



Position Description

Position Title: Faculty - Graduate Program

Department: Professional Counseling

Reports to: Program Director

Status: Full-Time or Part-Time, Exempt

Created: December 2025

Position Summary

The Graduate School of Professional Counseling at Wisconsin Lutheran College (WLC) invites nominations for a faculty position beginning July 1, 2026. This position may be filled on a full-time or part-time basis. Faculty rank will be commensurate with qualifications and professional experience.

The Professor of Counseling will serve in multiple roles within the graduate counseling program, including teaching, supervision, research, advocacy, and service. Teaching is the primary responsibility and includes the design, implementation, and delivery of core coursework such as ethics, research, assessment, and systems, as well as supervision of practicum and internship experiences. Course assignments will be determined based on the program's needs and the candidate's gifts, experience, and areas of expertise.

Wisconsin Lutheran College is accredited by the Higher Learning Commission. The professional counseling program is CACREP-aligned and pre-approved by the State of Wisconsin for licensure and testing entry. Our program is committed to expanding access to counseling services throughout Wisconsin and the greater Milwaukee community.

The WLC counseling program offers a transformational educational experience grounded in relational, in-person learning and community engagement. Students are prepared to meet the highest professional standards while integrating faith, trauma-informed practice, and cultural understanding through a distinctly Christian lens, fostering both professional excellence and spiritual growth.

Active membership in the Wisconsin Evangelical Lutheran Synod (WELS), the Evangelical Lutheran Synod (ELS), or another confessional Lutheran denomination in fellowship with WELS is preferred, as this is a professional counseling program that offers Christian integration opportunities.

Essential Duties and Responsibilities

Duties and responsibilities include, but are not limited to, the following:

- Teach a course load of 18-27 credits per calendar year for full-time faculty, adjusted based on institutional needs and faculty background.
- Deliver core counseling curriculum and supervise practicum and internship experiences.
- Support field experience courses through site development, clinical placement coordination, crisis response, and related activities.
- Advise, mentor, and support graduate students academically, professionally, and vocationally.
- Faculty in the professor track are expected to be actively engaged in scholarly research, writing, and/or presenting through a variety of means such as professional journals and non-scholarly Christian publications and events.
- Participate in the admissions process, including interviewing and evaluating applicants.

- Contribute to ongoing assessment and continuous improvement of curriculum and student learning outcomes.
- Participate in relevant professional counseling organizations.
- Perform additional faculty responsibilities as assigned.

Education and Qualifications

The faculty member in this position will possess the following qualifications and educational background:

- Earned doctorate in Counselor Education (preferably from a CACREP-accredited program), a closely related doctoral degree, or demonstrated active progress toward doctoral completion.
- Successful teaching experience in clinical counseling at the graduate or undergraduate level.
- Evidence of scholarly activity, including publications or other scholarly contributions.
- Commitment to understanding and adhering to established professional code of ethics and best practices.
- Excellent verbal, written, and presentation skills, with the ability to work effectively with diverse populations.
- A collaborative spirit and ability to contribute positively to academic, professional, and community environments.
- Current counseling licensure and qualifications necessary for clinical supervision.
- Demonstrated commitment to excellence in education, ability to teach to all learners, and humility in multicultural approaches.
- Demonstrated interest in and capacity for ethical integration of Christianity and professional counseling.
- Possession of a valid driver's license in good standing and the ability to travel locally as required for program-related clinical responsibilities.

Physical Requirements

While performing the duties of this position, the faculty member is regularly required to sit and stand; use hands for handling or feeling; reach with hands and arms; and communicate verbally and audibly. The employee may frequently stand or walk and must occasionally lift or move items up to 20 pounds. Vision requirements include close and distance vision and the ability to adjust focus.

WELS Called Position Eligibility

Membership in the Wisconsin Evangelical Lutheran Synod (WELS) or Evangelical Lutheran Synod (ELS) is required, along with a demonstrated passion for and experience in serving others with respect for all as God's creation. The candidate must align with and support the mission and ministry values of WLC, adhering to its Christian code of conduct. Additionally, the candidate is expected to actively pursue synodical certification and complete it within five (5) years, unless they already hold an active call with WELS/ELS.

Individuals are encouraged to nominate a qualified individual using the brief nomination form. You may also contact the Office of the Provost (joni.panitzke@wlc.edu) regarding questions on this process. Individuals may self-nominate for this position. Qualified candidates should send a cover letter discussing background, interests, and teaching philosophy in the context of a confessional Lutheran liberal arts college; a Curriculum vitae; and three letters of recommendation, discussing personal qualities via email to the Office of the Provost (joni.panitzke@wlc.edu). Review of nominees will continue until the position is filled.