Saybrook
UNIVERSITY

University President
Position Description

Lead Saybrook University into its next chapter of innovation, impact, and humanistic excellence.

Prepared by AristaHire
This description outlines the role of Saybrook University President to help qualified individuals assess their interest.

Institution: Saybrook University

Position: University President

Location: Remote candidates will be fully considered. Candidates with proximity to Pasadena or Chicago, or who are willing to relocate to Chicago or Pasadena, should indicate this in their cover letter. Travel to Pasadena, Chicago, and Other Locations as needed will be a requirement of this role.

Reports Jointly To: Board of Trustees and to the Chancellor of The Community Solution Education System

Mission Statement

Saybrook University relentlessly pursues a socially just, sustainable world by educating humanistic leaders who transform their fields and communities.

About Saybrook University

Humanistic Psychology. Future-Ready Leaders.

Founded in 1971, Saybrook University has a rich history rooted in humanistic psychology and progressive education. The university offers innovative programs aimed at tackling critical challenges in society, including mental health, social justice, organizational leadership, and sustainable living. Saybrook's vibrant community of students, faculty, and alumni is dedicated to transformative education and delivering practical solutions to the world's most pressing issues. Through a flexible online format with periodic in-person immersions, Saybrook equips individuals to lead meaningful change in their communities and professional fields.

Saybrook Offers a Diverse Range of Graduate Programs and Academic Departments, including:

- **Clinical Psychology (Ph.D.):** One of the university's largest programs is the Ph.D. in Clinical Psychology, designed to align with Saybrook's humanistic tradition, this program prepares students for licensure as clinical psychologists. Emphasizing relational approaches and evidence-based practice, the Ph.D. program equips graduates to provide ethical and compassionate care in diverse clinical settings, advance social justice, and contribute to the evolving field of psychology.

- **Clinical Mental Health Counseling (M.A.):** The Ph.D. in Counselor Education and Supervision was recently accredited by CACREP. This CACREP-accredited program equips students with the skills and knowledge for competent practice in clinical mental health settings, preparing them for licensure as professional counselors.

- **Integrative and Functional Nutrition (M.S. and Ph.D.):** These programs provide an evidence-based, holistic approach to nutrition, preparing graduates to lead integrative nutrition practices, educate others, and advance the field through research.

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Saybrook University Offerings continued:

- **Applied Psychophysiology (M.S. and Ph.D.):** One of the few programs in the nation that focuses on the mind-body connection as the backbone of holistic well-being. These programs explore psychophysiology, neuroscience, and integrative wellness practices, equipping students to integrate these approaches into personal and professional settings.

- **Psychology (M.A. and Ph.D.):** Grounded in humanistic principles, these programs offer specializations in areas such as Consciousness, Spirituality, and Integrative Health, preparing students for diverse roles in educational, research, and community settings.

- **Transformative Social Change (Ph.D.):** This program focuses on preparing graduates to become successful advocates and leaders in nonprofit organizations and educational environments, emphasizing human rights, community building, peace, the environment, and social justice.

- **For a full listing of all of Saybrook's Programs:** Go to https://degrees.saybrook.edu.

Key Strengths of Saybrook's Approach

- **Innovative Curriculum:** Saybrook's curriculum is designed to challenge conventional thinking and cultivate critical thinking skills.
- **Experiential Learning:** The university integrates practical application into its programs, providing students with relevant, real-world experience.
- **Commitment to Diversity and Inclusion:** Saybrook prioritizes diversity, equity, and inclusion, creating a welcoming and supportive environment for all students.
- **Emphasis on Social Responsibility:** Saybrook encourages students to use their education to address societal challenges and make a positive impact on the world.
- **Collaborative Learning Environment:** The university fosters collaboration and teamwork, preparing students for the complex challenges of the 21st century.
- **Focus on Well-being:** Saybrook prioritizes students' overall well-being, providing a supportive and caring environment to help them thrive.

- **Strong Faculty Mentorship:** Saybrook's faculty are deeply invested in their students' success, offering individualized mentorship that helps shape transformative research and professional pathways. Alumni often credit this supportive relationship as a cornerstone of their meaningful educational journey.
- **Flexible Online Learning:** Saybrook's flexible learning options cater to the needs of diverse learners, allowing them to pursue education around their existing commitments.
- **Expanded Opportunities through The Community Solution Education System:** Provides students and faculty with access to a broader network of educational resources, research opportunities, and community partnerships, enriching the university's impact and reach.

About The Community Solution Education System
A Collaborative Framework for Educational Excellence.

The Community Solution Education System (The Community Solution), founded in 2009, is a pioneering collaborative network of higher education institutions. Its defining characteristic is its commitment to "systemness;" a strategic coordination of multiple components that creates a synergistic whole greater than the sum of its parts.

Saybrook University's future is inextricably linked to its continued participation in The Community Solution and its commitment to systemness. This collaboration empowers the institution to evolve and adapt, broadening accessibility, and creating innovative programs responsive to the evolving needs of its students and the global community. Through its partnership with The Community Solution, Saybrook is not just improving its own institution, but actively contributing to a transformative model for higher education that prioritizes collaboration, efficiency, and shared success. For more information, please visit The Community Solution Education System.

Key aspects of Saybrook's Engagement with The Community Solution's Systemness Approach include:

- **Strategic Alignment & Goal Setting:** The Community Solution fosters a shared vision with collaboratively set system-wide objectives aligned with the overall educational missions of its members' stated goals. This ensures that individual institutional actions contribute to overarching aims, creating a unified direction for improvement.

- **Structural Integration:** The system encourages the development of shared infrastructure (an extensive array of structural support that includes, but is not limited to, technology, marketing, and financial operations, shared expertise, collaborative initiatives, and common platforms to facilitate seamless communication and collective problem-solving. This reduces redundancies and optimizes resource allocation.

- **Data-Informed Decision Making:** System-wide data is utilized for strategic planning and assessment of impact. This data-driven approach enables evidence-based adjustments and ensures that initiatives are effective.

- **Resource Optimization:** The Community Solution promotes efficient resource allocation and management through economies of scale and reduced redundancies, leading to greater financial sustainability and improved program offerings.

The Community Solution's Systemness Approach continued:

- **Leadership Alignment:** Saybrook's President participates in The Community Solution's Chancellor's Council, fostering a shared leadership philosophy that emphasizes collaboration and a collective commitment to the overall success of the system and each of its member institutions.

- **Harmonization of Operational Policies:** Aligning operational policies across institutions within The Community Solution framework streamlines processes and improves collaboration and consistency. (Academic policies remain the purview of each institution, consistent with accreditation standards and best practices.)

- **Collaborative Initiatives:** The Community Solution stimulates shared academic expertise and programs, collaborative research projects, and joint initiatives that leverage the strengths of the entire network. This collective effort allows for greater impact than any single institution could achieve alone.

- **Community Engagement:** The Community Solution fosters robust community engagement, encouraging students and faculty at Saybrook to apply their academic work to community and organizational needs, and to participate in service-learning projects and outreach initiatives. This broadens the reach of Saybrook's impact and strengthens its connections with local communities.

Accreditation

WSCUC Accredited: Your Assurance of Excellence

Saybrook University has been accredited by the WASC Senior College and University Commission (WSCUC) since 1984. Saybrook University's accreditation by the WASC Senior College and University Commission (WSCUC) is not merely a mark of past achievement but a commitment to ongoing evaluation and improvement. The university regularly undergoes comprehensive reviews to ensure it continues to meet the highest standards of academic quality. This commitment to continuous improvement reflects Saybrook's dedication to remaining at the forefront of higher education and preparing graduates equipped for the challenges and opportunities of an ever-evolving world. This forward-thinking approach ensures Saybrook will maintain its strong standing as a respected and innovative institution.

About the Opportunity

Introduction

Saybrook University invites a visionary and hands-on leader to serve as its next President, advancing our mission to provide transformative hybrid education that bridges online and in-person learning. Known for our interdisciplinary approach and emphasis on humanistic values, Saybrook empowers students to excel in fields such as mental health, social work, social and organizational change, and holistic health. This role offers the opportunity to lead a vibrant institution dedicated to fostering inclusivity and innovative education while preparing graduates to respond to the evolving needs of the communities and individuals they serve.

As President, you will serve as an ethical and inspirational leader, collaborating with faculty, students, trustees, System colleagues, and external partners to uphold Saybrook's mission and values. The ideal candidate will bring a combination of academic excellence, financial expertise, and strategic vision to ensure a sustainable and impactful future. As an advocate for social change, a key focus for the President will be to enhance Saybrook's reputation as a frontrunner for change through its hybrid, interdisciplinary, and experiential learning process.

This position calls for a leader who thrives in a collaborative and dynamic environment, with a "roll-up-your-sleeves" approach to problem-solving and strategic execution. Working closely with The Community Solution Education System, the President will leverage data-driven insights to develop innovative programs, expand institutional reach, impact our public agendas, and secure funding opportunities that align with Saybrook's educational goals.

Saybrook has Experienced 10 years of Growing Enrollment and Financial Health

Saybrook University, a member The Community Solution, presents a compelling opportunity for a transformative leader. The Community Solution's consolidated financial statements demonstrate financial health, providing a secure base for ambitious growth strategies. The University's substantial tuition revenue further solidifies this financial strength. Coupled with a healthy and sustained expansion of the student body in the coming years, Saybrook is well-positioned for significant future success.

Data-Driven Decision Making and Strategic Planning

The Community Solution equips Saybrook University with cutting-edge tools for analyzing enrollment trends, program viability, and market forecasts. This data-driven approach enables leadership to prioritize initiatives that align with student needs and market demands while optimizing resources for maximum impact. For the next President, this strong analytical foundation offers a pathway to enhancing program offerings, driving enrollment growth, and ensuring the university's continued success in a competitive higher education landscape.

Visionary Leadership and Future Success -
Transformative Leadership and Practical Execution

As Saybrook University enters its next chapter, the role of President demands more than vision—it requires a leader deeply engaged in shaping and executing strategies for future success. This includes anticipating shifts in graduate education, designing programs that meet organizational and societal needs, and driving initiatives that expand Saybrook's reach and impact. This is an active leadership role, where the President will work closely with stakeholders to ensure new strategies are effectively implemented and deliver measurable results.

Key Responsibilities

Strategic Leadership
- Develop and implement a visionary strategic plan that aligns with Saybrook University's mission and goals, emphasizing adaptability in the evolving higher education landscape.
- Drive growth initiatives, targeting an enrollment of 2,000 students within five years, while maintaining Saybrook's humanistic values and academic excellence.
- Champion innovation in academic offerings, operational practices, and technological integration, including AI-supported learning and program delivery.
- Lead accreditation efforts and ensure compliance with regulatory standards.

Academic Excellence and Student Success
- Assure that students achieve established learning goals by supporting faculty assessment and improvement of their learning, faculty development, encouraging innovative teaching methods, and ensuring that rigorous and relevant curricula foster student and graduate success.
- Enhance global engagement through partnerships in international markets and expand study abroad opportunities for students.
- Facilitate cross-disciplinary collaboration within the university and the member colleges of The Community Solution, encouraging integrative approaches to education and research that reflect interconnected academic fields.
- Support ethical research practices and cultivate a culture of scholarship in fields aligned with Saybrook's mission.
- Assure good standing with regulators as well as regional and national accreditors.

Internal Collaboration and Synergy
- Promote integration and cooperation within Saybrook University by assuring productive alignment of academic, administrative, and operational team goals and processes.
- Leverage partnerships within The Community Solution, engaging trustees, leadership, and external collaborators to deliver cutting-edge academic initiatives, enhance research output, and build impactful community programs, while reinforcing shared governance and strategic alignment.
- Work with The Community Solution to leverage technology to enhance educational delivery, streamline operational processes, and improve institutional effectiveness.

Community and Cultural Engagement
- Build partnerships with local, national, and international stakeholders to elevate Saybrook's societal impact and visibility.
- Promote engagement with external stakeholders, alumni, and industry leaders to develop a robust network that supports programmatic innovation and the success of students and graduates.

Diversity and Inclusion Advocacy
- Facilitate a culture of belonging, diversity, equity, and inclusion, ensuring all university practices in the support of its students, faculty, and staff reflect an inclusive and equitable approach.
- Ensure equitable access to education and leadership opportunities for all populations.

Key Responsibilities continued:

Operational and Financial Leadership
- Oversee the university's financial health with a strategic focus on student enrollments, retention rates, alumni engagement, and sound budget management to drive sustainable revenue growth.
- Demonstrate proficiency in resource management, ensuring financial sustainability and operational efficiency through well-informed planning and execution.
- Enhance strong relationships within the community and industry, enhancing the university's reputation with potential employers.
- Provide decisive leadership during times of change or crisis, identifying the necessary outcomes and marshalling the necessary resources, roles, responsibilities, personnel and communication plan to assure institutional stability and resilience throughout the process.

Position Requirements

Education
- A terminal degree (e.g., Ph.D., Psy.D., Ed.D.) from an accredited institution is strongly preferred.
- A record of distinguished academic, research, or professional accomplishments relevant to Saybrook's humanistic mission.

Experience in Higher Education Leadership and Hybrid Learning
- Candidates must possess at least 10 years of progressive leadership experience in positions such as provost, chief academic officer, president, or chief operating officer, preferably at institutions dedicated to humanistic or holistic education.
- Evidence of successfully developing hybrid learning programs, and an understanding of the complexities and advancements associated with this form of education, and a proven track record of identifying and working with skilled faculty who demonstrate effectiveness in a hybrid teaching environment is essential.
- Experience in overseeing accreditation processes and ensuring adherence to regulatory standards is also required.

Collaboration and Communication
- Demonstrated capacity to thrive in a collaborative environment, fostering meaningful partnerships with The Community Solution Education System, peer presidents, board members, and the broader community.
- Extensive experience leading multidisciplinary teams, with tangible examples of advancing teamwork, shared governance, and integrated efforts across diverse departments.
- Proven ability to develop collaborative leadership within diverse and multidisciplinary teams. Must be able to provide concrete examples of advancing teamwork, shared governance, and the integration of efforts across institutional units. Preference will be given to candidates who prioritize collective achievement over singular focus, emphasizing collaboration as a core leadership value.

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Position Requirements continued:

Enrollment and Financial Expertise

- Extensive experience in managing university budgets of $20–$25 million, with a commitment to fiscal responsibility, transparency, and strategic planning.
- Demonstrated success in resource allocation to balance academic priorities, operational needs, and institutional expansion.
- Proven ability to design and execute enrollment growth plans that focus on recruitment, retention, and student completion outcomes.
- Evidence of fostering program outcomes that enhance graduates' career readiness and strengthen institutional reputation and alumni contributions.
- Expertise in utilizing data and analytics to inform financial decisions, drive efficiencies, and ensure alignment with mission-focused goals.
- Track record of effective leadership during financial and operational challenges, maintaining stakeholder confidence and institutional integrity.

Compensation Package

- At Saybrook University, a competitive compensation package is available, including a base salary, annual bonuses, and benefits. The salary range for this role is set at $275,000 to $300,000, and is subject to annual review for potential increases, along with annual variable pay based on performance metrics.

Application Process

- This search is being managed exclusively by AristaHire for Saybrook University. Candidates are invited to apply by emailing their resume/CV and a letter detailing their qualifications as PDF or Word documents to **ExecutiveSearch@AristaHire.com**, using **"President Saybrook University" in the subject line.** Rest assured, all applications will undergo a thorough review process, and responses will be provided within 72 hours, guided by the AristaHire leadership team.

Interested candidates should submit a comprehensive application package including:

- 1. A cover letter outlining their vision for Saybrook's future and alignment with its mission.
- 2. A detailed curriculum vitae highlighting relevant experience and accomplishments.
- 3. Contact information for three professional references. *Please note, references will not be contacted without your prior written confirmation.*

Application Deadline: *February 28, 2025*

Position Start Date: *No later than July 1, 2025*
Join us in shaping the future of transformative education and advancing Saybrook University's legacy of innovation and impact.

Equal Opportunity Employer

Saybrook University is dedicated to fostering an inclusive environment free from discrimination and harassment in any form. In alignment with this commitment and in compliance with Title VI, Title IX, Section 504, and all relevant federal and state laws, Saybrook University prohibits discrimination against its employees, students, and applicants in its programs and activities based on race, color, religion, creed, sex, gender, gender identity, gender expression, sexual orientation, national origin, citizenship status, marital status, parental status, pregnancy, age (40 and older), medical condition, physical or mental disability, veteran status, genetic information, or any other characteristics protected by applicable employment laws.

Position Location

- Remote candidates will be fully considered.
- Candidates with proximity to Pasadena or Chicago, or who are willing to relocate to Pasadena or Chicago, should indicate this in their cover letter.
- While the role of President at Saybrook University offers a remote working environment, candidates must be willing to travel frequently to the Pasadena campus and additional sites within our educational system to participate in key discussions and build essential relationships within the university ecosystem.

About AristaHire

As an established executive search firm focused on higher education, AristaHire brings a wealth of experience in connecting institutions with visionary leaders. With a background spanning three decades, we bring extensive experience not only in higher education but also in sectors such as telecommunications, technology, finance, and military, equipping us with a profound understanding of the challenges currently facing the academic landscape. This expertise enables us to comprehend the various facets of higher education, from attracting students to facilitating career success for graduates, allowing us to identify candidates who can effectively lead institutions toward their goals.

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