



President

Position Prospectus



AUSTIN
COLLEGE

The Opportunity

Austin College, a distinguished liberal arts institution with a 176-year legacy of academic excellence and student-centered education, invites nominations and applications for the position of President. Located in Sherman, Texas, in the rapidly expanding region of North Texas, Austin College offers a unique leadership opportunity for an experienced, visionary, and mission-driven executive to build on its strong foundation and guide the college into its next era of achievement and relevance.

At Austin College, intellectual rigor meets ethical purpose. Long recognized as one of Loren Pope's *Colleges That Change Lives*, the college is committed to educating students for lives of leadership, service, and impact – preparing them for a world that demands both critical inquiry and adaptive skillsets. The Austin College experience is deeply personal: an 11:1 student-faculty ratio, vibrant mentorship, a diverse and globally aware student body, and a culture of belonging that is authentic and lived across campus.

With an enrollment of nearly 1,300 students, Austin College has remained financially stable, balancing its budget for seven consecutive years while strategically investing in new academic programs that meet the demands of a rapidly evolving workforce and region. Recent major initiatives include the launch of a Master of Medical Science – Physician Assistant Program and a new Bachelor of Science in Engineering degree, both developed in direct response to regional and national needs.

The college is poised at a rare moment of opportunity. Sherman, Texas – home to Austin College since 1876 – has become the epicenter of unprecedented technological and industrial growth, with major investments from Texas Instruments, GlobalWafers/GlobiTech, Coherent, and other global technology leaders. As the Texoma region becomes a new innovation hub, Austin College is uniquely situated to deepen partnerships, amplify its academic and cultural presence, and solidify its role as an indispensable regional asset.

The next President will inherit a college characterized by hope, momentum, and community-wide pride. Stakeholders describe Austin College today as a "hidden gem" on the verge of broader discovery: financially stable, strategically innovative, and supported by a dedicated Board, talented senior leadership, engaged faculty and staff, and passionate students and alumni.

The Board of Trustees, campus community, alumni, and donors seek a President who will:

- Champion the enduring value of liberal arts education while advancing innovative, interdisciplinary, and experiential programming that creates new and relevant opportunities for students within the core sectors of the liberal arts education, including the humanities, social sciences and sciences.
- Lead and communicate with all College constituencies with transparency, authenticity, strategic vision, and courage, always focusing on the mission and best interests of the College and its students.
- Prioritize strategic enrollment growth, retention, and student success.
- Work directly with the Athletic Director and the Athletics Department to advance both the utility and experiential learning purpose of the program.
- Focus and work directly on fundraising efforts to grow the endowment and fund critical initiatives, including student scholarships, faculty and staff compensation, and facilities renewal.
- Deepen regional partnerships and relationships while amplifying Austin College's national reputation for excellence.
- Foster a culture of care, belonging, respect, and civil discourse within a politically dynamic national landscape.
- Engage meaningfully with all facets of the college community – from student-scholars and faculty innovators to local leaders, alumni, and the Board of Trustees.
- Lead with humility, intellectual curiosity, business savvy, fiscal stewardship, and a visible commitment to the transformative mission of Austin College.

This presidency is more than a leadership role – it is an opportunity to shape the future of an extraordinary institution at a pivotal time. Austin College seeks a President who will join a close-knit community with deep roots and unbounded aspirations, someone who will steward a distinctive legacy while inspiring a bold and contemporary vision for the next generation.

For the right leader, Austin College offers not merely a presidency – but a partnership, a calling, and a home.

The College

Founded in 1849, Austin College is the oldest institution of higher education in Texas operating under its original charter and name. Located just north of Dallas in Sherman, Texas, it is a nationally recognized private liberal arts college known for its commitment to academic excellence, global education, pre-professional preparation, and leadership development. Austin College is one of only 40 institutions featured in Loren Pope's *Colleges That Change Lives*, a testament to its transformative impact on students' lives.

With nearly 1300 students and a low student-faculty ratio of 11:1, Austin College fosters a close-knit, residential learning environment on its picturesque 100-acre campus. More than 50 percent of students identify as persons of color, and the College embraces a culture of welcomeness, individuality, and respectful and peaceful community. Austin College is a federally recognized Hispanic Service Institution. Faculty are deeply committed to teaching and mentorship, providing students with dynamic, hands-on learning experiences that bridge academic inquiry with real-world application.

Mission

Austin College is a private, primarily residential, undergraduate liberal arts college committed to academic excellence and devoted to preparing students for rewarding careers and full, engaged, and meaningful lives. In addition to a strong foundation in the liberal arts and sciences, Austin College offers select pre-professional, professional, and graduate programs.

Guiding Principles

Rooted in its Presbyterian heritage and maintaining a covenant relationship with the Presbyterian Church USA, Austin College remains committed to values of personal growth, justice, community, and service – while offering a non-sectarian education that encourages students to explore and understand various religious, philosophical, and cultural traditions.

Austin College affirms the importance of:

- a community that through its size, diversity, and programs fosters lively and respectful 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; and
- a non-sectarian education that fosters the exploration and development of values through an awareness of the world's religious, philosophical, and cultural traditions.

The Campuses

Main Campus - Situated on a beautifully maintained site in Sherman, Texas, the Austin College main campus serves as the academic and administrative heart of the institution. The campus blends historic architecture with contemporary learning environments, offering state-of-the-art science laboratories, performance spaces, and collaborative classrooms that support the College's mission of intellectual rigor and transformative education. Anchored by iconic buildings such as Caruth Administration and Wynne Chapel, the campus also features residential communities, wellness and athletic facilities, and spaces that foster connection across disciplines. Its walkable design and mature green spaces contribute to a residential liberal arts experience rooted in community and engagement.

Health Sciences Campus - Located just minutes from the main campus, the Austin College Health Sciences Campus represents a bold investment in graduate and pre-professional education. As the home of the Master of Medical Science – Physician Assistant (MMS-PA) program, this purpose-built facility features advanced clinical simulation labs, collaborative study environments, and dedicated faculty offices. The campus fosters interdisciplinary learning and addresses critical regional and national workforce needs in healthcare. It is also a symbol of Austin College's forward-looking academic strategy—integrating liberal arts with applied professional training in a way that enhances access, opportunity, and impact.

Sneed Prairie Environmental Research Area - Sneed Prairie, a 100-acre, twenty-plus-year prairie restoration experiment managed by Austin College, functions as a living laboratory for ecological research, sustainability education, and civic engagement. This unique outdoor classroom supports faculty-led research, student fieldwork, and curricular integration across biology, and environmental studies. In addition to Sneed Prairie, Austin College maintains four other field laboratories near the campus that total nearly 260 acres.

Lake Campus - Nestled along the shoreline of Lake Texoma, just a short drive from Sherman, the Austin College Lake Campus provides a distinctive setting for recreation and community building, and student leadership programming. Its rustic beauty and relative seclusion offer a counterbalance to the main campus—fostering reflection, connection with nature, and immersive learning experiences that deepen student development. The Lake Campus embodies the College's commitment to holistic education beyond the classroom.



Financial Stability

Austin College maintains a robust and strategically diversified financial position, reflecting prudent fiscal management and a commitment to long-term sustainability.

For the fiscal year ending June 30, 2024 (FYE24), the College reported total revenues of \$69.3 million, with net tuition comprising 23% of this amount. This indicates a diversified revenue stream that reduces dependency on tuition income. The operating budget for the fiscal year ending June 30, 2025 (FYE25) is set at \$50 million, aligning with the institution's strategic priorities and operational needs.

As of January 31, 2025, Austin College's total assets stood at approximately \$364.2 million, including an endowment valued at \$200.2 million. This endowment provides a significant foundation for financial aid, faculty support, and programmatic initiatives. Notably, the College has achieved balanced budgets for seven consecutive years, underscoring its commitment to fiscal responsibility and strategic resource allocation.

The College's financial strength positions it well to navigate the evolving landscape of higher education, invest in academic excellence, and support student success.

The Strength of Staff

The more than 200 staff members at Austin College are integral to the daily operations and long-term success of the institution. From student life and academic support to facilities, finance, and enrollment management, staff professionals are essential partners in fulfilling the College's mission and delivering a transformative student experience. Representing this dedicated community, the Staff Council provides a formal avenue for advocacy and communication, with elected officers reporting directly to the president. In addition to its representative role, the Council fosters a sense of community by organizing campus-wide events, celebrating staff contributions through recognition programs, and strengthening connections across departments. Together, Austin College's staff and their Council help sustain the collaborative, student-centered environment that defines the institution.

Recent Accomplishments

Austin College has recently experienced a period of remarkable growth and transformation and has made significant and far-reaching advancements across academics, facilities, athletics, and campus life – demonstrating a bold commitment to innovation, inclusion, and institutional growth.

Academically, the College expanded its faculty ranks by increasing the number of tenure and tenure-track positions and launched a wide array of new programs across the Humanities, Social Sciences, and Sciences, while continuing to maintain and support its deep commitment to liberal arts education. The establishment of the Austin College Health Campus marked a major milestone, serving as the home for the new Master of Medical Science–Physician Assistant program. The academic portfolio was further enhanced with the addition of forward-looking programs such as Engineering, Public Health, Neuroscience, Healthcare Administration, and interdisciplinary concentrations like Philosophy, Politics and Economics, and Social Justice & Community Engagement. Several programs and course opportunities in high-demand and emerging fields have also been introduced, including Business Finance, Data Science and Analytics, Creative Writing, and special Humanities Laboratory experiences. To support early academic engagement, the College introduced summer mini courses for incoming students, and broadened access to professional learning through the creation of a branded Skills Marketplace and digital certificate program for students, alumni, and the wider community. Faculty continue to work with senior leadership to identify new academic opportunities that will benefit students while staying true to the College's deep liberal arts commitment.

Substantial campus improvements have paralleled academic innovation. New facilities include the North Flats student residential complex, the Nation Learning Commons, and College Park on Grand, an employee housing village. Key academic and student life spaces were revitalized, such as the Wynne Chapel, Hoxie-Thompson Auditorium, and Nation Theatre. Athletic and wellness facilities saw major renovations and enhancements, including the Jordan Tennis Center, Hughey Gymnasium, Hannah Natatorium, Apple Stadium, and the baseball stadium, as well as the addition of a new Recruiting Suite. The Campus Renewal Initiative – Phase I improved public spaces such as North Lawn and Windsor Mall, while the Residence Hall Modernization Project brought updates to student living quarters. Compensation enhancements were also implemented across various faculty and staff positions.

Austin College's athletic program expanded notably with the addition of varsity Division III men's and women's water polo—highlighted by two consecutive Final Four appearances for the women's team—and a competitive cheer program that earned its first national championship appearance. Looking ahead, the College plans to launch women's flag football as a club sport in spring 2026.

Projects anticipated for completion in summer 2025 reflect a continued focus on excellence

and modernization, including Campus Renewal Initiative – Phase II, encompassing upgrades to the Welcome Center, Craig Hall, and Honors Court; completion of the Mason Athletic Complex master plan; architectural planning for an Engineering Add-On to the IDEA Center; and further enhancements to student dining, study, and residential areas.

Collectively, these initiatives represent a transformative period in Austin College's history—one defined by curricular innovation, a strengthened commitment to student and faculty success, and strategic reinvestment in the College's physical and intellectual infrastructure.

National Recognition

Loren Pope's Colleges That Change Lives

Forbes: America's Top Colleges

Money Magazine: Best Colleges in America 2023

U.S. News & World Report:

#83 National Liberal Arts Colleges

#22 Social Mobility

#35 Best Value

#28 Most Innovative Schools

Princeton Review:

Best 389 Colleges

Top Green Colleges

Wall Street Journal: Top Colleges in Texas

Washington Monthly: Best Bang for the Buck

Open Doors: Top 40 Baccalaureate Colleges for International Education

College Raptor: Top 25 Best Southwest Colleges

Leading Colleges: 27 Colleges Recognized for Student Outcomes

New York Times: #35 Nationally for Economic Diversity

Fulbright Excellence: Texas's leading per capita producer of Fulbright awardees.

Fulbright HSI Leader: Recognized as a Fulbright Hispanic-Serving Institution (HSI) Leader in 2023 for global engagement and inclusive excellence

Academic Excellence, Innovation, and Impact

Austin College offers a transformative academic experience firmly rooted in the liberal arts tradition and defined by innovation, individualized attention, and real-world engagement. With a mission to prepare graduates for lives of leadership, service, and purpose, Austin College cultivates critical thinkers, compassionate citizens, and adaptable professionals, fully equipped to navigate an increasingly complex global society.

The Compass Curriculum and Liberal Arts Foundation

At the heart of Austin College's academic mission is the Compass Curriculum, a thoughtfully designed liberal arts framework that fosters intellectual breadth, critical thinking, global citizenship, and ethical reasoning. The curriculum invites students to explore a wide range of disciplines, emphasizing the development of essential competencies through:

- Foundation and Advanced Writing courses
- Quantitative Literacy
- Global Diversity and study of Systems of Power, Privilege, and Inequality
- Deep engagement in Humanities, Natural Sciences, and Social Sciences
- Experiential Applied Learning through internships, research, and civic projects.



Students must complete a major and a minor—or dual majors—in distinct fields, promoting interdisciplinary fluency and career adaptability. Austin College offers more than 55 majors and minors across traditional and emerging fields, including:

- Sciences: Biology, Biochemistry, Neuroscience, Public Health, Environmental Studies, Data Science & Analytics, Computer Science
- Humanities: Philosophy, English, History, Religious Studies, Languages, and Fine Arts
- Social Sciences: Political Science, Business Administration, Finance, Sociology, Psychology, International Relations
- Interdisciplinary Programs: Social Justice and Community Engagement, Mindfulness & Health Studies, Philosophy, Politics & Economics (PPE), Health Care Administration.

Bachelor of Arts and Bachelor of Science degrees are offered in select majors, supplemented by robust Pre-Professional Programs in Health Sciences, Law, Engineering & more.

Signature Academic Programs

Austin College's commitment to innovation and relevance is reflected in a growing portfolio of distinctive academic programs:

- **First-Year Experience:** A hallmark of Austin College's student-centered liberal arts mission, this program, which includes a first-year discussion-based course that challenges students to think creatively, critically, and collaboratively, provides students with an integrated and supported introduction to college life – laying the groundwork for their academic and personal success. It is the beginning of a transformative relationship with a community that challenges students to think deeply, act ethically, and lead purposefully across their four years and beyond.

- **January/May Term:** Unique intensive study periods that allow students to dive deeply into a single course, often through travel study programs spanning the globe – from Italy and Ghana to Mexico and Japan.
- **Austin Teacher Program (ATP):** The Austin Teacher Program offers an integrated pathway to a liberal arts bachelor's degree, a Master of Arts in Teaching (MAT), and Texas teacher certification within five years (or 4.5 with acceleration). Beginning in the first year, students engage in nearly 100 hours of classroom experience prior to graduate study. The program is distinguished by consistently high certification exam pass rates—99% on the Pedagogy & Professional Responsibilities (PPR) and 96% on content exams—and a strong emphasis on educational leadership through initiatives such as LEAP and community-based summer “Thinking Camps.” Fully approved by the Texas Education Agency, ATP exemplifies Austin College’s commitment to experiential, liberal arts–based teacher preparation.
- **Physician Assistant (PA) Program:** Launched in June 2024, the two-year Master of Medical Science (MMS) program prepares graduates for patient-centered healthcare practice through immersive clinical training and advanced simulation technology at the new 13,000-square-foot Health Campus in Denison, Texas.
- **Engineering Program:** Rooted in liberal arts values, this program fosters technically proficient engineers with a strong ethical and societal perspective, housed within the LEED Gold-Certified IDEA Center, emphasizing interdisciplinary collaboration, real-world projects, and industry partnerships.
- **Health Science Program:** Designed for students pursuing careers in healthcare, the program combines strong academic preparation with personalized advising, internships, and research opportunities.
- **Asia-Pacific Scholars Program:** An immersive program combining coursework, international research, and travel to Australia, Singapore, and South Korea, building expertise in regional policy and culture.
- **Climate Ambassadors Program:** Students engage with global climate policy through participation in the United Nations Climate Change Conference (COP), gaining firsthand experience in environmental diplomacy.
- **STAR (STEM Teaching and Research Leadership) Program:** Integrates leadership development with STEM education, preparing students to lead scientific teams and advocate for science in public life.



- **PATH (Professionalism and the Humanities) Program:** Prepares humanities majors for leadership roles across sectors through applied learning in law, government, business, education, and nonprofit sectors.

- **Jordan Family Language House:** A unique residential program fostering immersive language acquisition and intercultural competence through daily conversation with native-speaking assistants.

Research, Scholarship, and Creative Expression

Undergraduate research and creative inquiry are embedded in the academic culture:

- **CREATE (Center for Research, Experiential, Artistic, and Transformative Education)** supports students in conducting 130,000+ hours of research across all disciplines, with presentations at conferences across 25 states and six countries.
- The **Austin College Scholars Conference (ACSC)** annually showcases outstanding student scholarship, research, and creative work.
- Student publications **Acumen** and **Suspension** highlight research, fiction, and journalistic writing, preparing students for professional publication and communication.
- Vibrant programs in **Music, Art, and Theatre** enrich campus life, featuring performances, exhibitions, and productions by students, faculty, and visiting artists.



Student Enrollment and Success

Austin College's student body is distinguished by its diversity, intellectual vitality, and commitment to service:

- 1,167 undergraduates and 1,219 total students
- 53% female, 47% male
- 29% first-generation college students
- 52% students of color
- 34% Pell Grant-eligible

Student success outcomes are a testament to the College's support structures:

- 84.2% first-to-second-year retention rate (five-year average)
- 88.0% three-year retention rate (five-year average)
- 87.2% five-year retention rate (five-year average)
- 98% of graduates complete their degree in four years or less
- 94% are employed or in graduate school within 12 months
- 97% graduate school acceptance rate
- 90% health professions graduate school acceptance rate

Applied learning is universal:

- 100% of students complete at least one internship, research project, or experiential learning opportunity before graduation

Campus life further supports academic and personal development through:

- 77+ clubs and organizations
- 14 NCAA Division III athletic teams, Cheer, and eSports
- 48,000+ hours of community service performed annually

Academic Affairs Structure

Academic Affairs integrates a comprehensive set of units and services to advance the College's mission:

- **Academic Departments and Interdisciplinary Programs**
- **Abell Library Center:** Providing research resources and academic support.
- **Information Technology Services (ITS):** Supporting digital learning, classroom innovation, and infrastructure.
- **Institutional Research and Assessment:** Driving data-informed decision-making, accreditation, and program evaluation.
- **Registrar's Office:** Stewarding academic records, registration, degree audits, and policy enforcement.
- **Center for Student Success and Access Services:** Offering academic coaching, tutoring, disability accommodations, and early alert interventions.
- **Center for Career and Professional Development:** Comprehensive career counseling, internships, graduate school advising, and employer engagement.

The Faculty



The faculty at Austin College are distinguished not only by their academic expertise and teaching excellence, but also by their deep commitment to student mentorship and personal development. Over 90% of the 103 full-time faculty hold the highest degrees in their fields and bring both scholarly achievement and a passion for undergraduate education into the classroom. Additionally, 96% of courses offered at Austin College are taught by full-time, tenured track faculty members.

Key Characteristics:

- **Teacher-Scholars:** Faculty at Austin College are active researchers, writers, and performers who integrate their scholarly work into their teaching, giving students access to current knowledge and real-world applications.
- **Mentorship:** Personal interaction between students and professors is a hallmark of the Austin College experience. Faculty serve as advisors, research supervisors, career mentors, and life coaches. Whether guiding a student through a research project, helping navigate graduate school applications, or simply sharing a conversation over coffee, professors at Austin College are known for their accessibility and care.
- **Small Class Sizes:** With a low student-to-faculty ratio (typically 11:1), classes are discussion-based and individualized, allowing students to form meaningful relationships with their professors throughout their college journey.
- **Collaborative Learning:** Faculty frequently involve students in research, creative projects, and community-engaged learning, reinforcing the college's emphasis on applied learning and intellectual curiosity.

Through their dedication to teaching and mentorship, Austin College faculty help students grow not only as scholars but as thoughtful, engaged citizens prepared for purposeful lives.



Current Approach and Future Direction

Austin College's Academic Affairs division is intentionally shaping the future of liberal arts education, balancing historic mission with contemporary relevance through a multi-pronged strategy:

Integrated Academic and Professional Preparation

Rejecting the false binary between liberal learning and career readiness, Austin College embraces a “Both/And” model – developing graduates who are deeply analytical, ethically grounded, and career agile.

Strategic academic initiatives include:

- Expansion into emerging fields such as Data Science, Business Analytics, and Health Care Administration
- New non-degree certificates through partnerships with Coursera and Acadeum
- Embedding applied learning and skills credentialing across the curriculum

Student Readiness and Holistic Success

Recognizing post-pandemic shifts in student academic preparedness and socio-emotional well-being, Austin College is in the process of implementing targeted initiatives:

- Engaging summer mini courses
- Conquering Chemistry program and expanded tutoring services
- Holistic advising models leveraging EAB Navigate, Student Planning, and Follett Connect

The College is building a culture of resilience, ethical leadership, and wellness through expanded collaborations between Academic and Student Affairs

Pathways to Postgraduate Achievement

Efforts to ensure long-term alumni success include:

- Requiring applied learning experiences for all students
- Implementing the EMBARK First Destination Survey and HEDS Alumni Survey to guide improvements
- Strengthening industry partnerships and graduate pathways, particularly in STEM and healthcare fields

Austin College is poised not only to sustain its legacy of liberal arts excellence but also to lead in reimagining higher education for the 21st century—producing graduates who are intellectually adventurous, professionally prepared, socially conscious, and globally engaged.

Campus Life

Fostering Engagement, Well-Being, and Lifelong Success

Austin College's campus life and Division of Student Affairs is integral to the College's mission of educating students for leadership, service, and active citizenship. Working closely with Academic Affairs, Student Affairs cultivates a vibrant, inclusive, and supportive campus community where students are empowered to thrive academically, personally, socially, and professionally.

Student Affairs at Austin College embraces the belief that education extends beyond the classroom. Through residential life, student organizations, wellness initiatives, leadership programs, and community engagement, Student Affairs fosters holistic student development, preparing graduates not only for success in their careers but for meaningful lives of ethical leadership and service.

Commitment to Whole Student Development

The Student Affairs division provides intentional programs and services that promote academic success, personal wellness, leadership development, diversity and inclusion, and career readiness. Its efforts are grounded in the College's values of intellectual curiosity, global citizenship, ethical responsibility, and service to others.

Key Areas of Focus:

- Academic and Personal Success Support
- Health and Wellness
- Leadership Development
- Community Engagement
- Inclusion and Belonging
- Campus Life and Residential Experience
- Religious Life

Student Affairs is a collaborative, student-centered division working closely with faculty and staff across all departments to help ensure that every student at Austin College is supported in reaching their highest potential.

Student Success and Support Services

Austin College's commitment to supporting the whole student is reflected in a robust set of student services and resources, coordinated through a thoughtfully assembled Student Success Team:

- **Center for Student Success and Access Services:**
Academic coaching, tutoring, early intervention programs, support for students with disabilities, and proactive outreach to promote student persistence and achievement.
- **Counseling Services:**
Accessible mental health counseling and wellness education to foster emotional resilience, self-advocacy, and coping strategies.
- **Health Services:**
Comprehensive health care support through on-campus services and referral partnerships.
- **First-Generation Student Support:**
Specialized programming to assist first-generation students in navigating academic and social aspects of college life.
- **Transfer Student Success Programs:**
Targeted initiatives that ease transitions and provide tailored support for students entering from other institutions.

- **Writing Center and Tutoring Services:**
Academic resources to support writing excellence and content mastery across disciplines.
- **Health Sciences Advising:**
One-on-one coaching, application workshops, and JanTerm courses that prepare students for competitive entry into graduate and professional programs.

These resources ensure that students have ready access to the academic, personal, and career support necessary for success throughout their undergraduate years and beyond.



Campus Life and Community Engagement

Austin College's residential campus is a dynamic community where students build meaningful relationships, develop leadership skills, and engage with diverse perspectives.

Residential Life: 85% of undergraduate students live on campus, fostering a deeply interconnected and engaged residential experience.

First-year students are assigned to "cluster" communities with trained Resident Assistants (RAs) who promote positive living and learning environments.

Global Living Learning Community (GLLC): A distinctive option for first-year students interested in global issues, study abroad, Model UN, and international fellowship opportunities.

Clubs and Organizations: Students can choose from 70+ active organizations, ranging from academic and pre-professional societies to service groups, arts organizations, identity-based associations, and special interest clubs.

Greek Life: A robust system of sororities and fraternities offering leadership, service, and social engagement opportunities.

Campus Events: Signature events such as Monte Carlo Night, Great Day of Service, Dia de Los Muertos celebrations, Kangapalooza, Multicultural Stole Ceremony, and TEDxAustinCollege foster community engagement and cultural celebration.

Community Service: Austin College's Service Station is a student-led organization dedicated to fostering community engagement through volunteerism. Each year, 9 out of 10 students participate in volunteerism and contribute over 16,000 service hours to local and global initiatives. In 2023, the community impact was valued at over \$508,800. Students participate in programs like the Great Day of Service, Alternative Spring Break, and 'RooBound, which connects college volunteers with local children. Signature events such as the Tostan benefit dinner raise awareness and support for international causes, while initiatives like GreenServe and JanServe focus on environmental and hands-on community projects. Through these efforts, the Service Station cultivates a culture of service, encouraging students to make meaningful contributions beyond the classroom.

In addition, students participate in performing arts, honor societies, multicultural initiatives, and sustainability projects, cultivating a campus community rich in creativity, collaboration, and innovation.

Health, Wellness, and Well-Being Initiatives

Recognizing the increasing importance of mental health, resilience, and holistic wellness, Student Affairs partners closely with Academic Affairs to foster a campus culture that emphasizes:

- Mental Health Awareness and Support
- Wellness Workshops and Resources
- Inclusive Programming for Emotional and Social Wellness
- Crisis Response and Early Intervention Services

Initiatives like EAB Navigate (student success software), expanded peer mentorship, and the intentional integration of wellness education into the First-Year Experience and residence life programming reinforce a campus-wide commitment to supporting students' personal growth.

Leadership Development and Experiential Learning

Austin College is nationally recognized for cultivating leaders who are prepared to make a difference:

- **Posey Leadership Institute:**
A distinctive program integrating academic coursework, campus leadership, mentoring, and experiential learning to develop ethically responsible leaders.
- **Integrated Learning Projects:**
Programs like Product Lab, Environmental Solutions, and Learner, Teacher & Curriculum engage students in real-world problem-solving, project development, and cross-disciplinary collaboration.
- **Model UN and Mock Trial:**
Award-winning programs that develop diplomacy, critical thinking, research, advocacy, and public speaking skills.
- **Student Assembly and Governance Opportunities:**
Students are actively involved in shaping campus policies, advocating for community needs, and leading initiatives that enrich the student experience.

Religious Life and Spiritual Community at Austin College

Austin College's approach to religious life reflects the institution's deep respect for faith, personal growth, justice, and community. Proud of its historic and ongoing covenant relationship with the Presbyterian Church (USA), Austin College affirms the spiritual commitments of all students, faculty, and staff, welcoming the full diversity of religious and philosophical traditions represented within its community.

Religious life at Austin College is not prescriptive, but invitational. The College strives to foster an environment where students of all faiths—and of none—may authentically explore their beliefs, engage in thoughtful dialogue, and participate fully in campus life. This philosophy is rooted in three core values:

- **Personal Growth:** Austin College encourages students to develop an authentic and meaningful faith, supporting their participation in religious communities they find personally resonant. The College provides programs, worship opportunities, and discussion groups designed to assist students in deepening their spiritual lives within a complex and pluralistic world.
- **Justice:** Consistent with its educational mission and Presbyterian heritage, Austin College actively resists efforts based on religious identity or nationality that would restrict any individual's ability to engage fully in the life of the College. Religious life is thus integrated into broader commitments to equity, inclusion, and human dignity.
- **Community:** Recognizing that respectful interfaith interaction enriches the educational experience, Austin College fosters opportunities for dialogue, collaboration, and understanding among individuals from diverse religious and non-religious backgrounds.

The College's covenant relationship with the Presbyterian Church (USA) is expressed through a posture of humility, hospitality, and honesty:

- **Humility:** Austin College does not presume to dictate matters of belief; rather, it approaches each student with respect for their spiritual journey, affirming freedom of conscience as central to both faith and learning.
- **Hospitality:** The College is committed to helping every interested student find welcoming communities and opportunities to live out their chosen faith, whether Presbyterian, another tradition, or secular humanism.
- **Honesty:** Austin College cherishes its formal relationship with the Presbyterian Church, recognizing that this affiliation informs the College's educational philosophy, ethical commitments, and emphasis on service, while also embracing the religious diversity of today's global society.

In practice, Religious Life at Austin College encompasses a wide array of programs, including worship services, service-learning projects, interfaith dialogue opportunities, and student organizations dedicated to spiritual exploration and expression. The institution's commitment ensures that faith—whether traditional, evolving, or emerging—is nurtured within an environment of respect, inquiry, and shared humanity.

Through this integrated approach, Austin College prepares students to engage thoughtfully with the religious and ethical dimensions of the human experience, equipping them for leadership in a diverse and interconnected world.

Facilities and Campus Environment

Austin College's beautiful 100-acre main campus provides an environmentally conscious and student-centered environment:

- **Residence Halls:**
Renovated and new facilities with modern amenities, computer labs, kitchens, and gathering spaces
- **Outdoor Learning Spaces:**
The 30-acre Lake Campus and the 100-acre Sneed Environmental Research Area support outdoor education, recreation, and ecological research
- **Student Gathering Spaces:**
Updated lounges, dining spaces, and park-like campus landscapes enhance social life and community engagement

Vision for Student Affairs Moving Forward

The Division of Student Affairs at Austin College is poised to deepen its impact through:

- Expanding integrated mental health and wellness initiatives
- Enhancing career readiness and postgraduate pathways through applied learning and internships
- Strengthening inclusion and belonging initiatives across all student programming
- Growing leadership development opportunities through intentional academic and co-curricular partnerships
- Leveraging technology (e.g., Navigate, Student Planning) for predictive analytics and early intervention
- Maintaining and enriching a living-learning community model that fosters strong interpersonal connections and community belonging

Student Affairs will continue to be a critical partner in Austin College's strategic mission – cultivating compassionate, resilient, adaptable graduates who are ready to lead and serve with purpose in a global society.

Athletics

At Austin College, athletics is fully integrated into the academic and leadership fabric of the institution, serving both strategic utility and transformational purpose. In the tradition of a comprehensive liberal arts education, athletics is not considered an extracurricular activity, but rather a high-impact practice – shaping leadership, resilience, teamwork, and personal growth in parallel with academic achievement.

As with other academic and experiential learning opportunities, the Austin College athletic experience reflects the college's enduring commitment to fostering well-rounded graduates prepared for lives of excellence, service, and contribution.

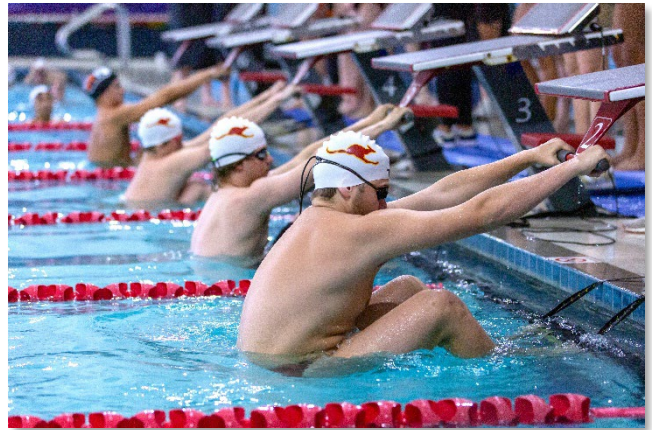
Athletics as Strategic Enrollment Stewardship

At a Division III institution like Austin College, athletics plays an essential role in supporting institutional health, particularly in the areas of enrollment management and financial sustainability:

- Approximately 40% of incoming students are recruited athletes, forming a vibrant and diverse foundation for each entering class.
- Over 450 student-athletes participate annually across 15 NCAA Division III sports, supported by a dedicated staff of 20 full-time athletic employees.
- Student-athletes typically commit earlier in the enrollment cycle (January through March), playing a pivotal role in enrollment stabilization and yield.

Recognizing these realities, athletics is closely integrated into admissions and enrollment strategies. Athletic leadership maintains regular communication with senior administrators, and the Athletic Director reports directly to the President — a structure aligned with practices at 61% of NCAA Division III institutions. This reporting line ensures institutional alignment, financial stewardship, and a shared commitment to the College's mission. Stakeholders underscore the importance of preserving this structure to ensure that athletics remains fully connected to strategic decision-making at the highest levels.

Athletics also houses the College's Kinesiology academic program, creating further academic and operational efficiencies and experiential learning opportunities for students, and demonstrates Austin College's commitment to interdisciplinary collaboration across the campus.





Athletics as a Transformational Student Experience

Beyond enrollment impacts, Austin College Athletics is animated by a profound sense of purpose: to offer students a positive, transformational, and quality experience that serves as a culminating chapter in their athletic journeys.

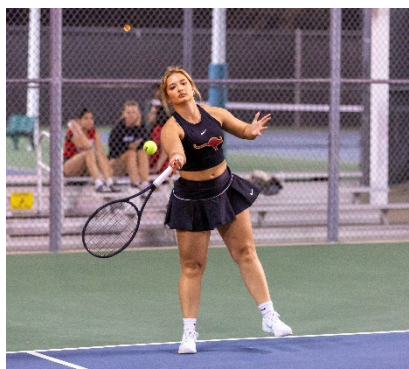
For many student-athletes, Austin College is the final destination after years of investment in their sport. The College embraces the responsibility of making this experience meaningful by:

- **Teaching enduring life skills** such as discipline, teamwork, perseverance, leadership, and ethical decision-making.
- **Fostering resilience**, allowing space for both success and failure as structured opportunities for growth.
- **Encouraging academic and competitive excellence** within an educationally-centered environment.
- **Affirming the whole student**, recognizing that participation in athletics is as formative as research, study abroad, or intensive internships.

As with all Austin College divisions, Athletics focuses on, and intentionally nurtures for students, the often unspoken but deeply impactful lessons in time management, collaboration, adaptability, and self-discipline that are directly transferable to postgraduate leadership, professional success, and civic engagement.

Recent outcomes reinforce the success of this integrated model:

- The average GPA of student-athletes has risen from 2.7 to 3.1, reflecting a culture where academic achievement is embraced as a parallel priority to athletic success.
- Collaboration between faculty and athletics leadership ensures that student-athletes who encounter challenges are supported holistically, addressing academic and athletic development together rather than separately.



Commitment to Excellence and Continuous Improvement

Looking ahead, Athletics will continue to be a vital pillar of Austin College's mission and identity. The college is actively engaged in strengthening the athletic experience through strategic investment and thoughtful planning:



- A master plan for athletics facilities is under development to respond to enrollment growth and evolving expectations for quality. Existing facilities were last substantially renovated in 2000 to serve 280 athletes; today, they support over 450, underscoring the need for expanded capacity and modernization.

- A capital campaign is being planned to prioritize upgrades, recognizing that facilities are a visible and vital reflection of the College's investment in its students.
- Staffing models are being evaluated to ensure that athletic programs are adequately supported while maintaining fiscal discipline.
- Feasibility studies inform decisions about adding or discontinuing sports, ensuring alignment with student interests, financial sustainability, and institutional mission.

Additionally, the College recognizes emerging trends in Division III athletics, such as changes in NCAA roster cap policies, and remains agile in adapting to these shifts to sustain competitive and enrollment advantages.



The Location – Sherman, Texas

At the Intersection of Heritage, Innovation, and Strategic Growth

Located at the nexus of the Texoma region and the northern periphery of the Dallas/Fort Worth Metroplex, [Sherman, Texas](#), is undergoing one of the most significant economic and infrastructural transformations in the state. A city with a rich industrial heritage and a legacy of civic resilience, [Sherman is now emerging as a nationally recognized high-tech hub](#). This moment of regional ascendance represents not only an inflection point for the city itself, but a strategic opportunity for Austin College to expand its institutional relevance, impact, and leadership in concert with the evolution of its surrounding community.

A City with Roots in Industry and a Vision for the Future

Sherman's identity as a city that "makes things" is deeply embedded in its cultural and economic DNA. For decades, it has hosted a range of blue-and white-collar industries, many of them affiliated with Fortune 500 companies, giving rise to a stable yet unassuming [industrial economy](#). But as recently as the early 2010s, the city faced steep economic challenges: underinvestment in public infrastructure, dwindling municipal assets, and a public-school population in which three-quarters of students qualified for free or reduced-price lunch.

The city's elected officials had a clear mandate to reverse these trajectories and initiated a bold and comprehensive development strategy - liquidating unused municipal assets, expanding and modernizing core infrastructure, reforming



zoning through planned developments, and deploying targeted local incentives to attract private-sector investment. Sherman invested in the modernization of its public safety infrastructure, the expansion of its arterial roadways, and the strategic extension of utilities to support future growth corridors.

This proactive positioning yielded transformative results. In a competitive global process, Texas Instruments - a longtime employer in the region—chose Sherman over Singapore for the construction of its next-generation semiconductor fabrication facility. The resulting [\\$30 billion investment](#) is the largest private-sector capital project in Texas history. TI's decision catalyzed an industrial and technological renaissance for Sherman, signaling to global markets that the city possessed the leadership, infrastructure, and economic vision to support advanced manufacturing at scale.

Shortly thereafter, [GlobalWafers](#), a key supplier of semiconductor silicon wafers and the only U.S.-based producer of this critical component, announced a \$5 billion expansion in Sherman. GlobalWafers' acquisition of [GlobiTech](#), already operating locally, further consolidated the city's position as an indispensable node in the semiconductor supply chain. [Coherent Corp.](#), a global leader in photonics and optics – known for its role



in developing facial recognition technologies in consumer devices – also expanded operations in Sherman, reinforcing the city’s growing reputation as a hub of innovation and intellectual capital.

In recognition of this concentrated growth, Sherman and the broader Texoma region were designated a U.S. Regional Technology and Innovation Hub by the Economic Development Administration – the only region in Texas to receive such a designation. Led by a coalition of 41 institutions, including Austin College, Southern Methodist University, and the University of Texas at Dallas, the Texoma Semiconductor Tech Hub positions Sherman at the forefront of national efforts to reshore semiconductor manufacturing, strengthen national security, and build a resilient domestic supply chain. As a Tech Hub, the region is now eligible to compete for up to \$75 million in federal funding through the CHIPS and Science Act – further accelerating its trajectory of economic and technological leadership.

Strategic Infrastructure, Accelerated Development

Sherman’s leadership understood that technological expansion would require an equally ambitious civic infrastructure response. The city undertook the rapid development of an 11-mile water transmission line from a regional supply source, constructed new water towers, and built a specialized wastewater treatment facility capable of handling high-tech industrial byproducts. These improvements, implemented in record time, were funded through a combination of permitting revenue and municipal bonds issued at favorable 2% interest rates.

Simultaneously, Sherman modernized its energy grid, increasing the output of its municipal power plant by 60%, and expanded its municipal airport to accommodate cargo operations and private jets, with runways long enough to receive 747s. The airport, increasingly seen as a logistics hub, has attracted investment from firms developing autonomous delivery vehicle infrastructure in Sherman through the Gatek platform – already in operation with self-driving trucks traversing the city’s commercial corridors.

Residential development has expanded to meet rising demand, including the construction of three new elementary schools - all without raising the local tax rate. City planners, keen to preserve Sherman’s small-town character amid large-scale investment, adopted a deliberate approach to growth by leveraging planned development zoning ordinances. Grants and incentives have spurred a vibrant downtown revitalization, with new restaurants, boutiques, and mixed-use spaces reinforcing Sherman’s identity as a livable, cohesive, and economically diverse community.

Sherman’s approach has attracted national and international attention. Government delegations, industry leaders, and urban planners from across the globe have visited the city to study how this mid-sized Texas community orchestrated a transition from post-industrial stagnation to high-tech prominence with such extraordinary speed and coordination. [Learn more here.](#)

A Transformational Moment for Austin College

This wave of regional growth has profound implications for Austin College, which has long stood as a beacon of liberal arts education in Sherman. As the city transforms into a global industrial and technological hub, the College finds itself ideally positioned to serve as both an educational partner and thought leader in the regional innovation economy.

The College's recent launch of an [Engineering program](#) marked a pivotal step toward aligning its academic offerings with the demands of the modern economy. Industry leaders have welcomed this development, seeing in Austin College a crucial pipeline of skilled graduates prepared to assume roles in sectors ranging from semiconductor fabrication to photonics, logistics, and advanced manufacturing.

Austin College's role is even more significant given its leadership of the [Workforce Red River](#) initiative - a collaborative project with Southern Methodist University, the University of Texas at Dallas, and the Choctaw Nation to build a regional workforce to sustain semiconductor and tech-related growth. This project targets five rural counties across southern Oklahoma and North Texas, aiming to train 500 new engineers, scientists, and technicians each year over the next decade to meet industry demand. By comparison, the region's current training capacity produces fewer than 100 such graduates annually, leaving a significant shortfall that Workforce Red River is designed to address.

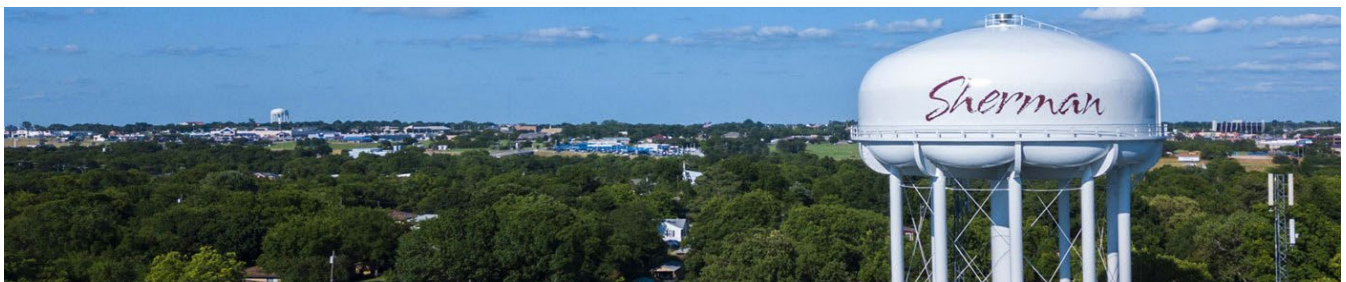
The growth of Sherman's population and economic complexity has also increased demand for healthcare providers and educators. Austin College's [Physician Assistant program](#), housed at its Health Campus, is already playing a critical role in addressing the healthcare needs of the region's expanding workforce and their families. As the city's demographics shift and diversify, the College's role in supporting civic, cultural, and service-oriented professions becomes ever more central. Projections suggest that the regional economy could grow from a \$2.6 trillion GDP today to \$8.2 trillion by 2030, with median household incomes rising correspondingly – creating a once-in-a-generation environment for upward mobility, innovation, and social advancement.



Shared Growth, Shared Responsibility

Austin College currently maintains a visible and respected seat at the regional planning table, particularly as it relates to talent development and civic engagement. Its ability to retain and elevate this influence will hinge on the institution's leadership – most critically, on the vision and engagement of its next president.

Sherman's future is one of dynamic convergence: of tradition and transformation, of local investment and global reach, and of world-class innovation and growth. For Austin College, the opportunity to engage deeply and be a dynamic leader in the midst of this convergence – through academic programs, civic leadership, workforce development, and developing the campus as an integral part of regional growth – is both an institutional imperative and a generational opportunity.



A Community of Opportunity, Culture, and Natural Beauty

Situated in the heart of the Texoma region, [Sherman](#) offers a [compelling blend of small-town warmth, cultural vitality, and strategic accessibility](#). For leaders and their families, the city provides an environment where professional opportunity meets personal fulfillment – anchored by a strong sense of place, a vibrant civic life, and an atmosphere that nurtures both creativity and connection. [Learn more here.](#)

Strategic Location and Accessibility

Sherman's location is one of its most valuable assets. As the northern anchor of the Dallas–Fort Worth Metroplex, Sherman is part of one of the fastest-growing and most economically diverse metropolitan regions in the country. Located approximately 67 miles north of Dallas/Fort Worth International Airport, residents enjoy convenient access to a major global travel hub, as well as to world-class healthcare, cultural institutions, professional sports, and entertainment venues across the Metroplex. This strategic positioning allows for seamless connectivity to the broader economic and cultural offerings of the region while preserving the pace and quality of life of a smaller community.

Historic Charm and Contemporary Appeal



Downtown Sherman has undergone a remarkable transformation, blending historic charm with modern amenities. Centered around a walkable square adorned with turn-of-the-century architecture, downtown serves as a cultural and social hub. Brick-lined streets, heritage storefronts, and locally owned shops and restaurants create an inviting environment that encourages exploration and community engagement.

The revitalization of this district has made downtown Sherman a magnet for creative entrepreneurs, artists, and residents alike. It is home to unique boutiques, cozy cafés, locally sourced dining establishments, art studios, and performance and gathering spaces that host community events throughout the year. Additionally, a growing arts scene – fueled in part by Sherman's designation as a Cultural District – has infused the city with an unmistakable energy and optimism.

A Calendar of Celebrations

Sherman's cultural calendar reflects its strong sense of community and love of celebration. Signature events such as the weekly Downtown Farmer's Market, Hot Summer Nights, a beloved concert series held on the municipal lawn, bring residents together for free live music under the stars. Other annual traditions include the Sherman Arts Fest, Christmas Parade & Snowflake Festival, Stroll on the Square Wine & Food Walk, and the Texoma Earth Day Festival. These events – often hosted downtown – draw visitors from across the region and showcase Sherman's inclusive, welcoming spirit.



Cultural and Educational Enrichment

Sherman's commitment to cultural enrichment is exemplified by its many local institutions, including the Sherman Jazz Museum and a growing number of galleries, performance venues, and cultural organizations. Austin College plays an active role in this cultural ecosystem, contributing to the vibrancy and intellectual life of the region.

The community also supports robust extracurricular and civic engagement opportunities for residents of all ages – ranging from local theater and art classes to special interest clubs and educational programming for youth and adults alike.



Climate and Outdoor Recreation

The city enjoys a subtropical climate, with hot summers, mild winters, and an average annual precipitation of approximately 44 inches – making year-round outdoor activity not only possible but enjoyable. Sherman's investment in parks and recreation is evident in its network of [16 public parks](#), multiple sports and fitness facilities, and natural assets such as Pecan Grove Park, the 10-mile Binkley Trail, and Herman Baker Park. Just minutes away, [Lake Texoma](#) offers over 89,000 acres of water for boating, fishing, and camping, making it a premier destination for weekend excursions and family outings.

Nature enthusiasts also enjoy nearby destinations such as Hagerman National Wildlife Refuge, where hiking, birdwatching, and environmental education opportunities abound.

Housing, Cost of Living, and Family Life

The cost of living in Sherman is significantly below the national average, with housing prices and rental costs making it a financially accessible community for families and professionals. The median home price is approximately \$234,700, and residential development is booming in response to economic growth, with new neighborhoods, schools, and mixed-use developments enhancing livability.

Sherman Independent School District is actively expanding and modernizing its campuses to meet the needs of a growing population. Private and charter school options, as well as nearby higher education institutions, round out a diverse educational landscape.

The Greater Texoma Region

Beyond Sherman, the broader Texoma region offers rich historical, cultural, and recreational experiences. Nearby Denison is known for its vibrant Main Street, the Eisenhower Birthplace State Historic Site, and cultural festivals. Outdoor lovers can enjoy hiking, rock climbing, and water recreation in regional parks and wildlife preserves. Further south, McKinney offers upscale shopping, historic charm, and family attractions such as the Heard Natural Science Museum & Wildlife Sanctuary.



The Role

President

Overview

The president of Austin College, as the chief executive officer, holds ultimate responsibility for the institution's operations and reports directly to the Board of Trustees, serving at its discretion. Entrusted with implementing the board's policies and programs, the president is the central figure through whom all structural and operational delegations are made, with guidance from the Board's Executive Committee. In the president's absence, the vice president for academic affairs serves as the deputy operations officer; if both are unavailable, the vice president for business affairs assumes the role of acting executive officer.

The president oversees and coordinates all institutional operations, including academic, administrative, fundraising, financial, and student life functions. This includes direct supervision of the vice presidents and staff in the Office of the President, which is also responsible for maintaining official college records and providing executive-level administrative support. The president plays a leadership role in fostering professional development and operational excellence across all divisions.

As a strategic leader, the president is charged with advancing the institution's vitality and renewal—providing visionary guidance, ensuring alignment with the College's mission, and stewarding resources to support long-term goals. This includes leadership of the strategic planning process and the authority to establish planning committees or task forces as needed.

The president supports and works closely with the Board of Trustees, organizing its meetings and workshops and guiding the staff work of its standing, special, and action committees. While certain responsibilities may be assigned to other senior officers, the president remains the principal facilitator of board engagement.

Essential Functions

- Provide institutional leadership by articulating a compelling vision for the College, setting strategic direction, and ensuring alignment with mission-driven goals and objectives.
- Cultivate philanthropic support and strategic partnerships; secure financial and community commitments through active donor, alumni, and corporate engagement.
- Represent Austin College in external and internal forums, including community events, professional associations, and key stakeholder meetings involving trustees, donors, alumni, faculty, students, and higher education leaders.
- Oversee the planning, organization, and execution of institutional operations, including policy development, program implementation, resource allocation, and administrative structure.
- Recruit, supervise, and support senior personnel and institutional leaders. Oversee hiring, evaluation, professional development, and performance management in accordance with college policies.
- Ensure compliance with applicable laws, regulations, standards, and internal policies—including accreditation requirements, athletics regulations, contractual obligations, and sound financial practices.
- Allocate resources to support institutional priorities and ensure long-term financial sustainability.
- Establish or appoint individuals to committees and task forces to advance institutional planning and execution.
- Perform other duties as assigned by the Board of Trustees.

Qualifications

An earned doctorate or appropriate terminal degree from an accredited institution is preferred. A minimum of seven years of progressive administrative and senior-level leadership experience is required, preferably within a liberal arts higher education environment.

Knowledge & Skills

- Demonstrated ability to lead and manage institutional resources effectively in support of strategic priorities.
- Proven capacity to implement inclusive, collaborative leadership strategies and supervisory practices to achieve operational goals.
- Exceptional communication skills, with the ability to inform, inspire, and persuade diverse internal and external audiences.
- Experience in strategic planning, vision setting, and execution of institutional initiatives.
- Proficiency with Microsoft Office or equivalent productivity tools for effective documentation, reporting, and communication.

Core Leadership Abilities

Strategic & Visionary Leadership

- Provide timely, data-informed insights to the Board of Trustees and senior leadership.
- Formulate, recommend, and execute forward-looking plans aligned with the College's mission and evolving context.
- Inspire and guide individuals and groups toward a shared vision, modeling high ethical standards and personal integrity.

Collaboration & Communication

- Foster a culture of open, honest communication and active listening.
- Promote cross-divisional cooperation and cultivate inclusive decision-making practices.
- Represent the College effectively with diplomacy, clarity, and authenticity.

Change Management & Innovation

- Champion institutional change by identifying opportunities, removing barriers, and building consensus.
- Encourage innovative thinking and the adoption of effective approaches, technologies, or partnerships.

Inclusion & Community Engagement

- Demonstrate cultural fluency and a commitment to inclusive excellence.
- Respect and relate well to individuals from varied backgrounds; create an environment where diversity thrives.

Mentorship & Professional Development

- Recognize the developmental needs of individuals and teams.
- Provide coaching, feedback, and opportunities that foster individual and organizational growth.

Nominations & Applications

LeadExec is partnering with Austin College in this national search. For inquiries, nominations, applications, and confidential conversations, please contact:

Lisa J. Marks, Founder & CEO
Leyla Kayi, Senior Search Consultant
413.335.6936
president@leadexec.com

This position is open until filled but only applications received by **Thursday, August 14, 2025** can be assured full consideration. Applications should include a detailed letter of interest and a current curriculum vitae/resume.

LeadExec is a respected expert in retained executive search and organizational development. We identify and engage leaders who make an impact and transform organizations.



Austin College is committed to equal opportunity and does not discriminate on the basis of age, color, disability, national origin, race, religion, sex, gender, gender identity, sexual orientation, citizenship status, genetic information, status as a veteran, or any other characteristic that is protected by applicable state or federal law in its operations, employment opportunities, educational programs, and related activities. This commitment is supported by policies applied in a manner consistent with governing state and federal regulations.

