Antioch University seeks applications and nominations for the position of President of Antioch University Santa Barbara. The next President will have the opportunity to lead a growing beautiful campus, to expand enrollment and foster the development of cutting-edge curricula, and innovative approaches to education for adult learners, and be an active member in a vibrant, close-knit community. The start date is expected in early summer of 2016.

THE UNIVERSITY

Antioch University (AU) was founded in 1852 as Antioch College in Yellow Springs, Ohio – a non-sectarian, co-educational institution, which practiced a stimulating and unconventional approach to student learning. Antioch’s first president, Horace Mann, was a respected educator, architect of the American public school system, abolitionist and social reformer. As early as Antioch’s founding, the College advocated for social equity and was the first college in the United States to educate women on equal terms with men. Antioch also became the first American college to hire women on equal terms for faculty positions, and to appoint women as trustees. It was among the first to offer African Americans equal educational opportunities. Antioch was and continues to be a pioneer in the development of experiential education.

Between 1964 and 1978, Antioch expanded dramatically with the launching of over 35 programs and campuses throughout the United States, including its five current campuses. In 1978, at the urgings of the Ohio Board of Regents, Antioch College changed its name to Antioch University to reflect the fact that it was no longer only an undergraduate liberal arts college. Antioch University is the same institution founded by Horace Mann in 1852.

In 2008, the Board closed the original undergraduate campus, Antioch College, because it was no longer financially sustainable. The campus and other assets were sold to a new corporation established by a group of college alumni, which sought to re-open the College as an independent institution. In addition, the University licensed them the Antioch College name, and they began operations on the historic campus in 2011 and are still working on accreditation.

Although the College is no longer part of the University, its founding principles abide among the regional campuses, and the University retains its core mission to provide students a transformative, experiential, progressive education that still sets it apart from other institutions to this day.

Today, Antioch is building upon its legacy of serving adult students at both the undergraduate and graduate levels as a university with five campuses, located in Seattle, Los Angeles, Santa Barbara, the Midwest campus in Yellow Springs, OH, and the New England campus in Keene, NH. Each campus has its own distinct identity that responds to community and regional needs. Two institution-wide programs have international faculty and students – the Ph.D. in Leadership and Change and Antioch Education Abroad. In 2014 the university launched an online program, Antioch University Connected (AUC), and is currently expanding AUC’s academic offerings.
THE UNIVERSITY (continued)

This diversity thrives within the context of an integrated university with coordinated strategic planning, capital priorities, budgeting, and virtual academic support services for student learning and pathways for faculty involvement and voice in University academic affairs. The presidents work collaboratively with the University executive teams on all aspects of the University and the main functional areas work together to set priorities and share best practices.

Antioch University is governed by a Board of Governors (BoG), which is the fiduciary board for the corporation. However, to assist the BoG with its governance, it has established local Boards of Trustees for each of the five campuses that are empowered through delegated authority and responsibility to provide local leadership to the campuses. AU is classified by Carnegie as Masters S and is fully accredited by the Higher Learning Commission of the North Central Association of Schools and Colleges as one University with multiple branch locations.

AU is proud to be the recipient of a number of national awards and honors. In 2010/11, Antioch University received the following honors: U.S. President’s Honor Award for Community Service with Distinction; USA Today’s Top Twenty Colleges and Universities for Service to their Communities; Business Review Ten Top Institutions for Innovation; and US News and World Report 2012 Best Colleges, with three campuses recognized – Los Angeles, Midwest and Santa Barbara.

ANTIOCH UNIVERSITY MISSION

Antioch University provides learner-centered education to empower students with the knowledge and skills to lead meaningful lives and to advance social, economic, and environmental justice.

ANTIOCH UNIVERSITY VISION

Antioch aspires to be a leading university offering learners and communities transformative education in a global context that fosters innovation and inspires social action.
Antioch Core Values

Excellence in Teaching and Learning
The University offers quality academic programs relevant to the needs of today’s learners and embraces experiential learning by bridging academic outcomes with the real-world experience of all members of its learning community.

Nurturing Student Achievement
The University educates the whole person by cultivating personal growth, pragmatic idealism, and the achievement of professional goals.

Supporting Scholarship and Service
The University recognizes the active engagement of faculty in student learning, scholarship, and service. As well, Antioch University values the manifold ways students and graduates creatively and deliberatively apply their learning to the common good.

A Commitment to Social Engagement
The University maintains an historic commitment to promoting social justice and the common good. Students graduate from Antioch University with a heightened sense of their power and purpose as scholars, practitioners, and global citizens.

Building and Serving Inclusive Communities
The University nurtures inclusive communities of learners, inspiring diversity of thought and action. Antioch University engages and supports the educational, cultural, and environmental vitality of the diverse regional, national, and international communities that it serves.

Institutional Goals

- Prepare graduates to lead and serve in their professions and communities through excellent academic programs that exemplify experiential learning, social engagement, professional preparation, and global citizenship.
- Improve access, affordability, and success for students who manage multiple responsibilities of school, work, and family.
- Promote inclusion, justice, and sustainability, in order to live our values.
- Become a fully integrated university system to maximize sustainability and prosperity.
- Expand financial, human, physical and information resources for long-term sustainability and overall effectiveness.
BACKGROUND

AUSB was founded in 1977 as an independent non-profit institution that is an important part of the Antioch University System. Other campuses are located in Ohio, New Hampshire, Los Angeles, California, and Washington. Originally, the Santa Barbara operation was joined with the Los Angeles campus. In 2007, AUSB became a separate co-equal campus to Los Angeles.

AUSB is situated in charming downtown Santa Barbara, within walking distance of numerous restaurants, shops, and galleries and close to Santa Barbara’s beautiful beaches and mountain ranges. AUSB serves local residents as well as an increasing number of commuters who appreciate Antioch’s distinctive education and flexible class schedules. More than 430 students matriculate and the student body is a diverse group of men and women of all ages who share a serious determination to change their lives. Over 70% receive some form of financial aid. While AUSB will always remain small and personal, current plans call for growth to about 700 students.

AUSB’s educational delivery system is designed for adult learners, most of whom have active professional and personal lives. Campus student life, therefore, is primarily focused in the classroom, which is where most student interaction occurs. Antioch’s dedicated full and part-time faculty members are committed to ensuring a safe and supportive environment for the learning process. This involves creating a learning space in which participants, both instructors and students, can explore and express ideas and points of view as part of the process of engaged learning.
OPPORTUNITIES & CHALLENGES

The significant opportunities and challenges for the next President of Antioch University Santa Barbara include:

- Ensuring that the mission and core values of Antioch University Santa Barbara are an essential part of campus life, both within the classroom and beyond;
- Taking a leadership role in the dynamic and progressive business, professional, and educational community in Santa Barbara, as well as serving as the public face and chief advocate of AUSB;
- Continuing to drive the high quality level of student engagement and leading the strategy to increase student enrollment and retention that includes measurable outcomes and incorporates marketing, financial aid management and a responsive student services program;
- Engaging, supporting and integrating the faculty in the development of new curricula, education, and delivery models that will keep AUSB’s distinctive educational experience at the forefront of an affordable education and social change;
- Engaging in collaborative and strategic decision-making that allocates resources in ways that are consistent with the mission and values of AUSB and align with AU’s goals;
- Pursuing new and entrepreneurial streams of revenue, both internally and externally, that will add to AUSB’s financial resources and fiscal stability;
- Continuing to successfully navigate the fiscal challenges facing the institution and establish a robust financial future for AUSB;
- Making the case for AUSB and progressive education to the philanthropic community of Santa Barbara and surrounding areas, whose values align well with the social justice and sustainability mission of AUSB;
- Harnessing the talents and energy of an enthusiastic, engaged and influential Board of Trustees to enhance the visibility and reputation of AUSB;
- Embracing diversity throughout AUSB by engaging with the issues of inclusion in both academic and social settings;
- Promoting and modeling an increased climate of trust, mutual respect and transparency among the faculty, staff, administration and students; and,
- Partnering with the Chancellor and the University leadership team, including other campus presidents and senior administrators in the Antioch University system, to further the mission and goals of the University as a whole, and of AUSB within the University.
QUALIFICATIONS

The Board of Governors, the AUSB Board of Trustees, the Antioch University Chancellor and the AUSB campus community seek a new president who:

• Is a person of proven and unquestioned integrity who operates from a strong moral and ethical compass consistent with the unique educational roots of Antioch University;
• Can demonstrate a commitment to the mission and values of Antioch University and is a person of vision with the skills to unite the community around that vision;
• Is a strategic thinker and leader with courage, an entrepreneurial spirit, a transparent and supportive leadership style with strong skills in collaboration, team building and conflict resolution;
• Is an academic leader who understands current issues in higher education, and will garner respect from Antioch’s experienced faculty and staff;
• Has had at least 10 years of professional success that reflects a curiosity and a passion for learning, good business acumen and budget management, preferably in, but not limited to, the area of higher education;
• Understands, and is knowledgeable about the higher education landscape, the role of education to help improve society, and the opportunities and challenges facing higher education institutions in the 21st Century;
• Communicates effectively in listening, speech, writing, and can be an articulate and credible advocate for the University and its mission;
• Preferably has a strong track record of growth in terms of building enrollment, developing new academic programs and fund raising;
• Has the ability to forge connections and build bridges among the staff, faculty, the Board of Trustees, the AU System and the Santa Barbara community;
• Engages with the business, civic, social and philanthropic communities and has the personal and professional presence and will to be a leader in the Santa Barbara community and to raise the profile of AUSB;
• Advocates for adult learners and fosters scholarship;
• Cares deeply about students and understands the importance of diversity and inclusion;
• Exhibits a collaborative and flexible management style, seeking input before decision making; has the courage to make timely, informed executive decisions as appropriate and understand the impact of decisions on the University community;
• Is an innovative and inspirational change agent with a successful track record of leading and managing change and a high level of comfort with a variety of leadership models and styles; and,
• A terminal degree is strongly preferred.
### ANTIOCH UNIVERSITY SANTA BARBARA

#### KEY INDICATORS 2015

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment in Plant, Less Depreciation</td>
<td>$18.3 million (University)</td>
</tr>
<tr>
<td>Plant Replacement Insured Value</td>
<td>$0 (AUSB – nothing because of leased property)</td>
</tr>
<tr>
<td>Cost of Operating Physical Plant</td>
<td>$9.8 million (University) $1.4 million (AUSB)</td>
</tr>
<tr>
<td>University Endowment and Reserves</td>
<td>$27 million</td>
</tr>
<tr>
<td>Total University Budget</td>
<td></td>
</tr>
<tr>
<td>AUSB Budget</td>
<td>$9.8 million</td>
</tr>
<tr>
<td>Tuition Revenue</td>
<td>$65 million (University) $9.8 million (AUSB)</td>
</tr>
<tr>
<td>AUSB Student Enrollment for Fall, 2015</td>
<td>432</td>
</tr>
<tr>
<td>Tuition Discount Rate</td>
<td>4% for fall 2015</td>
</tr>
<tr>
<td>AUSB Retention Rate</td>
<td>88% after 1 year for undergraduate; 80 to 91% after 1 year for Masters; 77% after 2 years for Psy.D.</td>
</tr>
<tr>
<td>Retention Rate for all Campuses</td>
<td>76%</td>
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<tr>
<td>Living Alumni</td>
<td>Approximately 140,000 (University)</td>
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<tr>
<td></td>
<td>Approximately 3,200 (AUSB degree-receiving alumni)</td>
</tr>
<tr>
<td>Number of Full-time Faculty at AUSB</td>
<td>12 FTE</td>
</tr>
<tr>
<td>Tenured</td>
<td>N/A</td>
</tr>
<tr>
<td>Degrees Offered by AUSB</td>
<td>B.A. (Undergraduate Degree Completion) M.A., MBA., M.A.C.P, M.Ed, Psy.D.</td>
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</tbody>
</table>
APPLICATION PROCEDURES

To ensure full consideration, candidates should email to AUSBPresident@rhperry.com by February 10, 2016: 1) a cover letter that addresses the opportunities and qualifications listed above; 2) a current résumé or C.V.; and 3) the contact information for five professional references. Review of applications will begin immediately. The start date for this position is in early summer of 2016.

FOR FURTHER INFORMATION, PLEASE CONTACT:

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415 987-6566

MS. DOROTHY S. POOLE, Senior Consultant
925 548-2963

MR. PAUL G. DOEG, Chief Operating Officer
406 220-2129

or

AUSBPresident@rhperry.com

POLICIES

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

It is the policy of Antioch University not to discriminate against and to provide equal employment opportunity to all qualified persons without regard to race, color, national origin, religion, sex, sexual orientation, gender identity, age, disability, veteran status, or any other protected classification.

www.antiochsb.edu
www.antioch.edu