

Michael Edwin Spencer

CAREER SUMMARY

- Relational educator devoted to nurturing students as teacher, coach, adviser, and administrator.
- Attentive listener dedicated to supervising, mentoring, managing, and supporting faculty through recruitment, pastoral and clear communication, and meaningful professional growth.
- Passionate advocate for multicultural perspective with enduring commitment to building Beloved Community through diversity, equity, inclusion, and justice initiatives.
- Systems thinker who values intentional process to craft strategic vision with attention to the education of the whole student; strengthening curriculum and building healthy culture through thoughtful policies, procedures, and systems of accountability.
- Community builder who ensures campus culture and tone is representative of school values and mission.

EDUCATION

VIRGINIA THEOLOGICAL SEMINARY , <i>Alexandria, VA</i> Doctor of Ministry in Educational Leadership	May 2024
YALE UNIVERSITY DIVINITY SCHOOL , <i>New Haven, CT</i> Master of Divinity, <i>Summa Cum Laude</i> Concentrations: Ethics, Religion and Literature Thesis: Interfaith Chaplaincy in Independent Schools Honors: Archibald Prize, highest ranking scholar; Walker Prize for Academic Studies; Daggett Prize for preaching; Prize for excellence in Religion and Literature Master of Sacred Theology (coursework completed) Yale University Teacher Preparation Program	May 1998 May 2007
HARVARD BUSINESS SCHOOL/GRADUATE SCHOOL OF EDUCATION , <i>Cambridge, MA</i> Certificate in School Management and Leadership	August 2021
BERKELEY DIVINITY SCHOOL AT YALE , <i>New Haven, CT</i> Certificate of Anglican Studies	May 2004
COLLEGE OF THE HOLY CROSS , <i>Worcester, MA</i> Bachelor of Arts, <i>Magna Cum Laude</i> Double Major: Philosophy, Classics Concentration: English Honors: Dean's List- All Semesters; Charles A. Dana Scholar 1990-93; Alpha Sigma Nu Honor Society; International Honor Society of Philosophy; Markham Prize in Philosophy 1992-93; Outstanding Oarsman 1993	May 1993

ADMINISTRATIVE/ACADEMIC EXPERIENCE

ST. PAUL'S SCHOOL , <i>Concord, NH</i> Episcopal, coed, boarding school serving 540 students from 40 states and 18 countries. Vice Rector for Faculty (Assistant Head of School) Dean of Faculty	2007 – Present 2017 - Present 2015 - 2017
Serving on Senior Administrative Team, reporting to the Head of School Collaborate on major projects, strategic vision and implementation, review and strengthening of healthy school culture, recruitment, management, professional growth, and evaluation.	

Supervise 120 Faculty, Dean of Studies, Director of Library, Athletic Director, Director of UPENN Teaching Fellows

Major Committee/Board Service:

- Senior Administrative Team
- Administrative Team
- Executive Risk Management Team
- Crisis Management Team
- Chair, Access and Inclusive Community Strategic Plan Task Force, 2014-15
- Chair, Hiring Committee
- Chair, Building Healthy Relationships Committee
- Co-Chair, Community Conduct Board
- COVID Response 2020 Committees: Health & Safety, Schedule (chair), Distance Learning, De-Densification: worked collaboratively to maximize health and safety while delivering on the mission, vision, and values of the school.
- Co-Chair NEASC Accreditation Self-Study Committee, 2017- 2018
- Co-Chair, St. Paul's Strategic Plan, 2013
- Co-Authored Education Toward a Greater Good: A Strategic Vision for St. Paul's, 2013
- Department Heads
- Diversity, Equity & Inclusion Committee
- Board of Trustees Education and Student Life
- Board of Trustees Grounds and Buildings

Initiated:

- Development of professional standards and characteristics of professional excellence for faculty, informing evaluation, professional development, and a system of accountability and mentorship.
- Revision of the hiring process, incorporating data driven assessment and evaluation of candidates
- Strengthening faculty diversity, building a more inclusive community
- Comprehensive instrument to assess faculty workload and encourage ongoing professional development
- Expanded adult boundary training and professional development in diversity, equity, and inclusion
- Revision of ongoing professional learning and faculty evaluation
- Comprehensive review and strengthening of policies, procedures, and accountability for faculty

Additional Responsibilities:

- Oversee recruitment, management, support, and professional development of faculty as a leader, collaborator
- Implement professional learning curricula and program review of academic curriculum
- Review of school operating budget
- Work collaboratively to determine benefits, compensation, policies and procedures
- Participation in development initiatives

Dean of Chapel

2007 – 2015

Built integrated model for chaplaincy aligning initiatives with strategic vision

Initiated:

- Strengthening chapel program and Episcopal Identity in a pluralistic, inclusive community
- Expansion of interfaith and outreach initiatives including creation of Haitian partnerships
- Development and Integration of Religious Studies curriculum

Humanities Teacher, Adviser

2007 – Present

Head Coach, Varsity Girls Crew

2011 – 2012, 2014, 2016-17, 2019-present

- Women's Henley Champion (UK), Peabody Cup 2019
- Women's Henley Finalists 2011, 2014, 2017, 2019
- Reading Regatta Champions (UK) 2014, 2017, 2019
- Youth Nationals 2012, 2019
- Scholastic National Champions 2014
- NEIRA 1st Boat Champions 2012, 2017, 2018, 2019
- NEIRA 2nd and 3rd Boat Champions 2017
- NEIRA Team Trophy 2017, 2019
- Medalists, 1st and 2nd boats 2011, 2012, 2014, 2016, 2017, 2018, 2019

Previous St. Paul's Committee Service

- Community Outreach Committee 2007-2015
- Core Competencies Committee 2010-2012
- Curriculum Review 2012-2014
- Environmental Stewardship 2008-2013
- Faculty Sustainability 2012-2013
- Humanities Curriculum Revision 2010-2011
- Schedule Review and Design 2008-2011

THE TAFT SCHOOL, Watertown, CT

1997 – 2007

Coed, boarding school serving over 600 students from 33 states and 39 countries.

School Chaplain, Dean of Spiritual Life

Administrative Dean reporting to the Head; established Chaplains' Office and Humanities Program

Head, Philosophy, Religion, and Ethics Program

1997 – 2007

Founded and created curriculum for department, developing multiple Humanities courses.

Adjunct Faculty Member, English Department

2002 – 2007

Director of Taft Crew Program, Head Varsity Girls Coach

2000 –2007

- NEIRA 2nd Boat Champions 2005

Upper School Boys Dormitory Supervisor and Head Committee Service:

1998 – 2002

- Admissions 2005-07
- Discipline 2005-07
- Schedule Review and Design 2004-2005
- Faculty Retention and Evaluation 2003-05
- Educational Policies 1998-07
- Administrative Deans 1999-07
- Chair, Spiritual Life 1997-07
- Co-Chair, Diversity Education 2000-07

ST. PAUL'S SCHOOL, ADVANCED STUDIES PROGRAM, Concord NH

Master Teacher, World Religions, Legacy of Ancient Greece, Chaplain

Summers 2000, 2003

TABOR ACADEMY, Marion, MA

1993 - 1995

Coed, boarding school serving 514 students from 26 states and 21 countries

Classics Teacher, Dormitory Supervisor, Academic Advisor, Asst. Boys Crew Coach

PROFESSIONAL GROWTH AND DEVELOPMENT

- **Governance and Leadership:** NEASC Accreditation Visiting Team, Phillips Academy Andover, 2021; Assistant Chair, NEASC Visiting Team, Tabor Academy Accreditation, Fall 2019; NEASC Accreditation Visiting Team, Stanstead College, 2017; ISM Assistant Heads, 2018; NAIS School Leadership Institute, 2005; NAIS Annual Conference, 2016-21; TABS Annual Conference, 2019-21; Facilitator, CT Association of Ind. Schools (CAIS), 2000
- **Diversity, Equity, and Inclusion:** AISNE Diversity, Equity, Inclusion Conference, 2020-21; Anti-Racism Teach-In, 2020; NAIS People of Color Conference, 2017-2021; Diversity Directions Independent School Seminar, 2016; NAES Initiative for chaplains/diversity practitioners, 2018; AISNE Administrators of Color, 2017; NEMNET Overcoming Obstacles to Recruiting Faculty of Color, 2016, 2020, 2021.
- **Hiring, Boundary Training, and Compliance:** Trauma Informed Approach to Investigations (2021, 2022); School Hiring Mastery and Mission-Driven Hiring, ISM 2021; The Impact of Race in Investigations, 2020; Innovative Strategies for Combatting Teacher Sexual Misconduct, 2017; Investigation Techniques and Response, 2016; Boundary Training and Employment Issues, 2016-17; Restorative Justice Conference, Nova Scotia, 2016
- **Teaching, Chaplaincy and Spiritual Life:** Facilitator, NAES Conference for New Chaplains, 2012; Haiti Partnership Program, 2012; Facilitator, CSEE Ethics Institute, 2008, 2007; CSEE Pathmaps in Spiritual Development, 2007-08; NAES Chaplain's Conference, 2006; CSEE Chaplaincy Consultant, 2005-11; Delegate, International Parliament of World Religions, Barcelona, 2004, Virtual 2021; Bronfman Curriculum Initiative for Jewish Studies, 1999; Facilitator, NAES/CSEE Chaplains Conference 1999; Founder and Director, Northeastern Independent School Spiritual Council 2006 –11

GOVERNANCE AND DEVELOPMENT

NATIONAL ASSOCIATION OF EPISCOPAL SCHOOLS

Secretary, Governing Board

2019-Present

Treasurer, Governing Board

2009-2014; 2015-2019

Committees: Executive Committee; Finance, (Chair); Audit (Chair); Governance, Compensation

Advancement Committee Chair - cultivated lead gifts surpassing campaign goal

2014-2015, 2019

Rector, ST. JOHN'S CHURCH, Fishers Island, NY (Summer Chapel)

2008 - Present

Work collaboratively on ministry and outreach supported by a 6.2 million endowment

Board of Directors, FORWARD MOVEMENT EPISCOPAL PUBLICATIONS, Cincinnati, Ohio

2007-2010

Alumni Council Board Member, BERKELEY DIVINITY SCHOOL at YALE

2006-2009

PRESENTATIONS/HONORS

- “Reimagining Faculty Hiring,” TABS Annual Conference, 2021
 - “Time for Cathedral Building: Reimagining School Chaplaincy,” NAES Chaplain’s Retreat, June 2021
 - “Episcopal Identity, Equity, and Inclusion,” NAES Webinar, January 2021
 - “Building Beloved Community through Mission-Inspired Hiring,” NAES Diversity Conference, March 2020
 - “From Hiring to Thriving: Strengthening Faculty Onboarding and Orientation,” TABS Annual Conference 2019
 - “You’re Hardwired To Get Hiring Wrong: A system to reduce implicit bias, increase fairness, and strengthen outcomes,” NAES Biennial 2018
 - “Reimagining the Hiring Process,” NAIS Annual Conference 2017
 - “Moving Forward Together into a Brave New World: Report on the Findings of the SPS Empathy, Intimacy, and Technology Symposium,” NAIS Annual Conference 2017, NAES Biennial 2016
 - “Episcopal Identity,” Board of Trustees, St. George’s School, Newport, RI, February 2013
 - “Chaplaincy in Boarding Schools,” NAES Biennial, 2012
 - “Coping with Spiritual Damage in Boarding School Communities,” NAES Biennial 2008
 - “Teaching Ethics and the Postmodern Paradox,” CSEE Summer Ethics Institute, 2008
 - “Reclaiming the Sacred,” CSEE Chaplain’s Conference 2005
 - “Interfaith Chaplaincy in the Independent School,” Province I Episcopal Chaplains 2005
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- Profile in Leadership, featured in Berkeley at Yale Alumni/ae Magazine, Spring 2021
 - St. Paul’s School - Form of ‘73 Mentor Fellowship, 2008; Haiti Partnership Travel, 2012-13
 - The Taft School - Davis Fellowship, Summer 2004; Abramowitz Award for teaching excellence, 2003

PUBLICATIONS

- “Time for Cathedral Building: Reimagining School Ministry,” Anglican Theological Review, vol. 104, #2, March 2022.
- “Truths That Are Self-Evident: Reflections on *Caste: The Origins of Our Discontent*,” CSEE Connections, Spring 2021
- “Spiritual Directions,” Monthly Column in CSEE Connections, 2004-2011
- “On The Tenth Parallel,” St. Paul’s School Alumni Horae, January 2010
- “Episcopal Schools and the Future of Anglicanism,” NAES Connections, October 2009
- “Baraka,” World Religions Newsletter, May 2008
- “Morning has Broken,” St. Paul’s School Alumni Horae, June 2008
- “To The North and To The South: Tayeb Salih and Encounters with the Other,” World Religions, October 2007
- “The Lost and The Found,” Taft Alumni Bulletin November 2004
- “The One Ring,” CSEE Connections March 2004
- “Taft’s Relationship to Religion and Spiritual Life,” Taft Alumni Bulletin April 2003
- Applied Ethics (curriculum), Council for Spiritual and Ethical Education (CSEE), 1999
- “The Price,” Theology Today, January 1998