

MILLIKIN UNIVERSITY PRESIDENTIAL SEARCH





THE OPPORTUNITY

Millikin's next President will have much to build on. Under the leadership of its current President, Dr. Jim Reynolds, and with the creative collaboration of faculty, staff, students, alumni, community members and the Board of Trustees, Millikin has made significant progress on many fronts.

Millikin University is currently in the second year of its Strategic Plan, "The Millikin Difference," 2023-2027. The university's current Strategic Initiatives are designed to take Millikin to the next level of articulating and implementing its distinct strengths as a comprehensive University committed to student success and academic excellence. The plan prioritizes data-driven decisions and envisions a Millikin of tomorrow where the following initiatives build on its 125-year history:

1. Advance Academic Excellence
2. Invigorate Community Partnerships
3. Build a Sustainable Financial Model
4. Nurture a Welcoming & Inclusive Campus
5. Strengthen Culture & Shared Governance (Board Initiative focus for 2024-2025)

These initiatives are aligned with Millikin's mission: For all who aspire to achieve, Millikin delivers on the promise of excellence in education. Through the integration of theory and practice, the University prepares students for professional success, democratic citizenship in a global environment and a personal life of meaning and value.

As part of this Strategic Plan, Millikin has implemented a number of changes to better position itself in the current higher-education landscape. Effective 2024, the Millikin Tuition Promise reduced Millikin's annual tuition rate by 36%, to \$26,000, for full-time undergraduate students so that, up front, the tuition price better reflects the actual cost of a Millikin education. In addition, Millikin continues to provide every Millikin student with a competitive, personalized financial aid package.

The Big Blue Pledge: Illinois Free Tuition Program also took effect in 2024. The Pledge represents an investment in Illinois students who may lack the financial options necessary to pursue a college education by covering 100% of their undergraduate tuition in their first year at Millikin through a combination of Millikin aid and federal and state grants.



HISTORY & MISSION

Born in 1827 in Washington County, Penn., James Millikin was a successful farmer, banker, real estate investor and industrial developer. He began his collegiate education at Washington (now Washington & Jefferson) College and continued his studies at Wabash College. It was at Washington College that he decided that, if circumstances permitted, he would found a college – which he did, in 1901.

Today, Millikin is a private, comprehensive university with a diverse student population of approximately 1,600 undergraduate and graduate students. What James Millikin envisioned for the University was unique:

An institution that would embrace the “practical” alongside the “literary and classical.” The result was one of the nation’s first small, comprehensive universities and laid the foundation for the Performance Learning education that Millikin is known for today.

Performance Learning propels students to success through hands-on experiences that carry real risk and real reward. Performance Learning provides distinctive educational opportunities with stakes that span the globe, as Millikin students work with real clients in government, industry and academia to solve the problems facing their communities. Performance Learning promotes critical thinking, creative problem solving and the development of innovations that Millikin students bring to market even as they learn. This dynamic educational model gives Millikin students a level of experience and deep knowledge that distinguishes them from other graduates and prepares them to be the leaders in creating a more wise, just, equitable and sustainable society.

AT MILLIKIN, WE VALUE:

- » INTELLECTUAL AND CREATIVE INQUIRY
- » INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY
- » DIGNITY AND RESPECT FOR ALL PERSONS
- » INTEGRITY AND RESPONSIBILITY
- » HONEST, OPEN DIALOGUE AND REFLECTION
- » ADVANCEMENT OF THE COMMON GOOD

It is these values that give definition and substance to Millikin’s understanding of professional success, democratic citizenship and meaningful lives.

The value of Performance Learning is evident in the lives of Millikin’s students. The stories of individual achievement both at Millikin and after are impressive. 99% of Millikin students are either employed or pursuing further education six months after graduation.



Today, Millikin University is a comprehensive private university that offers over 50 baccalaureate degree programs, three master's programs, a variety of certificates and doctoral degrees in nursing practice.

As of the fall of 2024, Millikin enrolled 1,513 undergraduates and 91 graduate students. These students were taught by 118 full-time faculty, creating a 12:1 student-to-faculty ratio.

A diverse community, Millikin's students come from 37 states and 25 foreign countries. For the fall 2024 incoming class, 21% of students are African/African American, 5% Hispanic/Latino and 8% from other historically underrepresented groups.

Millikin's commitment to excellence is seen in the lives and accomplishments of its faculty and students and recognized nationally. Millikin is ranked 14th Best Regional College in the Midwest and No. 2 in Illinois in the Best Value Colleges, Regional Colleges Midwest Category, by U.S. News & World Report. Washington Monthly ranks Millikin the No. 4 Bachelor's College in Illinois.

Millikin's students are regularly recognized for the way they make their mark on the world. Recent standout athletes include two-time Track All-American Jake Shumaker '24 and National Pole Vault Champion Kyle Hensley '27 – top-notch scholars include TV News Anchor Mia Brandenburg '24 and Scovill Prize Winner and triple major Olivia Swords '25.

And these outstanding students are supported by cutting-edge facilities. In spring 2024, Millikin unveiled its \$3.2 million Campbell Family Nursing Simulation & Health Sciences Centers, and the \$12.3 million David J. & Debra C. Rathje Athletic Center is slated to be completed in the summer of 2025.



THE ACADEMIC PROGRAM

Millikin University consists of the College of Arts & Sciences, the College of Fine Arts, the College of Professional Studies and the Tabor School of Business.

Students in all of the colleges benefit from a comprehensive grounding in the liberal arts through the Millikin Program for Student Learning and their University Studies courses. In addition, there is a University-wide emphasis on Performance Learning, tailored to the needs and opportunities of the various disciplines.

Millikin students run their own businesses. Tour with rock bands. Conduct graduate-level cancer research. Manage art galleries. All while creating a network of professional contacts that they will carry throughout their careers.

Millikin offers a University-wide interdisciplinary Honors Program. Honors students take a 29 credit-hour curriculum and an Honors capstone course in lieu of the typical University Studies general education program.

The University also offers a variety of student support services reflective of its commitment to Performance Learning. The Center for Entrepreneurship offers both instruction in entrepreneurship and a broad range of entrepreneurial experiences that engage faculty, Millikin students and community members. The Career Center and academic support services have been combined into a single office, the Student Success Center (SSC). In addition, academic support is provided by the Math Center and the Writing Center.

COLLEGE OF ARTS & SCIENCES

The College of Arts & Sciences consists of five schools: The School of Writing, Languages & Cultures; the School of Social Sciences; the School of Biological & Environmental Studies; the School of Mathematics & Computational Sciences; and the School of Chemistry & Physics. It is the largest of Millikin's four colleges and bears the major responsibility for teaching the University Studies curriculum. In addition to the major programs it offers, the College of Arts & Sciences has dual-degree programs in a variety of different types of engineering with the University of Missouri-Kansas City and Washington University in St. Louis.

COLLEGE OF FINE ARTS

The College of Fine Arts (CFA) consists of the School of Theatre & Dance, School of Music and School of Art & Creative Media. The Kirkland Fine Arts Center includes a 1,900-seat auditorium, music facilities, art studios, lecture halls and art galleries. Other CFA facilities include the \$29 million Center for Theatre & Dance (opened in 2020), Millitrax Recording Studio and the recently renovated Kaeuper Hall. Millikin's student-run venture, 1901 Productions, shot and produced its second feature-length film in 2024. The College of Fine Arts is also home to the Millikin Community Arts Academy, which provides arts programming for all ages in the Decatur community.

COLLEGE OF PROFESSIONAL STUDIES

The College of Professional Studies consists of the School of Education, School of Nursing and School of Exercise Science & Sport. The School of Education offers degree programs leading to licensure in elementary education, and supports secondary education programs, which are housed in the individual disciplines. Education students can add endorsements or certificates in English as a Second Language/Bilingual, Literacy, Multicultural Leadership and Special Education. The School of Nursing offers a bachelor's degree in Nursing, as well as multiple master's and doctoral degrees. The School of Exercise Science & Sport offers majors in Athletic Training, Exercise Science, Physical Education and Sport Recreation & Management, as well as the Master of Science in Athletic Training (MSAT).

TABOR SCHOOL OF BUSINESS

The Tabor School of Business is ACBSP-accredited and offers undergraduate degrees in Accounting, Agribusiness, Business Communication, Communication, Cybersecurity, Digital Marketing, Finance, International Business, Management, Management Information Systems and Organizational Leadership. It also offers both Accelerated and Evening MBA programs.



CAMPUS LIFE



Millikin is a residential campus, with 61% of its students living in University housing.

Students may choose from among Millikin's three residence halls; The Woods at Millikin, a privately owned apartment complex; and five Greek houses. Living Learning Communities for Nursing students, Business students, international citizens, students with commitment to the arts, future educators, Honors students or Long-Vanderburg Scholars present a housing option for students wanting to live among individuals with a common interest, passion or major. Nineteen percent of upperclass students are involved in Greek life. Millikin hosts six sororities and six fraternities. There are over 75 student groups and clubs, including the Decaturian, Millikin's award-winning student newspaper, and WJMU, the award-winning campus radio station.

Intercollegiate athletic teams have been part of Millikin since its very beginning. The University's NCAA Division III program is part of the College Conference of Illinois and Wisconsin (CCIW), arguably the best small college conference



in the nation. The University supports 22 teams. Over 35 percent of the student body identifies as student-athletes. During its history, the Big Blue's teams and individual athletes have garnered a variety of awards and accolades. Most recently, Women's Cross Country and Baseball claimed CCIW Championships, and first-year student Kyle Hensley became National Pole Vault Champion. In October 2024, Millikin University was awarded hosting responsibilities for the May 2027 NCAA Division III Softball National Championships, with the Big Blue's Workman Family Softball Field serving as the venue.

In addition to intercollegiate athletics, Millikin supports a robust intramural program and ample opportunities for individual health and wellness.



ILLINOIS FREE
TUITION PROGRAM

ENROLLMENT

As college-bound students and families investigate their higher-learning options, published tuition rates are a critical factor in deciding where to apply. But without a complete financial aid picture, the total cost of attending can be unclear.

To address that confusion, Millikin University, as a leader in affordability and transparency, announced the Millikin Tuition Promise and Big Blue Pledge: Illinois Free Tuition Program, effective fall 2024.

The Millikin Tuition Promise provides a reduced tuition rate of \$26,000 for all full-time traditional undergraduate students and represents a 36% reduction from the previous tuition rate. This initiative was an expansion of Millikin's highly successful Macon Promise program, which provided a reduced tuition rate of \$26,000 for those students who live in or attended school in Macon County.

As part of this promise, Millikin is also providing price transparency for all four years of study, giving students simple, straightforward information about what to expect. Under the Millikin Tuition Promise, students can anticipate an annual inflationary tuition rate increase of less than 4% (at \$1,000) each year in the future.

In conjunction with this tuition reduction, Millikin also launched the Big Blue Pledge: Illinois Free Tuition Program for new students. This pledge represents an investment in Illinois students who may lack the financial options necessary to pursue a private college education and will cover 100% of their undergraduate tuition in their first year, with Millikin grants and scholarships filling the gap after available state and federal grants.

TOP COMPETING INSTITUTIONS IN ORDER

- » ILLINOIS STATE UNIVERSITY
- » UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
- » BRADLEY UNIVERSITY
- » NORTHERN ILLINOIS UNIVERSITY
- » ILLINOIS WESLEYAN UNIVERSITY



The Millikin University Alumni & Development Office has a long and successful history. Over the last five years specifically, the office has thrived in both fundraising and engagement efforts.

In 2023-24, Millikin University raised \$10,207,745 overall, the fourth-highest fundraising total in University history. The \$10.2 million total included \$1,508,975 designated to annual funds and \$4.1 million for endowed scholarships and funds. Since FY20, over 120 new endowed scholarships and funds have been established.

In the last year, Millikin has been awarded two major federal grants, a \$2,213,883 Title III student success/retention grant, as well as a \$1 million National Science Foundation S-STEM grant. Since 2020, Millikin has completed fundraising for three major capital projects:

» Center for Theatre & Dance: A \$29 million, 60,300-square-foot facility housing Millikin’s School for Theatre & Dance, which includes well-equipped dance and acting studios, design and lighting labs, a costume studio and the flexible 260-seat Virginia Rogers Theatre. Opened September 2020.

» Health Sciences Center: A \$3.2 million, 14,733-square-foot facility housing the Millikin School of Nursing, School of Exercise Science & Sport, and including the Campbell Family Nursing Simulation Center. Opened May 2024.

» David J. and Debra C. Rathje Athletic Center: A \$12.3 million, 17,655-square-foot facility that includes a weight room, classrooms, meeting spaces and offices serving all student-athletes and coaches, as well as new locker room facilities for Football, and Men’s and Women’s Track & Field. To be completed in fall 2025.

With Millikin’s last major campaign, Transform MU, closing at \$94 million in 2015, the University is poised to begin work on a new comprehensive campaign in the next few years.

Millikin has 38,135 living alumni, 30,555 of which are solicitable. It has strong alumni populations and volunteer groups in Central Illinois, St. Louis, Chicago, Indianapolis, Nashville and New York City.



CAMPUS

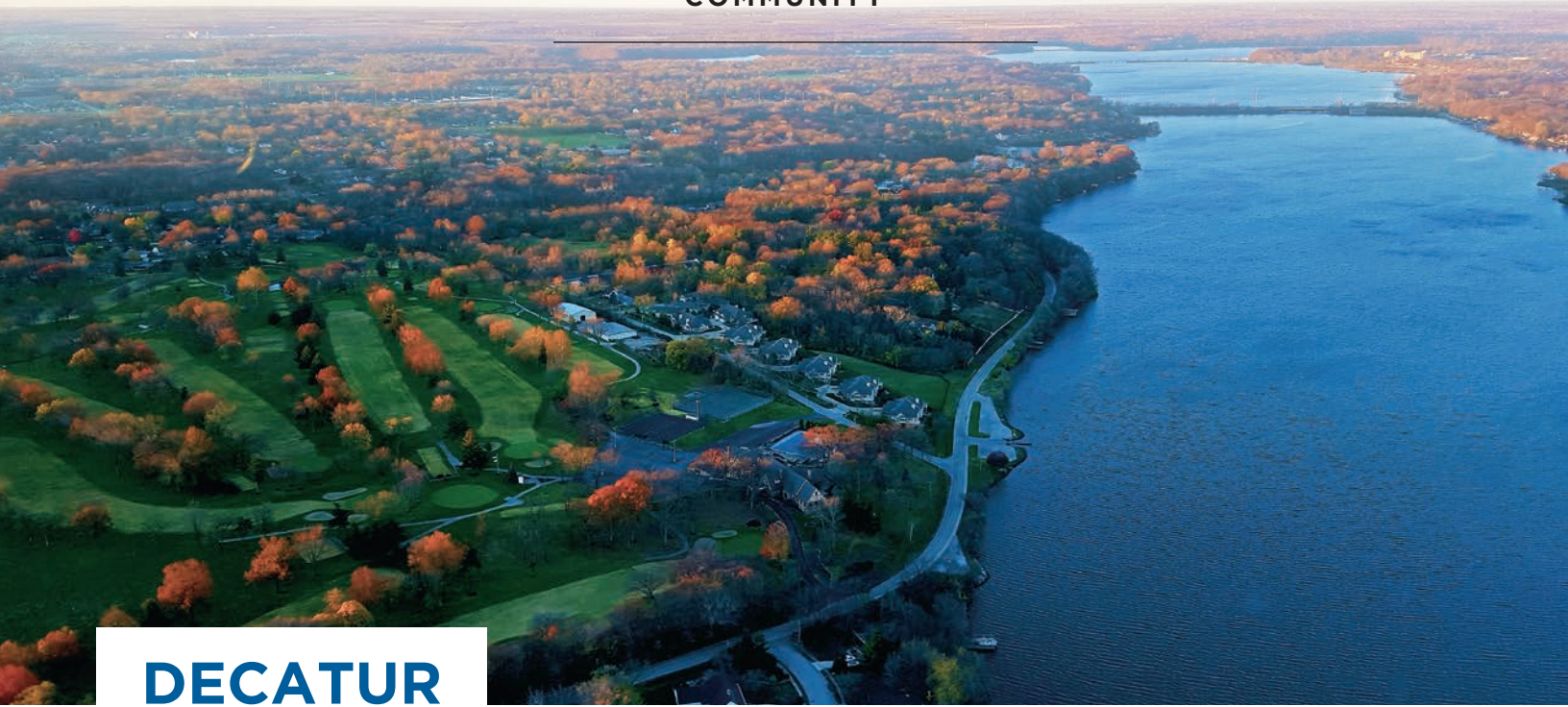
Millikin's 75-acre campus is located west of historic downtown Decatur in a neighborhood of older homes and tree-covered streets. It is adjacent to the Oakwood area, a small section of Decatur devoted to locally owned shops and restaurants.

Millikin's heritage buildings, designed in Elizabethan style, go back to the founding years of the University. Shilling Hall was completed in 1902 and has been expanded and renovated several times; Perkinson Music Center was completed in 1911, and also has been expanded and renovated; and Aston Hall, the University's first residence hall, was completed in 1907. The Elizabethan style was continued through the 1950s with the addition of ADM-Scovill Hall. Kirkland Fine Arts Center and the Griswold Physical Education Center were added in the late 1960s.

More recently, the University has created, expanded and/or renovated several important facilities. The University Commons, which incorporates the Staley Library, was completed in 2017, and has become the heart of the campus. In the fall of 2020, Millikin officially opened the \$29 million Center for Theatre & Dance, a stunning, state-of-the-art facility housing the entire School of Theatre & Dance.



As an NCAA Division III institution, Millikin has been mindful of the need for excellent athletic facilities to recruit competitive student-athletes. In 2014, Frank M. Lindsay Field – home to the University's Football, Soccer and Track & Field programs – was updated. Generous gifts from the Workman family supported the creation of two new on-campus athletic fields. The Workman Family Softball Field was completed in 2017, followed by the Workman Family Baseball Field in 2019. Opening in the fall of 2025, the 17,675 square foot David J. & Debra C. Rathje Athletic Center will give Millikin the ability to host CCIW and NCAA championship competitions.



DECATUR

Decatur, Ill., a city of some 68,000 located in Central Illinois, is the county seat of Macon County. The town includes Lake Decatur, which provides many opportunities for recreation and water sports in addition to its scenic beauty.

Decatur's major industries are food processing, manufacturing and healthcare. It has strong and effective business, community and political leadership, and passionate and hard-working citizens. As a result, it has continued to prosper and serves as a supportive and creative partner with the University. A family-friendly town, Decatur offers so much that makes the lives of its citizens rich and satisfying.

Steeped in Illinois history, Macon County was the home of Abraham Lincoln and his family when they first moved to Illinois in 1830. Decatur was the location of the first state Republican convention to endorse Lincoln for President. Surrounded by some of the finest farmland in the nation, Decatur is also a center of food processing. It was chosen in 1909 as the location for a new processing plant by A.E. Staley. Staley (now Primient) is a leading producer of food and industrial ingredients made from plant-based, renewable sources. Archer Daniels Midland Co. (ADM),

also located in Decatur, is a global leader in human and animal nutrition and the world's premier agricultural origination and processing company. Decatur is also a center of manufacturing. Hieronymus Mueller – a German immigrant, machinist and entrepreneur who moved to Decatur in 1857 – developed a factory to produce water pressure valves and fire hydrants, which is still in operation today. Caterpillar International has a large facility in Decatur, which since 1991 has produced one of Caterpillar's lines of large mining trucks.

Located along the Sangamon River, Decatur is a place of natural beauty. The 22 square-mile Lake Decatur was formed by damming the river. Decatur is 135 miles northeast of St. Louis and 180 miles south of Chicago. It is 40 miles from Springfield, the state capital and the home of the University of Illinois-Springfield, and 47 miles from Champaign, Ill., the home of the University of Illinois at Urbana-Champaign.



Millikin University's President resides at 4 Millikin Place, a prairie-style home designed by Marion Mahony, protégé to Frank Lloyd Wright.

COMMUNITY

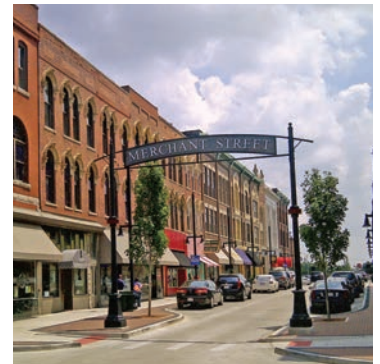
The community of Decatur provides an amazing number and variety of recreational and cultural activities, including museums, sports facilities, parks, a zoo, concerts and theatre.

Its public school system includes options for Montessori instruction through the eighth grade as well as several magnet schools. In addition, there are a variety of private religious schools. Decatur is also home to Richland Community College. Decatur's healthcare facilities serve the region and are first-rate. Historic downtown Decatur offers an array of shops, restaurants and cultural and civic attractions. Nelson Park, situated along Lake Decatur, is the home of the 4,000-seat Devon Lakeshore Amphitheater, Splash Cove Aquatic Center and Overlook Adventure Park.

Decatur affords excellent employment opportunities. Currently the largest employers in Decatur are ADM, Decatur Memorial Hospital, Decatur Public Schools, Caterpillar, HSHS St. Mary's Hospital, Primient, Ameren Illinois and the Mueller Company. In 2013, the Midwest Inland Port was created, making Decatur the hub of an extensive, rail-based logistics system.

Decatur is very much part of the Millikin community, and Millikin is very much integrated into Decatur. The Kirkland Fine Arts Center provides an impressive schedule of fine arts events open to the public, and the University makes its facilities and its faculty available to the community in many different ways. The Decatur community provides Millikin students with great opportunities for internships and employment after graduation.

visitlimitlessdecatur.com



THE LEADERSHIP OPPORTUNITY

The next President of Millikin will join a university long known for academic excellence and a commitment to Performance Learning – a place where students are active and engaged in the fine arts, athletics and across a rich co-curriculum. The Millikin faculty and staff are distinguished by their strong commitment to the University and their clear focus on student achievement and success. The Millikin campus is a jewel, architecturally distinctive and carefully maintained.

The next President will also join Millikin amidst the changing landscape that is impacting all of U.S. higher education and, in particular ways, private, independent institutions. The challenges are real, as are the opportunities, and the faculty, staff, Board of Trustees, alumni leaders and the Decatur community are ready to lock arms with the new President and move Millikin forward. Doing so will require addressing the following priorities:

1. VISION, MISSION AND STRATEGY:

Millikin's current Strategic Plan, "The Millikin Difference," was completed in 2023 with a goal of reaching for "the next level of articulating our distinctive brand and strengths as a comprehensive university committed to student success and academic excellence." The plan is a work in progress and will provide an important frame as the new President joins and works with the Millikin community to articulate and rally support around a shared future vision, an engaging sense of mission and a bold supporting strategy. This will be a community effort that the new President will be both expected and privileged to lead – with a goal of setting direction and inspiring action!

2. MARKETING AND ENROLLMENT:

The anticipated work on vision and mission is foundational for the University's broader marketing efforts and to increase enrollment, improve retention and assure the success of all students (i.e., first-year, transfer and graduate). For many well-known reasons, including the pandemic, demographic changes, FAFSA foibles and cost concerns, Millikin's enrollment has gone down over the past several years. In fall 2024, new full-time, first-year enrollment increased, and promising initiatives to enroll additional transfer students, international students and graduate students, as well as efforts to improve student retention rates, are underway. The new President will provide key leadership and actively engage and support these marketing, enrollment and retention efforts to stabilize and achieve modest enrollment growth.

3. DEVELOPMENT:

Millikin's beautiful campus and modest debt are a tribute to the many generous donors who have supported the University over the years. Looking forward, such support will be even more important as the University seeks to raise funds for student scholarships, to support operating budget needs and to build the endowment. The Vice President for Alumni & Development position is currently in transition, so the new President will have the opportunity to fill this position and provide guidance and leadership in shaping an aggressive, comprehensive development effort that will include creating new revenue initiatives and opportunities for philanthropy. An appetite and aptitude for fund-development work and building donor relationships will be an important qualification for the new President.

4. FINANCIAL SUSTAINABILITY:

The development of a sustainable financial plan for the University is an urgent and top priority, as the loss of enrollment has created a significant structural deficit. A multi-year plan to address this deficit will include the work described above on mission and strategy, student enrollment and retention, and fund development, as well as expenditure controls, prudent reductions and leading strategic changes designed to financially strengthen Millikin. This comprehensive financial planning effort will ask for the engagement of leaders across the campus, as well as the Board of Trustees and, of course, the leadership of the new President.

5. BUILDING CAMPUS COMMUNITY:

As is the case on many campuses, the pressures of the pandemic years, economic uncertainty, changing student expectations and many other factors have combined to impact enthusiasm and morale. Understandably, Millikin faculty and staff will look to the new President as a campus leader and presence, one who understands and listens, one who communicates clearly, one who decides with transparency and one who invites shared governance and responsibility. The remarkable talent and dedication of faculty and staff is a key strength for the future of Millikin.

6. IDEAS — INCLUSION, DIVERSITY, EQUITY, ACCESS AND SENSE OF BELONGING:

Millikin's commitment to "nurture a welcoming and inclusive campus environment" is a major Strategic Plan initiative and includes policy and procedure reviews; active recruitment and support of diverse faculty, staff and students; and efforts across the campus to foster a genuine sense of belonging. These efforts enjoy broad support across the campus, and the new President will be looked to as a key leader and supporter.

7. BEYOND THE CAMPUS — AMBASSADOR AND SPOKESPERSON:

The new President will be the chief spokesperson for the University, both on and off campus. In addition, it is expected that the new President will be one who enjoys the public role of the presidency – one who relishes the opportunity to seek connections and build relationships with community and regional leaders, educational partners, and Millikin alumni, donors, parents and friends. The University enjoys a strong and positive reputation, and the conversations informing this profile suggest that the President's outreach activities will be welcomed and celebrated by University's many friends and supporters.

ATTRIBUTES OF LEADERSHIP

The next President of Millikin will embrace the University's mission and values and be a dynamic, inspiring and collaborative leader with an advanced degree and an astute understanding of the challenges facing private institutions. The President will be an accomplished executive-level leader with an uncompromising work ethic, strong professional presence and emotional intelligence, who engages others with humility, transparency, integrity and a sense of humor. More specifically, Millikin's next President will be:

1. A Mission-Driven Leader who enthusiastically embraces and is energized by Millikin's distinct mission, values and legacy of Performance Learning, along with the University's commitment to the fine arts, athletics and a co-curriculum that together provide the strongest opportunity for student achievement and success.

2. A Strategic Thinker, Planner and Visionary who is goal-focused and capable of inspiring all Millikin stakeholders and gaining widespread support and excitement around a clear and compelling vision and Strategic Plan for the University's future. Initially, the new President will be responsible for defining incremental deliverables and establishing accountability for the implementation of Millikin's current Strategic Plan, "The Millikin Difference 2023-27."

3. A Student-Focused Educator who genuinely enjoys being an active part of campus life, engaging with an increasingly diverse population of students, and who is fully supportive of a holistic student experience and student success.

4. A Proven and Eager Fundraiser who will partner well with the University's advancement team to build a culture of philanthropy, lead future campaigns and grow gift income. This effort will include strengthening and building new relationships with alumni and friends of the University, as well as leaders in the City of Decatur, Macon County, the state of Illinois and beyond.

5. An Executive with Financial Acumen who understands the fiscal complexities of a small, comprehensive university and the importance of careful financial planning; who is fiscally responsible, forward-thinking and creative in developing revenue sources; and who is both thoughtful and courageous in allocating finite resources among competing needs.

6. A Skilled Executive Administrator with the management style, experience and knowledge needed to effectively delegate responsibilities to President's Council members and to work collegially with and provide support for faculty, staff and other stakeholders. A track record of hiring well, developing talent and building successful teams while ensuring transparency and accountability is required.

7. A Community Leader with a strong internal and external presence, the next President will be motivated by the public role of the presidency and seek to become actively involved as a leader in Decatur and Macon County – and beyond – in order to build supporting relationships, and develop new opportunities for partnerships and collaborations, as well as internships for students.

8. An Interculturally Competent Person with a record of successfully promoting diversity, equity and inclusion and who will embrace Millikin's IDEAS initiative, encourage conversation on issues of justice and DE&I topics, and work to make Millikin a more diverse and welcoming community for students, faculty and staff.

9. A 21st Century Education Thought Leader with a rich, contemporary understanding of the trends, issues and challenges impacting private, liberal arts higher education, and who has demonstrated a capacity to respond to challenges by developing new programs and/or initiatives that are mission-aligned, support enrollment growth and provide increased revenue.

10. An Exceptional Communicator with a comfortable public presence and excellent written, verbal and interpersonal communication skills, who is energized by serving as Millikin's chief spokesperson within and outside the University community in promoting its distinct mission, brand and identity.

Applications, Nominations and Expressions of Interest

To assure full consideration, applications should be received by January 6, 2025, and must include the following:

- » A letter of interest addressing the leadership opportunities and attributes identified in this profile;
- » A curriculum vitae; and
- » List of five professional references with email addresses and telephone numbers, including their relationship to the candidate.

References will not be contacted without prior authorization from the candidate.

Application materials should be submitted in PDF format through the AGB Search portal here: <http://bit.ly/4ej7jgb>

Please direct any nominations, expressions of interest or questions regarding the application process to MillikinUPres@agbsearch.com or to the AGB Search team:

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All inquiries, nominations and applications will be held in the strictest confidence; references will not be contacted without the candidate's expressed permission.

Millikin University provides equal opportunities to all employees and applicants for employment and prohibits discrimination of any type on the actual or perceived basis of race, color, religion, sex (including gender identity or expression, sexual orientation and pregnancy), national origin, age, disability status, genetics, protected veteran status or on any other characteristic prohibited by federal, state or local laws.