

# FELIX THEONUGRAHA, PhD

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## EDUCATION

- Doctor of Philosophy in Educational Studies** 2017  
Trinity Evangelical Divinity School, Trinity International University
- Dissertation Title: “You Can’t Change the Past, but the Future is Your Responsibility”:  
The Influence of “White” Identity on Teaching and Learning for “White” Doctoral  
Students in Theological Schools
- Master of Divinity** 2006  
Trinity Evangelical Divinity School, Trinity International University
- Bachelor of Arts in Psychology, Bachelor of Arts in English,** 2002  
University of California, Berkeley

## EXPERIENCE

### *Higher Education*

**President  
Professor of Educational Leadership  
Western Theological Seminary** July 2019-present

**VP for Student Life and University Services  
Trinity International University** March 2018-present

- Lead and direct the Enrollment team, Athletics Department, Alumni Office, and Student Life division of Trinity International University.
- Collaboratively set strategy and tactics to increase new students enrollment. The Fall 2018 undergraduate class increased by 10% over Fall 2017, while the graduate class enrolled the highest degree seeking students over the past 4 years.
- Improved effectiveness and competency of Admissions staff in recruiting students by establishing aggressive recruiting approaches that employ sales tactics and emphasize data analytics in decision making.
- Provided oversight to this year’s Homecoming program, including selection of Alumnus of the Year, Homecoming Chapel, Reunion Celebrations, and programming.
- Engaged soccer alumni to establish the Legacy Club and raise \$100,000 for the purchase of new soccer goals, field improvements, and other equipment.
- Worked with basketball donors to raise \$750,000 for the renovation of the Sports Complex.

**VP for Student Life and University Ministries and Dean of Students  
Trinity International University**

July 2015-present

- Lead and direct the Student Life division of Trinity International University, including oversight of budget, programs, and personnel. Offices within the Student Life division include Chapel, Residence Life, Mosaic Ministries, Intercultural Development, Global Community Partnership, International Students and Scholars, Student Leadership Development, Student Activities, Campus Safety and Security, Housing, Health Services, Counseling Services, and Family Services.
- Serve on the President's University Leadership Team to implement the President's strategic vision for the university.
- Direct the work of the Student Life Division in order to contribute significantly and in a measurable fashion to the completion of the Strategic Plan of the University, Heritage and Hope: Trinity 2023, under the leadership of President Dockery.
- Serve as a member of the Racial Reconciliation Task Force, which produced a Racial Reconciliation Statement that was unanimously adopted by the Board of Regents in October 2017; Co-chair the Racial Reconciliation Implementation Committee along with Dr. Bruce Fields.
- Oversee the work of Mosaic Ministries, which aims to advance the ministry of reconciliation and renewal by equipping students, developing resources, and creating new networks.
- Oversee University Retention initiatives and efforts. Retention rate among first time freshmen non-student-athlete went up by 14% in 3 years. Retention rate among TEDS students remained in the low to mid 90% over the past 10 years.
- Develop the Compass program, which is designed for students who do not meet the University's admission standards, but are ready to learn, driven to succeed, and desire to engage in community life. Retention rate of students who remained in the Compass program for the entire academic year was 89%.
- Established First Year Residence Hall for Trinity College and First Year Life Together Groups to create a more effective orientation and onboarding experience for freshmen, and to facilitate a sense of belonging for new students.
- Initiated Parents Weekend and Parents newsletter to increase communication and interaction between the institution and parents of students.
- Serve as co-chair of the Gender Equity Task Force to ensure gender equity in hiring practices, compensation, promotion, and campus atmosphere.
- Serve as the administrative liaison to the Recruitment, Retention, and Student Services committee of the Board of Regents.
- Serve as the administration liaison on the TEDS Faculty Student Life Committee.
- Serve as Chair of the Student committee of the University Policy Committee to formulate, implement, and review policies to promote the collective welfare, academic success, and Christian formation of the University's student population in compliance with the various governing state and federal regulations, including Title IX.

- Oversee the implementation of the Emerging Leaders program, a freshman cohort based program, increasing retention rate by 10%. Oversee the 360 Leadership Conference (a high school youth leadership program) and the 360 Leadership Institute (a Lilly funded High School Youth Theology Initiative), to recruit high school students to Trinity.
- Oversee special services, chapels and weeks, for the University, including Convocation, Founders' Day services, EFCA Week, and Honors and Awards.

**VP for Spiritual Life and University Ministries**  
Trinity International University

July 2014-June 2015

- Oversee and implement the chapel program for both undergraduate and graduate students to ensure that every chapel service is God-glorifying, coherent, and spiritually nourishing for all who attend.
- Introduce and normalize intercultural elements during chapel services, including diversity of speakers, singing songs in multiple languages, reading Scripture in multiple languages, and multi-ethnic worship styles.
- Coordinate daily chapel services (3 for the College and 2 for TEDS) including recruitment of and communication with speakers, planning worship elements, and recruiting liturgists.
- Serve on the Inauguration Planning committee for the inauguration of President Dockery.
- Serve on the Faculty Chapel Committees for TEDS and Trinity College.
- Reviewed the College's Chapel policies to better strengthen the role of chapel in students' day-to-day rhythms and to maximize the impact of small group Bible Study for students' spiritual formation.
- Oversee special services, chapels, and weeks on Trinity's campus, including Convocation, Global Christian Week, Founders' Day services, EFCA Week, and Henry Center's Timothy Series.

**Adjunct Faculty**  
Trinity Graduate School, Trinity International University

July 2014-present

- Teach courses in the Master of Arts in Leadership program.
  - Followership
  - Social and Cultural Context for Leadership

**Dean of Students, TEDS/ TGS**  
Interim Dean of Students, TEDS/TGS

July 2012-present  
July 2011-June 2012

- Lead the direct the Graduate Student Affairs division, including oversight of budget, programs, and personnel.
- Develop strategic plans for Student Affairs as directed by the Senior VP of Student Affairs.

- Oversee Counseling Center, Health Services, International Student and Scholar, and Family Services to ensure that their objectives are in line with the overall university mission and that their services are meeting student's needs.
- Serve as Chair of the TEDS Faculty Student Life Committee.
- Lead the Graduate Student Affairs staff as they implement various office initiatives and programs, such as New Student Orientation, Residence Life, Graduate Scrawl, and the Student Guide.
- Chair Student Hearing Committees, composed of faculty, staff, and students.
- Develop and modify policies as required by the Department of Education and as needed by the institution, such as the Missing Person policy, the Sexual Harassment and Discrimination policy, the Involuntary Withdrawal policy, and others.
- Contribute to University's retention effort by following up with students who are experiencing difficulties registering; and, administer the Noel-Levitz Adult Student Priorities Survey.
- Develop a university wide Student Leadership Retreat under the leadership of the Senior VP of Student Affairs.
- Provide oversight to Graduate Student Government Association and 8 other Student Groups, including Blacks and Latinos at Trinity and Faith Alive.
- Oversee student disciplinary process and chair judicial committees.
- Co-present sessions at the annual Student Affairs Professional Development retreats. Previous sessions include: "In Praise of Followers: Why Great Followers Make Great Leaders" and "Creating Meaning and Community in Your Span of Influence."
- Serve on the President's Advisory Cabinet.
- Serve on the Trinity Graduate School Academic Council.

**Associate Dean of Students**  
Student Services Office, TIU

January 2006-June 2011

- Direct and oversee the International Student and Scholar Office. Responsibilities and achievements include:
  - Serving as the Principal Designated School Official for implementing the Student and Exchange Visitor Information System.
  - Successfully applying for the J Visa Sponsorship Designation on behalf of Trinity International University.
  - Directing of international students admission and hospitality process to ensure a seamless transition.
  - Communicating effectively and professionally with international students regarding legal, personal, and cultural issues.
  - Partnering with international student groups in planning events such as Trinity International Festival Week.
- Guide and implement New Student Orientation for the divinity and graduate school.

- Serve on a subcommittee for Trinity's Accreditation Self-Study process.
- Plan and implement Trinity Student Leadership Retreat.
- In conjunction with the Dean of Students, design, administer, and analyze a student residence hall satisfaction survey that lead to major changes in students housing standards and placement.
- Provide oversight to residence life program, including oversight of hiring, training, and supervision of Residence Life Staff.
- Successfully proposed and implemented Living-Learning Floor program for TEDS in Social Justice and Spiritual Formation. The Living-Learning floors were cited in the accreditation self-study as innovative programs for TIU.
- Oversee and implement auxiliary services to disabled students to comply with Americans with Disabilities Act.
- Developed Fellowship of International Students, a student group that aims to advocate for the need of international students and to serve the international community.
- Coordinate Trinity Growing in Fellowship, a community-building event that fosters community for faculty, staff, and student.
- Serve on various committees, such as the Student Life Committee, Student Experience Committee, and Trinity Hall Dedication Committee.
- Preach in chapel and assist in planning of chapel services as needed.

**International Student Advisor**

August 2005-December 2005

International Students Office, Trinity International University

- Perform the duties and responsibilities of a Designated School Official.
- Issue and maintain I-20s for all international students.
- Facilitate cultural adjustment and transition for international students and families.

**President**

May 2004-May 2005

Student Government Association, TEDS/TGS

**Office Assistant**

August 2004-May 2005

Student Services Office, TEDS/ TGS

**Ethnic Diversity Representative**

May 2003-May 2004

Student Government Association, TEDS/TGS

***Church/ Para-Church***

**Member**, Gurnee Community Church

January 2006-Present

- Co-teach Adult Education class with my wife, Esther. Books studied include the book of Genesis, Job, Proverbs, Song of Songs, Daniel, Amos, Mark, Romans, and James.

- Helped to design intercultural Vacation Bible School Extreme program for 4<sup>th</sup>, 5<sup>th</sup>, and 6<sup>th</sup> grader that brings dignity to other cultures and introduces students to the vibrant faith present in other cultures, instead of only focusing on their poverty and needs.

**Ordained Minister of Word and Sacrament** August 2007-Present  
Reformed Church in America

- Ordained in November 2007
- Serve on the board of the Ministerial Formation Certification Agency.
- Serve as a corresponding delegate at the 198<sup>th</sup> Regular Session of the General Synod (2004), representing the Ministerial Formation Coordinating Agency.

**Youth Intern** August 2002-May 2005  
Faith Community Church

**Co-Director, Freshman Urban Project** May 2002  
InterVarsity Christian Fellowship, UC Berkeley

**Unit Leader** May 2000-May 2002  
InterVarsity Christian Fellowship, UC Berkeley

**Counselor** 1999-2004  
Chinese Christian Church Music Institute for Worship

**Worship Leader** May 1999-May 2002  
Christ Church of the Bay Area

**Student Leader** May 1999-May 2000  
InterVarsity Christian Fellowship, UC Berkeley

## **PUBLICATIONS**

“Spiritualism” in Worldview Study Bible, Broadman and Holman.

“Faith, Learning, and Living” in Christian Higher Education: Teaching and Learning in the Evangelical Tradition, Crossway.

## **PRESENTATIONS AND PROJECTS**

**Team Member** October 2017 – Present  
Creating and Pilot Testing a Seminarian’s Character/Virtue and Spiritual Development Program Assessment Instrument, a multi-institution Templeton Foundation Funded Project

**America: Who Belongs? A Sociological Analysis of Us/Them** September 2017  
Mosaic Ministries  
[https://www.youtube.com/watch?v=YSIkP1-A\\_dM&t=1088s](https://www.youtube.com/watch?v=YSIkP1-A_dM&t=1088s)

**Commissioner, Student Development Officers’ Commission** July 2017-Present

Council for Christian Colleges and Universities

**Toward a Pedagogy of “White” Ethnic Identity for Theological Schools** March 2016  
Evangelical Missiological Society, North Central Region

**Sacralization of Masculinity: a Sociological Analysis of a Contemporary Men’s Movement in Evangelicalism** March 2014  
Evangelical Missiological Society, North Central Region

**Team Member**, Globalizing Theological Education 2010-2012  
Carl F.H. Henry Center for Theological Understanding Funded Project  
<http://henrycenter.tiu.edu/globalizing-theological-education/>

## HONORS AND AWARDS

**Faculty Scholarship Award** May 2005  
Trinity Evangelical Divinity School

**Chancellor’s Scholar** August 1998-May 2002  
University of California, Berkeley

## SKILLS & INTERESTS

Languages: Mandarin

Community: Head coach for Gurnee Youth Baseball in-house league. Assistant coach for Warren Township Girls Softball in-house league. Team Manager for FC Lake County U10 Girls Team.