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The Board of Trustees of Antioch College invites applications and nominations for its next president. Antioch College seeks a leader with a genuine commitment to social justice as well as excellent skills as a manager and entrepreneur. Antioch’s next president must be dynamic and engaging and will demonstrate an appreciation of collaborative values and of shared governance. Antioch College is rooted in student engagement at all levels and through its groundbreaking co-operative education program and shared governance structure, prepares students who are innovators and who are ready to meet the challenges of today and of times to come. The next president will need to possess energy, passion, good humor and a dedication to collaborative processes that serve and respond to the greater community.

ABOUT ANTIOCH COLLEGE

Founded in 1850 and located in Yellow Springs, Ohio, Antioch College is a progressive, private, liberal arts college. The fall 2020 student enrollment at Antioch College was 116 students. The faculty is currently made up of 16 full-time and 5 part-time faculty members, resulting in a student/faculty ratio of 7 to 1.

Today, Antioch College continues to position itself ahead of the curve in creating accessible, flexible structures and programs that are responsive to the realities of our time and the future. At Antioch College, students construct courses and programs of study with their teachers, design experiences and practicums with mentors, deliberate on matters of college governance, sustainability and community life, and share responsibility for the broad range of the work necessary to sustain themselves and their College.
HISTORY

Horace Mann, the first President of Antioch College, was an abolitionist and educational visionary. His leadership of Antioch College followed his extraordinary leadership in the establishment of American public schools. Antioch College celebrates Mann’s role in leading the College and providing generations of Antiochians with ethical direction, reflected in his iconic words to the first graduating class, “Be ashamed to die until you have won some victory for humanity”.

In the spirit of Horace Mann, Antioch College believes a healthy democratic society requires institutions that act as catalysts for change and laboratories for invention. This is a role that Antioch College has played throughout its history; the effort to build upon and carry this legacy forward is among the most significant and compelling opportunities in higher education today.

Antioch College has been a pioneering and values-driven secular institution since its founding. The College was among the first nonsectarian educational institutions in the United States. It was the first coeducational college in the nation to offer the same educational opportunities to both men and women, and it was the first to appoint a woman to its faculty and to its Board of Trustees. It was also among the first to offer African-Americans equal educational opportunities. Throughout the generations, Antioch College faculty, students, staff, and alumni have committed themselves to important causes.

In the 20th Century, Antioch College redefined liberal arts education by initiating an entrepreneurial and experiential curriculum through the development of its hallmark cooperative work program. Many of the now-common elements of today’s liberal arts education—self-designed majors, study abroad, interdisciplinary study, and portfolio evaluation—had an early start at Antioch College. The College was also among the first to make a commitment to community governance and to the authentic participation of students in institutional decision-making. Consistent with its curriculum of classroom and experiential learning, as well as the learning experience of community governance, Antioch College has always given equal weight to understanding theory, to engaging in practice, and to taking action.

Having expanded into a University through its creation of numerous graduate and continuing education campuses and programs throughout the country, the flagship College was closed by the University Board in 2008. The College reopened as an independent institution, with its first incoming class in the fall of 2011, as the result of the activism, organizing, and financial support of its dedicated alumni, faculty, students, and supporters.

MISSION

The mission of Antioch College is to provide a rigorous liberal arts education based on the belief that scholarship and life experience are strengthened when linked, that diversity in all its manifestations is a fundamental component of excellence in education, and that authentic social and community engagement is vital for those who strive to win victories for humanity.

VISION

Antioch College is a New Kind of College—a College of Action—where better ways of living are discovered as a result of meaningful engagement with the world through intentional linkages between classroom and experiential education.

EDUCATIONAL LANDMARKS

OWN YOUR EDUCATION
Antioch College is for students who want real agency in the design and pursuit of an education that readies them to claim full lives as human beings and world citizens.

LEARN EXPERIENTIALLY
Antioch College is dedicated to intellectually demanding experiential education. Students come to Antioch College not to retreat from the world but to engage in the world.

ACT FOR JUSTICE
Antioch College is known, through the efforts of its students, faculty, and alumni, for offering education that prepares and inspires people to embrace and lead socially responsible acts of change.
LOCATION

Yellow Springs, Ohio is a small village, approximately 20 miles east of Dayton, Ohio. The village of Yellow Springs, with its cultural diversity of shops, galleries, food and drink purveyors, and downtown festivals, as well as the natural beauty of the hiking trails through the Glen Helen Nature Preserve, the John Bryan State Park, and Clifton Gorge, is a wonderful extension of campus life.

ACADEMICS

The academic programs are organized into four divisions:

- Arts, Humanities, Sciences, and Social Sciences.
- Areas of study include:
  - Biology and Biomedical Science
  - Environmental Science
  - French Language and Culture
  - Global and Transnational Engagement
  - History
  - Interdisciplinary Arts

- Law and Justice
- Literature and Creative Writing
- Media Arts
- Political Science, Global Political Economy, and Environmental Politics
- Psychology
- Public Anthropology
- Sculpture and the Expanded Field
- Spanish Language and Culture
- Sustainability
- Visual Arts
LEADERSHIP AGENDA

Develop and implement a sustainable financial model and a budget that is equitable and in line with our mission and social justice commitments. This includes:

- Increasing and maintaining the annual budget;
- Developing new forms of programming with a healthy financial base;
- Growing and diversifying current revenue streams.

Oversee the re-accreditation process of Antioch College, slated for completion in 2025-2026.

Expand our national fundraising program based on an innovative vision that accounts for the challenges faced by small institutions of higher education.

Develop an integrated and multi-modal marketing and communications program that promotes local relationships and national visibility.

Recruit and retain a growing student body with an aim of reaching 300 by 2025-2026.

Build, promote, and inspire a collaborative and stable management team committed to and grounded in our founding/organizing value of shared governance across the institution.

Oversee an optimal utilization of campus facilities and grounds in a manner that responds to the needs of the College and the greater Yellow Springs community moving forward.

ANTIOCH COLLEGE STRENGTHS

Antioch College has a long and rich history of preparing students for leadership roles in education, social justice, policy and science, and as constructive change agents for the betterment of the world.

The College prides itself for its efforts toward embracing sociocultural diversity and inclusion and has a rich history of racial justice and of educating civil rights leaders like Coretta Scott King and many others, which is exemplified today in the work of the Coretta Scott King Center for Cultural and Intellectual Freedom.

Antioch College is grounded in its commitment to experiential learning as an integral dimension of intellectual growth.

Antioch College was the first undergraduate liberal arts college to embrace community-based governance as a central feature of its academic program.

A clear example of the powerful role of students in College governance is the Sexual Offense Prevention Policy (SOPP), a student-pioneered affirmative sexual consent policy, implemented in 1990. Far ahead of its time, in recent years, the SOPP has received national recognition and has served to inspire conversation about consent in relationships on College campuses and beyond.

As an expression of its commitment to work in the world, Antioch College offers International Programs, both classroom and work experiences, that permit as many as 50% of students to have international experiences.

Antioch College is committed to access to education, as demonstrated in the Antioch College Works program which provides full tuition scholarships to all Pell-eligible students, as well as paid campus or community-based work, among other features of the program.

Antioch College has a dedicated and engaged alumni base that is determined to see the College survive and prosper.

The College was re-accredited for a 10-year period in 2015/16 and is on track for reaccreditation in 2025/26.
ANTIOCH COLLEGE CHALLENGES

- Antioch needs to develop a sustainable and equitable financial model that can support the work of our faculty and the needs of our students.
- The College needs to grow its student body while maintaining a strong faculty/student ratio.
- Antioch College’s endowment needs to be built and enlarged as the College expands.
- There is a need to create partnerships to sustain the College’s future and diversify its financial base beyond traditional philanthropy.
- Antioch needs to increase its support for faculty research and development programs.
- The next president will need to create a leadership team that will be inspired by the college’s vision, motivated by the college’s mission, and dedicated to the confronting and overcoming the college’s challenges in the context of the college’s commitment to shared governance.

QUALIFICATIONS AND QUALITIES

- Demonstrated experience and success in fundraising, endowment development, capital campaigns, foundation building, etc.
- Demonstrated leadership background and seven to ten years of leadership experience in areas, such as public service, civic engagement, social justice, and higher education.
- Demonstrated human relations skills, including professionally relating to and connecting with people from diverse backgrounds, such as different races and ethnicities, genders and gender identities and expressions, sexual orientations, religions, classes, intellectual and physical abilities, and citizenship statuses.
- Higher education leadership experience is preferred, as is a leadership background that includes experiences in social justice, which is a foundation of Antioch’s shared governance model.
- Demonstrated history of involvement in volunteer, social justice, or community service engagements.
- A terminal degree is preferred but not required.
- Demonstrated interpersonal communications skills, including active listening, empathetic messaging, and a sense of humor.
APPLICATION PROCESS

The search is being assisted by Academic Search. To arrange a confidential conversation about this position, please contact the senior consultant managing the search, John Garland, at john.garland@academicsearch.org. The position is open until filled, and applications received by May 28, 2021 are assured full consideration.

The anticipated start date for the role is on or near to July 2021. To apply, a candidate should prepare a thoughtful letter of interest addressing the leadership agenda and the required and desired qualifications. Include also a current, long-form resume or curriculum vita (showing relevant leadership and administrative responsibilities and accomplishments) and the names, phone numbers, and addresses of at least five professional references, with an indication of the candidate’s relationship to each reference. References will not be contacted until a later stage in the search, and only with the candidate’s foreknowledge. Nominations and application materials should be sent to AntiochPresident@academicsearch.org.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Antioch College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.