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AUSTIN COLLEGE

Named One of the Best National Liberal Arts Colleges in *U.S. News' "America's Best Colleges 2016"*

Announcing the Presidential Search at Austin College

The Board of Trustees of Austin College announces the search for the College's 16th President. The College's next President will offer innovative and dynamic leadership and advance the College's strategic plan, "[Adding Value to a Changing World.](#)"

About Austin College

Since 1849, Austin College has maintained an unwavering commitment to the transformative power of liberal arts education. Founded by Presbyterian missionary Dr. Daniel Baker, the College is the oldest college in Texas still operating under its original charter and continues a covenant relationship with the Presbyterian Church (USA). Originally opened in Huntsville, it moved to its current location in 1876. Today, a beautiful 100+ acre campus serves approximately 1,300 students in the city of Sherman, Texas, a community of 40,000 located less than an hour north of the greater Dallas/Fort Worth metropolitan area. The DFW Metroplex provides students, faculty, and staff with easy access to the educational, cultural, employment, and entertainment opportunities of one of the largest and fastest growing areas in the country.

Austin College, a private, residential, liberal arts college, has earned national recognition for interdisciplinary programs that cultivate connections across the arts and sciences; preparation for students entering medical, legal, business and other professional schools; study abroad programs; campus-wide leadership



development programs; a distinctive Communication/Inquiry (C/I) freshman-year program; and an established, four-year faculty-to-student mentoring program. A strong commitment to teaching and mentoring promotes the maximum personal and academic development of Austin College students, enabling them to move forward in careers and lives that truly make a difference in an ever-changing, global economy and society.

Mission of the College

The mission of Austin College is to educate students in the liberal arts and sciences in order to prepare them for rewarding careers and for full, engaged, and meaningful lives. Austin College honors its commitment to a heritage that values personal growth, justice, community, and service. An Austin College education emphasizes academic excellence, intellectual and personal integrity, and participation in community life. Austin College affirms the importance of:

- A community that through its size, diversity, and programs fosters lively intellectual and social interaction among persons of different origins, experiences, beliefs, accomplishments, and goals.
- A program that does not discriminate with regard to religion or creed, gender, gender identity, sexual orientation, national or ethnic origin, physical disability, age, or economic status.
- A faculty that acknowledges teaching, sustained by active commitment to professional growth and development, as its primary responsibility.
- A student body of committed learners, actively involved in the programs of the College and in service to the greater community.
- A climate of civility and respect that encourages free inquiry and the open expression of ideas.
- A non-sectarian education that fosters the exploration and development of values through an awareness of the world’s religious, philosophical, and cultural traditions.



City of Sherman

Sherman is a vibrant community that takes great pride in the College’s presence. The distinctive highway monument sign along US-75 North at the city’s entrance proclaims Sherman as the “Home of Austin College,” bespeaking an enduring partnership that simultaneously benefits faculty, staff, students, and the local community.

Faculty and staff praise the area for its high quality of life and welcoming family feel. A small city of 40,000 people, Sherman offers the benefits of small town life—with all the necessary amenities available—and the entertainment, employment, and cultural opportunities of Dallas/Fort Worth less than an hour away. The Sherman community includes a symphony orchestra as well as a local community playhouse theatre, parks, museums, and a variety of other opportunities. Sherman’s independent school district is celebrated among the top school districts in the state for academic excellence.

Nearby Dallas/Fort Worth is the fourth-largest metropolitan area in the U.S. and with no state or local income taxes, ranks high nationally in population and economic growth. A diverse group of name-brand companies call the region home, reflecting the area's strong fundamentals when it comes to workforce, access, and cost of doing business. Dallas is also home to a thriving convention and tourism industry; professional football, baseball, hockey, and basketball teams; fine restaurants; and numerous museums and performing arts organizations.

Academic Excellence

The College confers the Bachelor of Arts degree with majors and minors in 56 fields as well as pre-professional programming in engineering, law, health sciences, and theology. The College also offers one graduate program, culminating in the Master of Arts in Teaching degree. Student research and scholarship is celebrated through programs such as a Departmental Honors Program, independent research programs offered within all divisions of the College, and a campus-wide student scholarship conference every spring.

Austin College is one of 286 schools in the nation with a Phi Beta Kappa chapter and recognizes scholarly achievement through traditional commencement honors, and a wide variety of discipline-based honor societies, as well as the Alpha Chi honor society. More than 35 students have received Fulbright grants. Austin College is consistently ranked among the top colleges in the nation for percentage of participation in international study, by the Institute of International Education.

Experiential Learning

Experiential learning is at the center of an Austin College liberal arts education, and students have multiple curricular and co-curricular opportunities to gain insight into the world of work, explore vocation, and participate in service learning. Experiential learning at Austin College provides students opportunities to connect theories learned in class to “real life” situations and to creatively apply coursework to myriad life and professional experiences.

Experiential learning programs at Austin College include:

- **JanTerm**—A curricular distinctive at Austin College, JanTerm classes allow students to travel abroad, explore real-world careers, or stretch their talents in focused, hands-on courses on campus.
- **SEPA**—The Social Entrepreneurship for Poverty Alleviation program is a collaboration between Austin College and the Texoma Council of Governments, designed to increase student engagement with local non-profit organizations.

The Center for Community & Regional Development

The Austin College Center for Community & Regional Development promotes campus/community collaboration in order to address issues of regional importance, while cultivating unique student opportunities that the campus's location in Sherman, Texas, provides for experiential learning, service, and scholarship.

The CCRD operates in cooperation with the College and offers multiple occasions for Austin College students to obtain first-hand experience in developing programs in the local community.

The College's nationally-recognized Social Entrepreneurship for Poverty Alleviation (SEPA) program—developed in partnership with the Texoma Council of Governments—is the foundational piece of the CCRD.

The most recent highlight of CCRD activity is the 2017 JanTerm course “CityLab: Leadership on Location,” which engaged eight students and two faculty as consultants for the City of Sherman to explore best practices and solutions for arts advocacy within the Sherman community.

- **CREATE@AC**—The Center for Research, Experiential, Artistic & Transformative Education facilitates student research, creative inquiry, scholarship, and professional experience. Programs include the Scarbrough Summer Research Program in the humanities and social sciences, the Austin College Student Scholarship Conference, and the Sciences Summer Research program.
- **Posey Leadership Institute**—Students learn models of leadership that emphasize service to others, a global perspective of influence, and personal responsibility. The program includes the active study of leadership theory and practice and experiential growth through internships, service-learning, and mentor relations.
- **STAR Leadership Program**— The STEM Teaching and Research (STAR) Leadership Program is an opportunity for Austin College students to learn about leadership behaviors as they study science. This interdisciplinary program builds on the College’s strong reputation for leadership training and experiential learning both inside and outside the classroom.
- Other Austin College experiential learning opportunities are a strong Model U.N. team, the Jordan Family Language House, Global Outreach “GO” Fellowships, the Austin College Advocacy Teams, and the Student Managed Investment Fund.

Students

A look at today’s Austin College student body offers a vibrant picture of individuals from diverse backgrounds. Eighty-eight percent of students come from Texas, though 35 states and 11 countries also are represented. Reflecting the institution’s significant outreach and welcoming environment, 48 percent of the student body represents ethnic minorities. The College recently matriculated its first minority-majority cohort, in which 53 percent of students identify as non-white. While honoring the institution’s covenant relationship with the Presbyterian Church (USA), Austin College cultivates an inclusive atmosphere that supports students’ faith journeys regardless of religious tradition. Ninety-nine percent of students receive gift aid. Students regularly graduate in four years—97 percent of 2016 graduates completed coursework in four years.



Faculty

The foundation of Austin College’s excellence is fostered by the strengths and accomplishments of its expert faculty. The 100 members of the faculty are committed first to teaching and mentoring relationships to ensure student success, while also being involved in individual scholarship and service to the College community. Ninety-eight percent of faculty members hold a Ph.D. or equivalent terminal degree in their

Gateways: Clear Path to Graduate School

Austin College’s academic rigor and focus on critical thinking and problem solving prepare students to thrive after graduation—in their careers and in graduate and professional school study. The Austin College Gateways to Graduate School program provides a clear path for graduate school admission among select partner programs nationwide, including Carnegie Mellon University, Rice, Baylor, SMU Dedman School of Law, and the School of Medicine at Texas Tech University.

The Gateways program is a contributor to the strong results of graduates where 90% of applicants to graduate programs are enrolled within the first year after college.

discipline, and 92 percent of the faculty are tenured or on tenure track. The student-faculty ratio is approximately 13:1, and the average class size is 15, making for a dynamic, hands-on learning environment.

The faculty is vibrant, active, and forward-thinking, and recently created new interdisciplinary academic programs in Neuroscience, Public Health, East Asian Languages and Cultures, Nonprofit Organizations and Public Service, and Global Management. Currently the faculty is in the process of strengthening the writing across the curriculum program, establishing a newly endowed Writing Center, reviewing the general education curriculum, and considering innovative co-curricular programming in support of the College's liberal arts foundation.

Staff

Approximately 200 exceptionally dedicated and skilled staff and administrators join the faculty in serving the educational mission of the College. Staff members are currently organized into the divisions of Academic Affairs, Student Affairs, Business Affairs, Institutional Enrollment, Institutional Advancement, and the Office of the President. Each individual is vital to the mission of the institution, the education of students, and is an integral part of the community. The elected Staff Council recognizes four outstanding staff members every year, and hosts the annual "Emergency Fund Auction" for the campus community.

Athletics

Austin College is a member institution of NCAA Division III and competes in the Southern Collegiate Athletic Conference (SCAC) in 15 of 16 teams offered to men and women. As of fall 2017, the football team will compete as an affiliate member of the Southern Athletic Association (SAA). More than 25 percent of the student body compete in athletics. An array of club and intramural sports complements the varsity athletic offerings. The kangaroo is the College's celebrated mascot.



Campus Facilities

Austin College's 100+ acre campus is characterized by buildings of both historical significance and modern architecture. Academic facilities include contemporary classrooms and multi-purpose laboratories that support today's hands-on, experiential learning curricula. The range of structures can be seen through the Temple Learning Center, a beautiful Victorian home built in 1895 that today houses the Austin Teacher

What Others Say

In addition to being included in the prestigious *Colleges That Change Lives*, Austin College regularly receives recognition for its exceptional College experience.

Fiske Guide to Colleges:
Best Buy

Forbes:
America's Top Colleges

Kiplinger's Personal Finance:
Best College Value

The Princeton Review:
Best 379 Colleges, Guide to 353 Green Colleges

USA Today:
Top 10 Colleges in Texas

U.S. News & World Report:
Best Colleges

Washington Monthly College Rankings:
America's Best Bang for the Buck Colleges

Program, and the LEED® Gold-certified IDEA Center, built in 2013 to provide state-of-the-art facilities for the sciences. The IDEA Center houses the Adams Observatory, equipped with the largest research-grade telescope in North Texas.

There are five residence halls on the Austin College campus. Following a three-year residence policy, many College seniors choose to live on campus for a fourth year in the crown of residential housing, the Village on Grand. This neighborhood-style housing provides apartment living where seniors are given first priority on lease applications. The Village is designed with green building construction, providing both energy and water efficiency in single, duplex, and triplex cottages.

Just beyond Sherman, a 30-acre recreational area on Lake Texoma is available to members of the College community. The College operates five properties in Grayson County as research areas and field laboratories, allowing students and faculty in biology and environmental studies to examine organisms in a natural setting.

Board of Trustees

The Austin College Board of Trustees is collaborative, energetic, supportive, and is proven to work in unison with the President with a focus on strategy and implementation of initiatives that support the long-term strategic plan. The Board of Trustees, which maintains a strong and transparent partnership with the President, is responsible for the fiscal and legal operation of Austin College in alignment with its mission. The Board is comprised of approximately 40 members who may be elected for three four-year terms. Austin College trustees represent a broad range of professionals and community leaders who serve on the Board and its committees. Board members share their leadership, time, and resources in a fully engaged, collegial, and supportive manner. The Board is more directly involved in corporate responsibilities (as contrasted to on-campus day-to-day operations), which include institutional policy, financial conditions, and legal requirements. The trustees periodically review and evaluate the operation of the College in an effort to help support and promote policy effectiveness and efficiency.

The Role of the President

The President, as Chief Executive Officer of Austin College, is responsible for the overall management and oversight of the College's vision, strategy and operations. The President reports directly to the Board of Trustees, and works closely with the board in implementing board-directed initiatives, programs, and policies. The President delegates and monitors administrative and operational functions to an executive leadership team reporting to the President.

The President's responsibilities include the supervision and coordination of all divisions. In addition to maintaining and strengthening existing programs and operations, the President provides institutional leadership and serves as a key catalyst for institutional innovation and advancement. The President regularly communicates with the college's various constituencies, including the executive leadership team, staff, and faculty. The President inspires institutional accountability, efficiency, fiscal responsibility, and the ethical and effective performance of all leaders and divisions of the College.

In addition to operational responsibility across the institution, the President provides executive leadership for the work of the Board of Trustees' standing committees, for the meetings and workshops of the Board,

and for its various special and action committees. The President brings broad vision, strategic mindset, business acuity, proven success as a fundraiser, and leadership acumen to develop and monitor strategic plans and objectives. In addition, the President develops and implements plans and policies to ensure that the College remains in compliance with accreditation requirements and makes recommendations to the Board for the award of tenure and promotion for faculty members.

The President is not only the leader of the campus community, presiding over official functions of the College and more personally, relating with students, faculty and staff, but also the visible representative of the College in the local community, organizations of higher education, and the touchstone for alumni, parents and friends of the College. The President is ultimately the face and voice of Austin College and its mission, raising its profile in the community, state, and nation to enhance recruitment and the strong financial support necessary to sustain the future of Austin College.

Opportunities for Leadership

Austin College has a long-standing reputation as a leader in student-centered, residential liberal arts education. The next President will have the opportunity to lead the College to even greater distinction. The new leader should generate a novel vision of excellence in liberal arts education, find effective means of meeting challenges, and build on the College's strengths:

A commitment to student-centered liberal arts education in the 21st century—Student learning—especially the complex, hands-on, higher-order learning that is the hallmark of a liberating education—is at the core of the College's mission and current strategic plan. The new President will have the opportunity to lead the campus in identifying new academic and co-curricular programs in order to attract and retain a changing student population, while maintaining the College's commitment to its liberal arts tradition.

Endowment growth and a comprehensive fundraising campaign—The College's ability to support rising costs associated with providing a high quality liberal arts education to a diverse student population depends, in part, on identifying new revenue sources and substantially growing the endowment. The Vice President of Institutional Advancement is currently directing the "quiet leadership phase" of an ambitious \$125 million comprehensive fundraising campaign for the future of the College, which includes a substantial inflow to the endowment. In addition to leading efforts to identify and implement new revenue sources, the President will be personally involved in fundraising for the campaign, nurturing a culture of philanthropy, and encouraging robust and continuing support of the College by its constituents.

A diverse and inclusive community—Austin College students represent greater ethnic diversity than ever before, as well as a new high in first-generation college students. The Class of 2020 is the first minority-majority class in the history of the College, and the College is committed to making liberal arts education accessible to students from all backgrounds. The President will be dedicated to fostering a diverse student population and further enhancing diversity in the faculty and staff, while facilitating a climate of open and inclusive communication.

A changing student population and innovative enrollment strategies—Student applications have reached record highs, as has donor support for sponsored scholarships. The President will strategize with senior leadership to improve growth in student enrollment and retention rates as the College aims to raise

enrollment to help meet its financial requirements and carry forward its core strategies. The President, as a passionate advocate for liberal arts education, will help the institution articulate and assert the differentiating characteristics of Austin College in a region where there is high competition for the attention of students and their parents and a socio-economic demographic shift in the pool of prospective students.

Imminent regional economic growth and cultural development—Austin College serves as an accelerator for the cultural and economic growth of the surrounding region. The new President will embrace and augment the unique opportunities the College’s location provides for learning, service, and scholarship. The President will ensure that the College is a leader in local and regional economic development and will help to establish and maintain excellent community relations.

A distinctive story of transformative liberal arts education—A strong liberal arts curriculum paired with extraordinary faculty teaching and mentoring permits Austin College students to develop their potential to the fullest. In a society that does not always recognize the value of liberal arts education, the President will have the opportunity to tell and spread the story of Austin College to a wide audience and to be a leader in the national conversation on the future of liberal arts education.

Desired Attributes and Qualifications

The next Austin College President must have a combination of professional and personal qualities that speak directly to the opportunities and challenges for leadership presented by this unique institution at such a dynamic time. Strong academic credentials coupled with meaningful and identifiable experience in the liberal arts are highly attractive qualities, as are the personal characteristics of authenticity, integrity, transparency, and warmth. Demonstrated success in managing diverse employee populations, implementing significant institutional initiatives, and enhancing financial resources will also be valued. The successful Austin College President will be:

- A passionate advocate for liberal arts education, knowledgeable about key issues affecting private colleges both locally and nationally, including enrollment and retention strategies and innovations in liberal arts education;
- A collaborative leader and team player who can bring together varied constituencies for a common vision and purpose, and promote a campus environment of open and honest communication, shared governance and decision-making;
- An engaging and visible presence on campus and in the community; approachable by students, faculty, staff, alumni, parents, the local community, and other friends of the College to build personal relationships and to deepen connections to the College;
- A passionate champion for fundraising with the ability to build deep and lasting relationships with donors and the philanthropic community, articulating the case for supporting Austin College with enthusiasm;
- A person of financial responsibility and acumen who will apply her/his significant experience in financial and management matters to help create and implement a vision that will support and enrich the core values of Austin College;
- A principled leader who demonstrates a commitment to inclusion and finding new and inventive ways of making high-quality liberal arts education accessible to an ever growing and constantly changing student population;
- A strategic thinker with proven abilities to conceptualize, plan, prioritize, build consensus, and implement institutional initiatives;

- A servant leader who will support both the College’s covenant relationship with the Presbyterian Church (USA) and the many faiths practiced by the College’s diverse population;
- An individual with the highest personal integrity, ethics, and an executive presence demonstrating a strong moral compass with kindness, humility, and a sense of humor; and,
- An inspiring communicator with the skill and intuition necessary to hear, understand, and unify multiple perspectives on the complex issues facing students, campuses, and liberal arts education and to help advance the College’s mission now and into the future.

Austin College does not discriminate on the basis of age, color, disability, gender, gender identity, national origin, race, religion, sexual orientation, or status as a veteran in the administration of its educational policies and programs, employment policies and practices, enrollment policies and practices, and athletics program, as well as any other College-administered policy, procedure, practice, or program. Reasonable accommodations are made for individuals with disabilities.

The search committee invites applications, nominations, and expressions of interest.

Should you wish to participate in the search as a candidate, please submit a letter of interest and *Curriculum vitae* to: CollegePresident@WhelessPartners.com

For more information or to discuss this position, contact:

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Wheless Partners provides an array of leadership consulting services, Succession Planning, Talent Mapping and Board, Executive and Management search services to include Board of Directors, Chancellor, President, Chief Executive, Chief Officers, and other executive, senior and mid-level management roles. The firm's contributions include executive and management leadership to internationally known and Fortune 100 organizations, mid-size corporations, and advancing small enterprises. Additionally, Wheless Partners has demonstrated expertise in conducting assignments on behalf of foundations, governmental agencies, and non-profit organizations. According to the sentinel guide of the leadership and search industry, John Lucht's *Rites of Passage At \$100,000 to \$1 Million+*, these efforts have resulted in the firm being continuously ranked among the top search and leadership consulting firms.