



Presidential Prospectus

Milligan University announces the search for its 16th president. Building upon the successes of Dr. Bill Greer, the university's 15th president, the institution is seeking an experienced, innovative, Christian leader who will continue Milligan's long tradition of academic excellence into the 21st century.

MILLIGAN
UNIVERSITY



Founded in 1866, Milligan University is a thriving Christian liberal arts university located in Johnson City, Tennessee, in the heart of the spectacular Blue Ridge Mountains. Milligan's 1,100 students come from 40 states and 27 countries to experience a distinctively different approach to higher education. The university offers more than 100 majors, minors, pre-professional degrees, and concentrations in a variety of fields, along with graduate and adult degree completion programs.

MISSION

Milligan's mission is to honor God by educating men and women to be servant-leaders, and, for over 150 years, the university has educated students to lead and serve by combining scholarship, community, and faith into a life-changing college experience.

ACADEMIC EXCELLENCE

Milligan University offers students a Christian liberal arts education in a caring community of inquiry and responsibility. The institution takes seriously its educational responsibility to offer students a well-rounded education leading to recognized undergraduate and graduate degrees.

Milligan grants four baccalaureate degrees (B.A., B.S., B.S.N., B.S.W.), 10 master's degrees, one specialist degree (Ed.S.), and two doctoral degrees (Ed.D., D.Min.). Master's programs include Business (M.B.A.), Christian Ministries (M.A.C.M.), Coaching and Sport Management (M.A.C.S.M.), Counseling

(M.S.C.), Divinity (M.Div.), Education (M.Ed.), Humanities (M.A.H.), Occupational Therapy (M.S.O.T.), Physician Assistant Studies (M.S.P.A.S.), and Religion (M.A.R.).

Forty undergraduate majors are offered and over 50 minors. Several accelerated three-year degrees, accelerated bachelor's to master's degrees, and early acceptance to graduate programs are available.

Over two dozen programs were launched or revised in the past decade. In 2016, Milligan became the only institution in the region and one of only about a dozen Christian liberal arts universities in the nation to offer electrical and mechanical engineering majors. In 2022, the majors were accredited by the Engineering Accreditation Commission of ABET, the "gold standard" for engineering education.

In 2018, a graduate physician assistant program was launched to meet a critical healthcare need both regionally and nationally. Its first class earned a 100% pass rate on the PA certification exam, and the program received Accreditation-Continued



status from the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA).

Academic programs are organized into five academic schools, including the William B. Greene, Jr. School of Business and Technology and the Schools of Arts and Humanities, Bible and Ministry, Sciences and Allied Health, and Social Sciences and Education.

In 2015, Emmanuel Christian Seminary became part of Milligan's School of Bible and Ministry. The seminary has since been awarded two generous grants from Lilly Endowment, Inc. The first launched the Ministry Resource Center to provide tools for placing and supporting seminary alumni and others in ministry, particularly within the Independent Christian Churches of the Stone-Campbell Movement. The second supports a bold and comprehensive review and redesign of the seminary's academic programs to best prepare pastoral leaders and integrate theological education with "real-world" experience in ministry.

The expansion of graduate offerings led to a reclassification from a level 3 to level 5 institution by the Southern Association of Colleges and Schools (SACS) and from the "Baccalaureate" to the "Master's Colleges and Universities" category by the Carnegie Commission in 2016.

Academic programs are lauded by accrediting agencies and national organizations. Consistently recognized for quality and value, Milligan is ranked No. 12 among "Best Regional Universities" in the South in U.S. News and World Report's "Best Colleges" issue and No. 2 among its "Best Value Schools." In the past decade, Milligan also has been ranked as the 20th best Master's University in the South by Washington Monthly; No. 2 best college in Tennessee, behind Vanderbilt, by BestColleges.com; and a Military Friendly[®] School by ViQtory Media.

Milligan University is accredited by the Southern Association of Colleges and Schools Commission




on Colleges to award baccalaureate, master's, education specialist, and doctoral degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404.679.4500 for questions about the accreditation of Milligan University. Milligan was first accredited by the Commission on Colleges of the Southern Association of Colleges and Schools in 1960 and has been reaffirmed decennially, most recently in 2021.

Milligan also holds special professional accreditation for its programs in business (ACBSP), clinical mental health counseling (CACREP), education (CAEP), engineering (ABET), nursing (CCNE), occupational therapy (ACOTE), physician assistant studies (ARC-PA), and theological programs (ATS).

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Milligan's respected Christian faculty value excellence in scholarship and teaching, so students learn from leading thinkers and professionals. Sixty percent have taught at Milligan for 10 or more years. Eighty percent have terminal degrees, and many are involved in academic research, publishing, serving in national organizations, consulting, and ministering through their churches. They view themselves as Christians who have the opportunity to serve Christ and the world as scholars and educators.

A low student-faculty ratio provides personal attention from professors, and faculty members develop close mentoring relationships with students—sponsoring student organizations, conducting Bible studies with students, participating in chapel, and regularly supporting athletics and arts events. Students typically regard their relationships with professors as one of the most important aspects of their collegiate experience.

LIBERAL ARTS

Milligan's character as a liberal arts university is defined by its approach to learning and its core curriculum, which incorporates courses in Bible, humanities, mathematics, science, speech, and social learning. The university takes great pride in its interdisciplinary humanities program, a two-year educational experience that introduces all students to the historical, philosophical, literary, and artistic achievements of humankind. The program celebrated its 50th anniversary in 2019.

The liberal arts approach to learning also is evident in the university's commitment to encourage students to develop habits of critical thinking and expression.

A robust performing, visual, and communicative arts program also seeks to increase an appreciation for and knowledge of human creativity and activity.

FACULTY

The depth of experience and dedication of its faculty is one of the most distinctive assets of Milligan University. There is a strong sense of mission and appreciation of one's role in fulfilling it, collegiality, and professional freedom among the faculty and staff.

CHRIST-CENTERED

The Christian character of Milligan is defined by its purpose, programs, and constituency. From its beginnings, the university has explicitly tied its educational purpose to the demands of Christian discipleship. The educational program at Milligan encourages the scholarly exploration of fields of learning in the context of free Christian inquiry. This interplay between Christian commitment and academic rigor is central to Milligan's identity and purpose.

The university maintains an active relationship with the Independent Christian Churches/Churches of Christ of the Restoration Movement. Committed to the restoration of New Testament Christianity and the unity of all believers, these congregations are a dynamic and growing fellowship. Given this commitment to Christian unity, students from over 15 Christian traditions find Milligan a welcoming community.

Milligan seeks to educate students to be thinking and acting Christians. Undergraduate students participate in a Spiritual Formation Program that helps nurture the Christian spirit, character, and worldview.





ENROLLMENT

Milligan's 1,100 students come from 40 states and 27 countries. Character, ability, preparation, and seriousness of purpose are qualities emphasized in considering applicants for Milligan.

The institution has achieved several years of record enrollments, with an all-time high of 1,347 students in Fall 2020. Record applications and admissions for Fall 2023 may produce one of the largest entering classes. The entering freshman class consistently has an average high school GPA above 3.75 and 24 ACT/1170 SAT, both well above state and national averages.

Milligan has long supported a commitment to student success as evidenced in retention rates that consistently exceed peer institutions regionally and nationally, with an overall undergraduate retention of 89% and freshman-to-sophomore retention of 76% in 2022. Graduation rates also are consistently well above state and national averages, and nearly 100% of Milligan graduates are employed or in graduate school within one year of earning their degree.

Graduate student enrollment doubled from 18% in 2011 to 32% in 2022 with the addition of multiple graduate programs.

STUDENT LIFE

Milligan is a Christian community that is described as genuine and real. The institution values fun traditions, successful athletic programs, and lots to do—where lasting friendships transcend time and place.

Milligan prioritizes the residential learning experience, with over 75% of traditional undergraduates living on campus in one of 11 residence halls or student apartments, creating a strong community life and social involvement. Campus offers 40 social, service, honorary, professional, and campus life organizations.

Milligan students are more satisfied with their college experience and more engaged in campus life than

students at similar colleges, according to the National Survey of Student Engagement (NSSE) and Student Satisfaction Inventory (SSI). As a Christian university, Milligan adopts basic moral and social principles and expects students to serve Christ in an atmosphere of trust, encouragement, and respect for one another.

BUFFALO ATHLETICS

Milligan Athletics has a proud heritage of top student-athletes participating in competitive intercollegiate athletics. Milligan's 31 intercollegiate sports compete in the Appalachian Athletic Conference (AAC) and National Association of Intercollegiate Athletics (NAIA).


In the past 10 years, Milligan's teams have won more than 40 conference regular-season titles, secured multiple national championships, and celebrated more than 100 NAIA All-Americans.



Milligan athletics reached new heights in 2021-22 with an Olympic medalist and nine national championship titles (more than any other school in Tennessee), including the university's first two team champions in men's and women's cross country (only the third NAIA institution to capture both).

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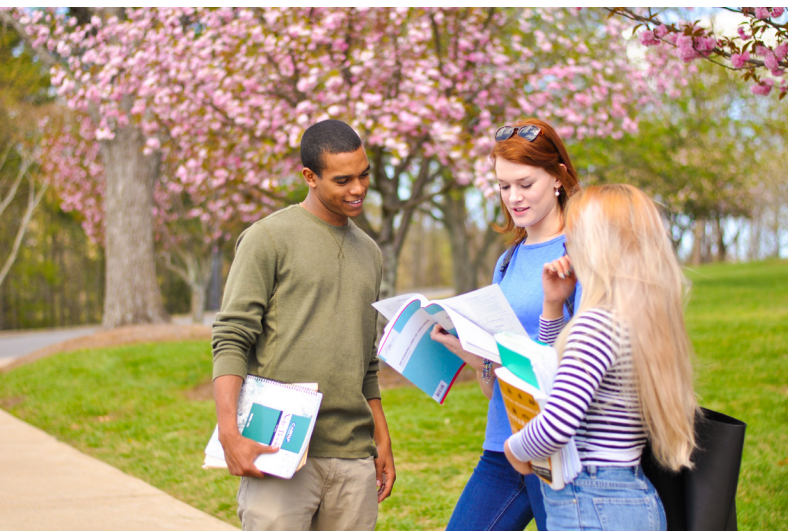
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DIVERSITY COMMITMENT

Milligan believes that diversity in the student body, faculty, and staff, whether by race, color, ethnicity, disability, multicultural background, sex, or age, enriches the educational experience, promotes personal growth and a healthy society, and reflects God's Kingdom. Milligan seeks to build a healthy and diverse learning environment appropriate to its mission. The Multicultural Education Resource Team (MERT) advances collaborative programming and campus initiatives that engage ethnic diversity both in academic and extra-curricular settings. The institution has increased underrepresented ethnic minority students from 5% in 2007 to 22% in 2022. The international student population has more than tripled since 2011 to 7% in 2022.



ALUMNI

Milligan alumni are a close-knit and strong community. Graduates have performed well throughout the decades in their various careers as servant-leaders who have scattered across the nation and around the world to have positive influences on their communities, churches, and families. Each year, many Milligan graduates advance to prestigious and quality graduate schools and programs. Milligan alumni support their alma mater at a rate far higher than

those at the majority of universities throughout the country. Increased giving to capital improvements, academic and student programming, and a growing endowment reflect the confidence of alumni and friends in the university's mission.

BEAUTIFUL CAMPUS & LOCATION

Milligan occupies a campus of 355 acres, rising from the banks of Buffalo Creek. Richly endowed by nature and enhanced by skillful landscaping, the grounds possess incredible beauty. Over 40 buildings support the scholarship, community, and faith aspects of the institution. Numerous renovations and construction projects have expanded the campus and supported its growth, and a campus-wide effort was implemented in 2016 to make the university more energy efficient.

Nestled in the foothills of the Appalachian Mountains in Northeast Tennessee within minutes of downtown Johnson City and I-26, Milligan is within a day's drive of most of the Eastern U.S. and an hour drive to historic Asheville, North Carolina.

The Appalachian Highlands, named an "All-America Region" by The National Civic League, is an area of natural beauty and rich history where you can enjoy historical locations, theaters, parks, restaurants, shops, and more! There also are many recreational opportunities, including boating, water skiing, snow skiing, white water rafting, fishing, jogging, and hiking.


FINANCES & FUNDRAISING STRENGTH

The university has a strong, stable financial base and operates with a \$46 million budget. Total net assets have grown from \$45 million in 2011 to over \$108 million in 2022, with increases in total net assets occurring each year. The university's endowment has more than doubled to over \$50 million during this same time period. The university also has made significant improvements in its physical infrastructure through investments in plant, property, equipment, and technology, while incurring minimal debt.

Continuing to increase the university's endowment and develop strategic funding initiatives remains a strategic priority. In 2021, the university publicly

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“An education should provide one with ‘...a truer view of life and with a larger soul with broader and more correct ideas of man, of nature, and of God.’”

JOSEPHUS HOPWOOD,
MILLIGAN FOUNDER



launched “On Mission: The Campaign for Milligan University,” a \$40 million comprehensive campaign focused on furthering academic excellence and the entire student experience at the university. The institution has strong alumni support and a solid donor base, with over \$75 million raised in the past decade.

Tuition and fees at Milligan are \$39,350, and room and board charges are \$8,000. Milligan’s cost is below the national average for similar institutions, and 99% of students receive grants or scholarships provided by the university. In 2022, Milligan awarded over \$16 million in need- and merit-based scholarship awards. The average federal debt at graduation is below the national average for private colleges.

Employing almost 500 people, Milligan’s administration makes continuous and systematic efforts to assess the effectiveness of its functions and to make improvements to fulfill the mission of the university. Milligan has a healthy strategic planning process tied to operational plans and budgeting.

HERITAGE & SPIRIT

There is a strong sense of mission, heritage, and community among students, faculty, staff, and alumni.


Milligan’s history dates back to 1866 when an academy was founded in what is now Hopwood Memorial Christian Church on the banks of Buffalo Creek in Carter County, Tennessee. The institution celebrated its 150-year birthday during a yearlong sesquicentennial celebration in 2015-16.

In 2020, Milligan College became Milligan University and underwent a visual identity rebranding, all of which was embraced with widespread enthusiasm and support. The change championed the importance of Christian liberal arts learning and protected the institution’s historical commitment to that mission.

The university name is seen as integral to a number of strategic goals of the institution, including greater market recognition as a comprehensive institution, continued enrollment growth, expanded international partnerships and student recruitment, and ongoing improvement as a quality institution of higher education.

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Following the April announcement that Dr. Greer will retire in summer 2024 and transition to the role of chancellor, the Milligan Board of Trustees formed a Presidential Search Committee to conduct a comprehensive search for the university's next president.

The search committee is charged with identifying and evaluating candidates based upon leadership criteria and requirements as set forth by the board, and, based on those criteria, recommending to the Board of Trustees the candidate who is most qualified to lead Milligan as its next president. The Board of Trustees will make the final selection and presidential appointment. The new president is expected to begin work on or about August 1, 2024.

JOB DESCRIPTION

The President is the Chief Executive Officer of the university. As the Chief Executive Officer, the President plans, directs, and monitors the activities of the university and ensures that these activities serve to promote the achievement of its mission and the fulfillment of its vision, and that all business is conducted in accordance with its values. The President is appointed by and reports to the Milligan University Board of Trustees.

Qualified candidates should possess the following skills and qualifications:

SKILLS

- Demonstrated understanding of academic decision-making processes, consensus building, and the nature and requirements of effective teaching, research, and service.
- Demonstrated abilities in: administrative and fiscal planning, budgeting, financial management, fundraising, and human resources selection and utilization.
- Demonstrated skill as an effective leader and communicator with various levels and types of individuals.

QUALIFICATIONS

- Demonstrated understanding of and deep commitment to the university's mission and to a Christian liberal arts education.
- Personal qualities of character, integrity, and high ethical, moral, and professional values.
- Demonstrated strong ties with the Stone-Campbell/Restoration Movement.
- Demonstrated commitment to Christ and His Church, to the inspiration and authorization of Scripture for faith and practice, and commitment to and association with the Stone-Campbell/Restoration Movement.
- Terminal degree from a regionally accredited higher educational institution or exceptional non-traditional experience in lieu of an earned doctorate.

Prospective candidates should submit a letter of interest, to include his or her understanding of the importance of a Christian liberal arts education, along with a curriculum vitae, to the following address: Milligan University, Attn. Presidential Search, P.O. Box 1, Milligan, TN 37682. Materials may also be emailed to presidentialexsearch@milligan.edu.