planning** .....

- Designed the scope and time-line for the 18-month strategic planning process
- Coordinated the work of four planning task forces, consisting of 56 faculty, staff, students and alumni
- Worked directly with trustees to continue the planning process after the resignation of the college president

**Fundraising & Friendraising** .....

- Involved hundreds of alumni and friends in the planning process through regional summit meetings and publications
- Secured financial support for the planning process and made alumni visits
- Organized events celebrating the college's mission, involving students, faculty, staff, alumni and community

**Assistant Dean for Academic Planning, Wartburg College** **June 2008-July 2010**

*Academic planning fostered collaboration among faculty leaders and administrators for effective program assessment and budgeting in coordination with the college's long-range plan and fundraising priorities.*

**Assessment & Planning**.....

- Developed and implemented an expanded system for review of academic programs
- Implemented and assisted planning for strategic budget reductions
- Coordinated multiple layers of program assessment
- Collaborated with department chairs, program directors and faculty leaders to explore new academic programs

**Management** .....

- Supervised the Director of the Center for Community Engagement (CCE) and the Co-Directors of Wartburg West
- Coordinated *Callings* Initiative programs in the CCE, Campus Ministry, Pathways Center and Religion Department
- Managed complex budgets over \$500,000 from diverse grant and institutional funding streams

**Partnerships**.....

- Created a co-curricular partnership with Concordia College-Selma, a historically black college
- Developed new grant proposals and strategies for seeking corporate and government support
- Cultivated collaborative relationships between academic departments and institutional advancement staff

**Director, Center for Community Engagement & Lilly Grant, Wartburg College** **Jan. 2003-May 2008**

*The Callings Initiative (Lilly PTEV Grant) and Center for Community Engagement (CCE) provided professional development and programs for student vocational discovery, support and expansion for experiential learning, and mutually beneficial external relationships.*

**Program Development**.....

- Hired and supervised a new five person staff
- Established new community partnerships for service-learning, field experiences and internships
- Expanded service trips to involve over 15% of student body annually with greater focus on leadership development and connections between service and justice
- Received national recognition for experiential learning from the President's Higher Education Community Service Honor Roll and the Carnegie Foundation

Faculty Engagement.....

- Involved faculty from all 14 academic department in the development of the PTEV grant proposal and CCE
- Led a faculty team in the research and development of a new social entrepreneurship minor
- Created faculty development programs to support new experiential courses and student vocational discovery

Fundraising & Friendraising .....

- Generated over \$2.5 million in grant support for experiential education and vocational discovery programs
- Prepared promotional publications and made donor visits
- Engaged a national advisory board of alumni and friends in program planning and assessment

**Additional Academic Leadership**

- Institutional Review Board, Mercer University August 2012-Present
- Chair, Campus Ministry Planning and Search Committee, Wartburg College October 2007-February 2009
- Sub-Committee Chair, HLC Reaccreditation Self-Study Team, Wartburg College February 2005-November 2006
- Co-Director, First Year Seminar Program, Wartburg College September 1999-May 2002

**TEACHING EXPERIENCE**

**Professor of Religion and Board of Regents Chair in Ethics, Wartburg College September 1996-June 2010**

- Regular course offerings included:
  - First Year Seminar
  - Ethics in Economic Life
  - Religion Capstone
  - Christian Ethics
  - Living with Death
  - Theology and Ethics of Martin Luther King, Jr.

**EDUCATION**

- Doctor of Philosophy (Social Ethics) • Princeton Theological Seminary May 1997
- Master of Theological Studies • Candler School of Theology-Emory University May 1991
- Bachelor of Arts (Economics & History)• Emory University May 1989

**PUBLICATIONS**

Book .....

Spirituality, Inc.: Religion in the American Workplace. New York: New York University Press, 2009.

Select Articles and Essays .....

- "Theologies of Academic Freedom," The Cresset (Advent/Christmas 2012): 41-44.
- "God Goes to the Office," USA Today, 8 February 2010, 7A.
- "Christian Vocation and the Origins of Jack Daniels Whiskey," The Cresset (Advent/Christmas 2007): 47-50.
- "Division Within (Not Between) Liberal Arts and Professional Education." Intersections 14 (Fall 2006): 30-35.
- "Active Learning for the Kingdom of God." Teaching Theology and Religion 3 (2000): 71-80.
- "Ethics and Ecclesiology in Pittsburgh." Lutheran Quarterly 6 (1992): 153-74.

**COMMUNITY LEADERSHIP**

- Adult Sunday School Teacher, Lutheran Church of the Redeemer
- Executive Board, Boy Scouts of America-Central Georgia Council
- Macon Rotary Club
- Planning and Review Committee, Novus Way Outdoor Ministries
- Chair and Vice-Chair, City of Waverly (IA) Planning and Zoning Commission, 2007-2010

**ECCLESIASTICAL STANDING**

Diaconal Minister, Evangelical Lutheran Church in America