



# EXECUTIVE SEARCH PROFILE

## PROVOST & VICE PRESIDENT FOR ACADEMIC AFFAIRS



R.H. PERRY & ASSOCIATES  
SEARCH COUNSEL TO HIGHER EDUCATION



## THE OPPORTUNITY

The next provost and vice president for academic affairs will be a partner with both the president and faculty to take Antioch University Los Angeles (AULA) to its next level of academic excellence; she/he will be a champion for strengthening governance, new academic technologies, assessment and program review, academic strategic planning and budgeting, and leading the accreditation process.

## THE UNIVERSITY

AULA is part of the Antioch University System, which includes campuses in Ohio, New Hampshire, Washington, and Santa Barbara, California. The Los Angeles campus is dynamic, growing, and financially sound. Currently operating in a leased facility, AULA plans to buy or build its own campus within the next several years. The current campus is located in Culver City, close to the Los Angeles International Airport. With abundant parking, a bookstore, and two café style restaurants, the campus is close to Hollywood, Marina del Rey and Venice. AULA has a satellite location for its graduate psychology program in Santa Clarita, California.

In 2012, AULA will celebrate being in Los Angeles for 40 years serving the diverse communities of Southern California. With nearly 6,000 alumni, the campus enrolls approximately 1,000 adult students with a B.A. degree completion program in liberal studies (with a number of concentrations) and the offering of master's degrees in organizational management, education (including teacher credentialing), psychology, creative writing, and urban sustainability. The M.F.A. in creative writing has been ranked by The Atlantic as one of the top five low residency programs in the United States.





## **THE UNIVERSITY** *(continued)*

In the fall of 2010, the new M.A. program in Urban Sustainability is built around environmental, economic, and social issues. Another innovative program is a specialization in LGBT studies offered in the master's program in Clinical Psychology. These programs implement adult learning models. True to its Antioch roots, the degree offerings reflect AULA's values and commitment to social justice, service to community, and lifelong learning.

The Higher Learning Commission of the North Central Association of Colleges and Schools (NCA) accredits the Antioch University System. Separate regional accreditation has been obtained by AULA with the Western Association of Schools and Colleges (WASC). AULA's educational delivery system is devoted to adult learners. Core faculty lead the academic programs and integrate the work of cutting edge adjunct professionals.

### **MISSION:**

*Antioch University is founded on principles of rigorous liberal arts education, innovative experiential learning and socially engaged citizenship. The multiple campuses of the University nurture in their students the knowledge, skills and habits of reflection to excel as lifelong learners, democratic leaders and global citizens who live lives of meaning and purpose.*

### **AULA PURPOSE STATEMENT:**

*AULA provides rigorous progressive education to prepare students for the complexities of today's diverse societies. Combining dynamic scholarship and creative endeavor with experiential learning and reflective practice, AULA fosters personal and collective agency, global citizenship, and socially conscious leadership.*



## **AULA VALUES AND COMMITS TO:**

- Global perspectives and knowledge of the interconnected context in which we act
- Coalitions across groups for building common ground
- Social justice, support for a sustainable environment and community partnerships
- Anti-racism as an imperative of the historical moment in which we live
- Human dignity and dismantling ethnic biases, heterosexism, sexism, classism, ageism, ableism, and discrimination based on religious, cultural and political affiliations, and other forms of oppression
- An intellectual climate that acknowledges the whole person, focusing on wisdom, creativity, expression, experience and skills needed to promote social change

Antioch University values and nurtures an innovative, reflective and experiential approach to educational excellence. We build on our history and foster creativity and leadership with our community. We are focused on compassion, ethical steadfastness and a never-ending belief that change is possible.

## **BACKGROUND**

Dr. Neal King was named VPAA and CEO of AULA in 2006, and president in 2007. Previously, he was the chief academic officer and acting president of Antioch University New England, beginning in 2004. He holds the Ph.D. degree in Counseling Psychology from the University of California, Berkeley. Dr. King has served as team member and chair for three of the six regional accrediting bodies in the U.S. and is a member of the Executive Committee of the International Association of University Presidents (IAUP). Campus stakeholders give him credit for his vision, discipline, and professionalization of AULA.

The previous chief academic officer of AULA left after one year in office to accept a presidency. Dr. King decided to appoint an interim provost – Dr. Tex Lee Boggs, a Ph.D. from Cornell University and the long serving president of Western Wyoming Community College. Prior to his presidency, Dr. Boggs held a number of positions at the University of Kentucky and Kentucky State University. As a member of the Registry for College and University Presidents, he has pledged not to be a candidate for the permanent position. Dr. Boggs has strong support from the president and the core faculty. Through his efforts, internal communication has been greatly facilitated and improved.

With the other presidents and chief academic officers in the university system, Drs. King and Boggs have worked to strengthen the overall system under the dynamic leadership of Antioch University Chancellor Tullisse (Toni) Murdock.

## **CHALLENGES/ OPPORTUNITIES**

### **Major challenges for the next Provost & Vice President for Academic Affairs are:**

- Taking the Antioch University Los Angeles campus, in partnership with the president, faculty, staff, and community, to its next level of academic excellence; pursuing innovation and creativity in developing new programs and structures to pursue this goal;
- Being a strong advocate for shared governance, collegiality, and servant leadership – basic elements of an Antioch educational experience; taking shared governance to the next level by furthering the development of the University's existing governance bodies, decision-making mechanisms, and policies;



## CHALLENGES/ OPPORTUNITIES

- Participating in academic planning at the university system level and leading academic planning linked to budgeting metrics and assessment at the campus level; promoting transparency in the overall process, particularly budgeting; identifying the key academic priorities for the future of AULA; guaranteeing academic quality throughout the institution; giving leadership to assessment and program review;
- Balancing the needs of the faculty/staff with those of the president and his cabinet; being both a wholly supportive member of the president's team and a strong supporter of the faculty and direct reports to the provost;
- Building morale and esprit de corps among faculty leaders and the other team members in Academic Affairs;
- Collaborating with peer chief academic officers within the Antioch University System; drawing upon the best practices of the other system campuses and the academy at large; understanding and promoting system-wide policies and procedures; working cooperatively with system peers on new curricular offerings, including on-line initiatives;
- Providing strong leadership for academic and information technology, library services, enrollment management, and student services in furthering the academic mission of AULA;
- Supporting an innovative program of faculty and staff development; seeking funds to underwrite scholarship, creative activities, and professional development; helping the faculty create new modes of instruction, particularly blended learning and on-line courses;
- Helping to develop an intentional model for diversity to flourish in academic affairs and AULA at large; and
- Representing the academic community to the academy at large, the trustees of AULA, and the greater Southern California business and non-profit sectors.

## QUALIFICATIONS

**The Provost and Vice President for Academic Affairs reports directly to the President of AULA. President King and the AULA community seek a chief academic officer who is a strategic thinker, is committed to the core values of an Antioch education, and who:**

- Leads by example;
- Is a person of integrity; supports and upholds AULA's mission;
- Has an earned doctorate in an academic discipline; demonstrates excellence in teaching and scholarship; knows and practices adult learning theory;
- Participates and, ideally, holds an office in higher education organizations, such as the American Council on Education;
- Possesses at least five years of experience as chair or director of a large academic department or division (experience at the dean or chief academic level is an added plus);
- Demonstrates effective personnel and multi-year contract experience;



## QUALIFICATIONS *(continued)*

- Supports diversity programs in multi-dimensional contexts;
- Is adept at strategic planning, implementation, and budgeting administration;
- Has expertise and a demonstrated track record in information technology;
- Has a collaborative and collegial management style; is a strong servant leader; is a systems and strategic thinker; believes in team building and leadership; makes timely decisions;
- Demonstrates excellent communication skills in speaking, writing, and listening;
- Has regional accrediting experience (specialized accrediting expertise is an added plus); and
- Has a sense of humor.



# ANTIOCH UNIVERSITY L.A.

## KEY INDICATORS 2010

Investment in Plant, less depreciation:	N/A – leased facilities
Cost of Leasing Building Space and Operating Physical Plant:	\$1.7 million
Budget:	\$16 million
Tuition:	Ranging from \$580 to \$1,000 per unit; \$5,798 to \$10,750 full-time tuition (depending on program)
Student Enrollment for Fall, 2009:	831
Tuition Discount Rate:	2.5% (FY2011)
Graduation Rate (for individuals who started in Fall 2005):	<u>Undergraduate Program:</u> 2 years – 43.59% 3 years – 56.41% 4 years – 61.54% <u>Graduate Programs:</u> 2 years – 61.31% 3 years – 67.15% 4 years – 69.34%
Living Alumni:	6,000 (+/-)
Number of Full-time Faculty: Tenured:	26 No tenure
Faculty Salaries:	Professor: \$68,473.27 (average) Associate Professor: N/A Assistant Professor: N/A
Library Volumes:	The AULA Library has extensive digital holdings and a selective and dynamic physical collection of books and films. AULA belongs to OhioLINK's digital collection that includes millions of electronic articles, 12,000 electronic journals, 140 electronic research databases, 55,000 e-books and thousands of images, videos and sounds.
Athletics League:	N/A



## APPLICATION PROCEDURES

To be considered, candidates should e-mail as MS Word or Adobe Acrobat attachments: 1) a cover letter that briefly addresses the challenges and qualifications listed above; 2) a current résumé; and 3) the names and contact information of three professional references to: [AULAProvost@rhperry.net](mailto:AULAProvost@rhperry.net). To ensure full consideration, materials should be received by **October 15, 2010**, when the review of applications begins.

## FOR FURTHER INFORMATION CONTACT:

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## POLICY

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.

*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.antiochla.edu](http://www.antiochla.edu)

