



ANTIOCH COLLEGE

Faculty Search Procedures

Antioch College is searching for its first tenure-track appointments as it seeks to admit its first small starting class in fall 2011. These first six tenure-track positions are in organic chemistry, philosophy, Spanish, anthropology, 3-D arts and literature.

The faculty search process is being led by Interim Academic Administrator Tom Kirk, former library director and coordinator of information services at Earlham College. Previous to that, Kirk served as College Librarian, Earlham (1994-2000). He served as College Librarian and Associate Professor of Library Science (1980-1988) and Full Professor of Library Science (1988-1994) at Berea College. He was a Science Librarian at Earlham from 1964-1980. He also sat on the faculty affairs, campus administrative leadership and curricular policy committees, among many others.

Kirk is charged with establishing review panels to screen and interview applicants, who will ultimately be appointed by the College president. Review of candidates will begin as they are completed and interviews will be scheduled in the first quarter of 2011. Kirk will serve as chair of each review committee. As chair, he will review applications to determine if candidates meet basic required qualifications as determined by the review committees. Ultimately, Antioch College's President is responsible for the appointment and contract renewal of Antioch College's teaching faculty based on recommendations of the search committees.

Search Committees of three or more individuals will typically be comprised of alumni, former and emeriti faculty, subject-matter experts who are members of faculty at colleges in the Great Lakes Colleges Association, and others who have a connection to Antioch College, understand its history and mission, and are familiar with a model for the liberal arts that includes cooperative education.

Qualifications for tenure-track positions are consistent with requirements for faculty positions at peer institutions. Typically, applicants should have completed the terminal degree in the field or an applicable interdisciplinary field. To be qualified for an adjunct or one-year position, candidates may have completed all coursework but not yet received the degree required for a tenure-track position in that discipline. An appreciation for and/or experience with Antioch College's unique educational model that includes liberal arts study, work and community governance is highly valued.

Position announcements will be advertised on the College's Web site and in higher education publications, such as *Inside Higher Education* and the *Chronicle of Higher Education*. Announcements will also be placed in publications that target underrepresented groups, such as *Diverse: Issues in Higher Education*, as well as in discipline-specific journals.

Applicants are directed to send cover letters, resumes, statements of teaching philosophy, and references via e-mail to nwilburn@antiochcollege.org (preferred) or through standard post to Antioch College Faculty Recruitment, c/o Nancy Wilburn, South Hall, Antioch College, Yellow Springs, OH 45387.

Antioch College is committed to the goal of achieving equal opportunity for all and, accordingly, does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, expression and characteristics, age, religion, national or ethnic origin, visible or invisible disability. The College complies with federal and state legislation and regulations regarding nondiscrimination. This policy applies to faculty and staff, applicants for faculty and staff positions, students and applicants for educational programs and activities. Inquiries concerning this policy should be addressed to the Office of the President.