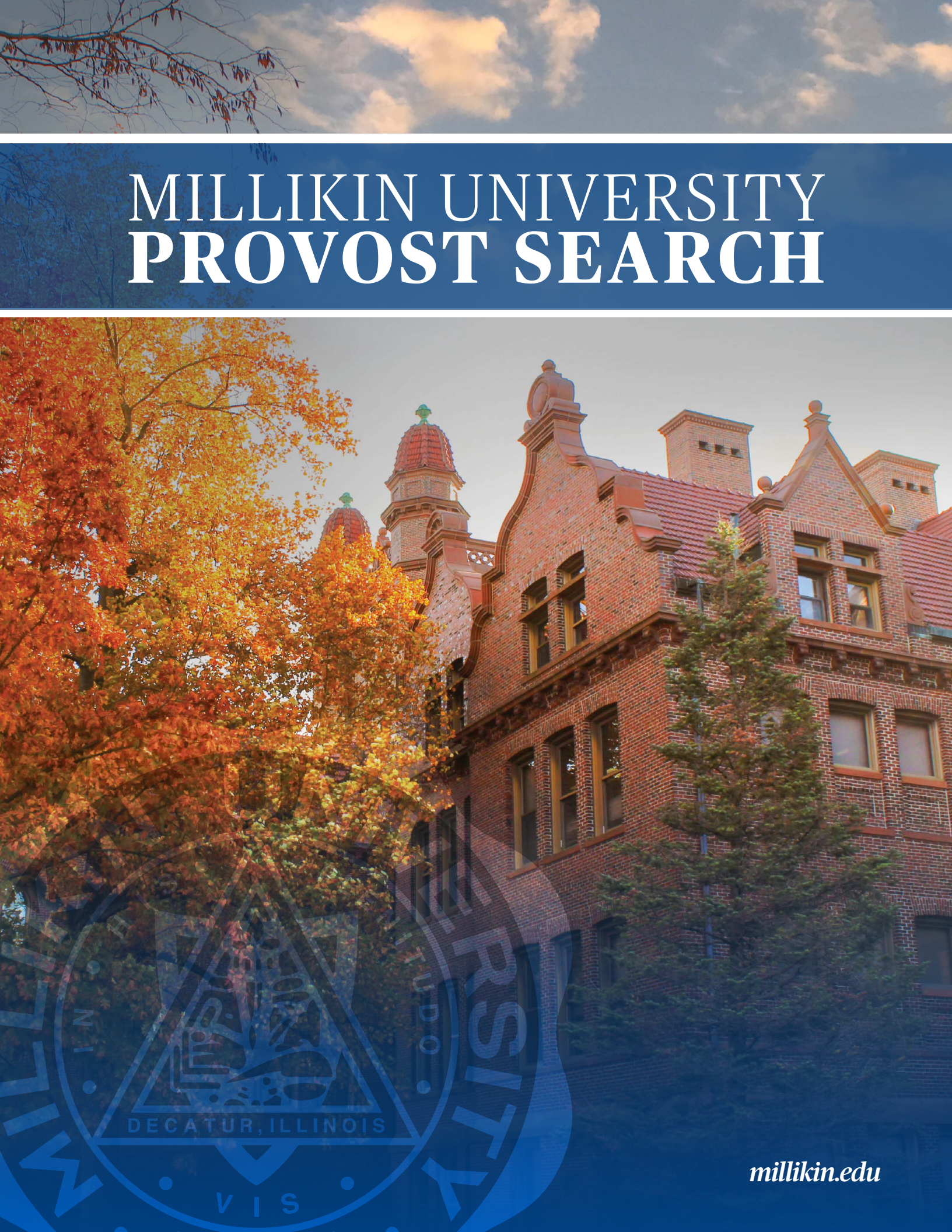


MILLIKIN UNIVERSITY
PROVOST SEARCH

millikin.edu



ABOUT MILLIKIN

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. 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.

Today, Millikin is a private, comprehensive university with a diverse student population of approximately 1,600 undergraduate and graduate students. In the Fall 2026 semester, Millikin enrolled 1,549 undergraduates and 80 graduate students. Fall 2026 first-year enrollment numbers are the largest the University has experienced in seven years and represent a 12% increase in new student enrollment over Fall 2025. The University has experienced growth in new student enrollment for the past several years, with Fall 2026 new undergraduate student numbers showing a 35% increase compared to Fall 2023 numbers. Additionally, the University welcomed 135 transfer students in Fall 2026, the largest number in 11 years. Transfer students make up 20% of the University's student population. A diverse community, Millikin's students come from 38 states and 26 foreign countries.

Millikin has implemented a number of changes to better position itself in the current higher education landscape. Taking effect in 2024, the Millikin Tuition Promise reduced Millikin's annual tuition rate by 36%, to $26,000, for full-time undergraduate students.

Additionally, through a combination of Millikin aid and federal and state grants, the Big Blue Pledge: Illinois Free Tuition Program covers 100% of first-year undergraduate tuition for Illinois students who may lack the financial options necessary to pursue a college education.

Every Millikin student also receives a personalized financial aid package that further reduces their costs.

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.



ABOUT MILLIKIN

Millikin students are taught by 115 full-time faculty, creating a 10:1 student-to-faculty ratio. These faculty members shape an academic environment that challenges, encourages, and prepares students to achieve. Millikin's commitment to excellence is seen in the lives and accomplishments of its faculty, staff, and students and is recognized nationally. Millikin is ranked No. 4 in Illinois in the Best Regional Colleges Midwest, No. 4 in Illinois in the Top Private Regional Colleges Midwest, and No. 6 in Illinois in the Best Value Schools Midwest, by U.S. News & World Report. Millikin's students are regularly recognized for the way they make their mark on the world.

This same commitment to excellence inspires confidence in Millikin's future and a shared belief in the value of the education and experiences the University provides. That confidence is evident in the extraordinary generosity of those who invest in Millikin and its students. In fiscal year 2026, donors contributed $15.78 million in cash – a 63% increase over fiscal year 2025 – and $32.23 million in total new business, including cash, pledges, and new commitments, representing the University's strongest single fundraising year in history.

Performance Learning, Millikin's hallmark approach to education, 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. This dynamic educational model gives Millikin students a level of experience and deep knowledge that distinguishes them from other graduates.

As Decatur's University, Millikin is building upon a strong foundation and positioning itself for the future. The University is focused on being increasingly student-ready and meeting new populations of students through the creation of its Online Elementary Education program, expanded articulation agreements with Central Illinois community colleges, and direct admit partnerships for its Master of Business Administration and Master of Science in Athletic Training programs. The launch of new athletic opportunities in Women's Wrestling and Women's Flag Football have helped to strengthen these efforts.

The University is also committed to growing its relationships with community partners. Millikin is in planning discussions with the Macon County Community Natatorium Foundation to host the construction of a new aquatic facility on the south side of campus. Millikin's Workman Family Baseball Field serves as the home for the Decatur Bean Ballers, a Prospect League baseball team. The University has also partnered with Decatur Memorial Hospital to establish the Memorial-Millikin Nursing Scholars Program to provide financial support and hands-on experiences for future nurses.

As Millikin celebrates 125 years of challenging minds and changing lives, the institution continues to build momentum and shape what comes next.

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.

Distribution of students across the academic units is balanced and comprehensive, as students embrace the breadth of Millikin's academic offerings, professional pathways, and creative experiences.

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. 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, Elementary Education, 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, Marketing, Finance, International Business, Management, Management Information Systems, and Organizational Leadership. It also offers both Accelerated and Evening MBA programs.



DECATUR

Decatur, a city of some 68,000 is located in Macon County in Central Illinois. 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.

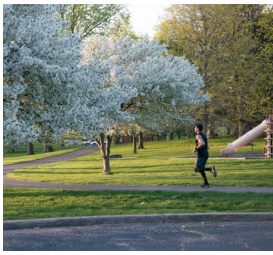
Steeped in Illinois history, Macon County was the home of Abraham Lincoln and his family when they first moved to Illinois in 1830. Decatur is 135 miles northeast of St. Louis and 180 miles south of Chicago. It is 40 miles from Springfield, the state capital, and 47 miles from Champaign.

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.

In addition to traditional public school offerings, Decatur offers options for Montessori instruction through the eighth grade as well as several magnet schools. There are also a number of private religious schools. Decatur is also home to Richland Community College, one of Millikin's closest academic partners.

Decatur is an integral part of the University community. Local businesses and organizations provide Millikin students with internships and other Performance Learning opportunities, as well as employment after graduation.







THE LEADERSHIP PROFILE

The Provost of Millikin University serves as the chief academic officer on campus, acting as the primary faculty advocate. Duties include program evaluation and accreditation, advancement of student and faculty success, academic personnel and budget decisions, curriculum development, and professional development within teaching and learning.

Responsibilities include, but are not limited to:

Strong Academic Advocacy: Provides conviction of academic purpose with the ability to clearly explain decision rationale and facilitate conflict resolution. Promotes retention and engagement of faculty and academic staff. Understands the challenges that faculty and students currently face, proactively seeking solutions.

Faculty and Academic Staff Stewardship: Makes recommendations to President on tenure, promotion, and sabbaticals. With the academic Deans, provides trusted leadership and advocates for faculty lines, professional development, competitive compensation for faculty and academic staff, and fair performance review processes.

Shared Governance: Supports work of Councils and Full Faculty to enact initiatives effectively. Reports to faculty on academic information and issues. Establishes and implements transparent written policies in collaboration with faculty governance procedures.

Academic Rigor: Prioritizes high-quality academic programming that facilitates Performance Learning and innovative instruction and coursework. Informed by previous experience, guides and supports campus-wide accreditation processes.

Academic Portfolio Strategy and Innovation: Partners with faculty and academic leaders to cultivate a dynamic and forward-looking academic portfolio that advances Millikin's mission and strategic priorities. Provides visionary leadership for the expansion of graduate and online education, identifying opportunities for new programs, alternative delivery models, and emerging markets that broaden access and support enrollment growth. Champions innovation, interdisciplinary collaboration, and distinctive educational offerings that respond to student interests, workforce needs, and evolving opportunities in higher education.

Enrollment growth and academic partnerships: Collaborates with Admission, Marketing, and Academic Program Directors to develop and enhance recruitment strategies that strengthen enrollment across undergraduate, transfer, graduate, and online programs. Develops and sustains transfer and articulation partnerships that expand student pathways to Millikin. Encourages meaningful collaboration between Millikin faculty and community college faculty to support curricular alignment, student success, and seamless transfer experiences.

Student Success: Leads institutional efforts to improve student academic success, retention, and completion. Oversees the Student Success Center and aligns advising, tutoring, accommodations, and other support programs to meet the evolving needs of Millikin students. Uses data-informed strategies and cross-campus collaboration to enhance the student experience and improve outcomes.

Strategic Thinking and Leadership: Communicates effectively and consistently both verbally and in writing. Demonstrates visionary leadership and sincere commitment to advancing Millikin's Strategic Plan and institutional priorities.

Budget and Data-informed Decision Making: Prioritizes a balanced budget aligned with academic goals and Millikin's Strategic Plan. Emphasizes appropriate staffing and compensation for all faculty and staff, taking both data and human factors into account. Creatively, collaboratively, and transparently seeks solutions and takes decisive action.

Campus and Community Vision: Engages faculty, staff, and the community in implementing Millikin's Strategic Plan through partnerships and professional outreach that prioritizes Performance Learning opportunities. Cultivates meaningful connections between programs, colleges, and the community.

THE LEADERSHIP OPPORTUNITY

Millikin University is in an exciting and pivotal moment in its history. As higher education navigates changing student expectations, evolving workforce needs, new approaches to teaching and learning, and increasing demands on institutional resources, Millikin has an opportunity to build upon its distinctive identity while reimagining what is possible for the future. The University's newest chapter will require both an appreciation for the traditions that have shaped Millikin and a willingness to embrace transformation, challenging convention and pursuing innovation.

Since his arrival in July 2025, Millikin's 17th President, Dr. Dean. A. Pribbenow, has been articulating a vision for Millikin's future, guided by four principles that have come to be known as The Four P's: Presence, Purpose, People, and Partnerships. These principles reflect Millikin's commitment to being an anchor institution that is actively engaged in the life of the University and its surrounding community, leads with clarity of mission, invests in the people who make Millikin exceptional, and cultivates relationships that extend the University's reach and influence. Together, they provide a foundation for the University's continued evolution and long-term success.

President Pribbenow's vision is complemented by four institutional imperatives that help guide Millikin's priorities and decisions:

- **Being student-ready,** aligning University programs, resources, and practices with the needs and expectations of today's learners.
- **Reaching new and expanded populations,** creating accessible pathways and opportunities for traditional, transfer, international, graduate, and online learners.
- **Responding to workforce and regional needs,** connecting academic offerings with emerging professional opportunities and the evolving needs of employers and the region.
- **Strengthening external partnerships,** deepening relationships with businesses, organizations, and community partners to enrich academic programs and expand Performance Learning opportunities.

These are not simply institutional initiatives; they represent an opportunity to thoughtfully consider how a small, private university can remain distinctive, relevant, and financially sustainable in a rapidly changing higher education landscape.

As a member of the President's Leadership Team, the Provost will have an influential and important voice in this work. The relationship between the President and Provost will be particularly important as Millikin translates its aspirations into institutional direction and action. This partnership will require a leader who can see beyond individual academic interests to understand the University's broader opportunities and challenges, bring people together around shared priorities, and help navigate the complexities of change without losing sight of what makes Millikin special.

The Provost will play an instrumental role in shaping how Millikin evolves to meet the opportunities and challenges of the future while remaining true to its mission. This will require a leader who can bring fresh perspectives to academic programming, encourage innovation in teaching and learning, and help faculty explore new possibilities for connecting the classroom with the world beyond campus. By balancing a commitment to academic excellence with an openness to new approaches, the Provost will help ensure that the Millikin experience remains distinctive, relevant, and responsive to an ever-changing world.

In doing all of this, the next Provost will have the opportunity to honor the institution's 125-year legacy while imagining and advancing what the next 125 years can become – working alongside a President, faculty, and campus community committed to moving Millikin forward.



Minimum Qualifications:

- An earned doctorate or terminal degree from an accredited institution
- Faculty rank and tenure (or equivalent)
- Broad knowledge and experience within higher education, including academic and accreditation standards and processes as well as academic policies and procedures
- Five or more years of experience at the Associate Dean level or higher (or comparable) at an accredited institution
- Experience with budget management, planning, and analysis
- Effective leadership, transparent communication, and strategic problem-solving in collaboration with faculty, staff, and University leadership
- Advancement of academic programming in traditional, transfer, graduate, and online learning spaces with shared values in academic diversity and inclusion
- Commitment to implementation and advancement of community partnerships and Performance Learning opportunities in Decatur and surrounding areas

Application Materials

(Priority review begins Jan. 15, 2027)

To assure full consideration, applications should be received by Jan. 15, 2027, and must include the following:

- A letter of interest addressing the leadership opportunities and attributes identified in this profile;
- A curriculum vitae; and
- A 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 through the NEOED portal: https://www.schooljobs.com/careers/millikin

Please direct any questions regarding the application process to **Todd Ray, Chief Human Resources Officer, at *taray@millikin.edu***



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.

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