



AUGSBURG UNIVERSITY *Presidential Search*

Augsburg University announces the search for its 11th president. The Board of Regents seeks a leader who will build on two decades of success under President Paul C. Pribbenow to advance the mission of the university and strengthen its ability to serve its students, faculty, staff, alumni, and community. The next president will be called to embrace Augsburg's urban setting and Lutheran ethos of service to neighbor, building on the university's 150-year legacy to extend Augsburg's reach and influence in the next decade. The Augsburg community shares a deep sense of pride in the university, a commitment to the success of its richly diverse student body, and a distinctive vision of higher education in the 21st century. The new president is expected to take office in July 2027.



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ABOUT Augsburg

Set in the lively and multicultural Cedar-Riverside neighborhood near downtown Minneapolis, Augsburg University offers more than 50 undergraduate majors and 13 graduate degrees to nearly 3,500 students whose identities, experiences, faith traditions, racial and ethnic backgrounds, economic circumstances, and educational journeys reflect the richness of the Twin Cities and beyond. The defining features of an Augsburg education are an emphasis on direct, personal experience and a deep commitment to educating students at the intersections of faith, learning, and service. Augsburg is recognized as one of the country's leading institutions for community engagement and ranks among the top producers of national and international student fellowship awardees, including Fulbright, Goldwater, and Gilman scholars.

Augsburg is recognized as the most diverse private college in the Midwest and a national leader in college access, service learning, civic engagement, and interfaith dialogue. Augsburg reflects the diversity of Minneapolis, where over 20% of residents speak a language other than English at home, primarily Spanish, Somali, and Hmong. At Augsburg, nearly 60% of all students and 67% of undergraduate students are students of color; 52% of undergraduates are first-generation college students; and 64% are Pell-eligible. In 2025, the university was named a Military Friendly

School, a Top 25 LGBTQ Friendly College, #12 among Disability Friendly Colleges, and a top institution for community college transfer students.

Augsburg, the first seminary founded by Norwegian Lutherans in America, opened in September 1869 in Marshall, Wisconsin, and moved to Minneapolis in 1872. In 1963, the seminary left Augsburg and became part of Luther Seminary in St. Paul, Minnesota. The university has been continuously accredited by the Higher Learning Commission since 1954.

Today, Augsburg is a private university affiliated with the Evangelical Lutheran Church in America (ELCA), open to students of all faith traditions. While 4% of students identify as Lutheran, the university's Lutheran heritage provides a foundation for engaging questions of meaning, purpose, and vocation that resonate across diverse faith traditions and worldviews.

With just 10 presidents in its more than 150-year history, Augsburg has benefited from strong and stable leadership. Paul Pribbenow joined Augsburg in the fall of 2006, and his 20-year tenure has been transformative. His articulation of a straightforward but powerful vision for Augsburg—"We believe we are called to serve our neighbor"—has strengthened Augsburg's institutional calling and commitment to place-based community

partnerships. Under Pribbenow's leadership, Augsburg implemented a sustained enrollment growth strategy predicated on reducing barriers for first-generation students and students with high financial need and building trust with local communities; deepened a culture of philanthropy, including three successful multimillion dollar fundraising campaigns; undertook a name change from Augsburg College to Augsburg University, reflecting the institution's expansive academic mission, excellence in both the liberal arts and professional studies, and global presence; invested in innovative new academic programs, including doctoral degrees; launched the Augsburg Interfaith Institute; led a national movement to transform college admissions through the Augsburg Applies to You initiative; and marked the university's sesquicentennial with a vision for sustainable growth in Augsburg's next chapter.

In 2010, Augsburg became the first higher education institution in Minnesota to earn the prestigious Presidential Award for Community Service, the highest national honor for service work. In 2020, Augsburg was named among the inaugural recipients of the Richard Guarasci Award for Institutional Transformation from Campus Compact, recognizing outstanding work in pursuit of the public purposes of higher education.

SELECTED RECENT *awards and recognitions*

Best Regional Universities by U.S. News & World Report

U.S. News & World Report named Augsburg one of the Best Regional Universities in the Midwest in 2025. Augsburg is ranked third for social mobility, fourth for undergraduate teaching, and 16th in its support for veterans.

Best in the Midwest by The Princeton Review

In 2023, The Princeton Review named Augsburg one of the Best in the Midwest for academic excellence.

Top 30 LGBTQ Friendly Colleges and Universities

Augsburg was named to Campus Pride's list of the top 30 LGBTQ+ friendly colleges and universities in 2023.

Top Producer of Fulbright Scholars

In 2023, Augsburg was named a top producer of Fulbright Scholars among liberal arts colleges across the nation. Augsburg has had 42 Fulbright students since 2007.

STRATEGIC PLAN: *Augsburg150*

The university's strategic plan, [Augsburg150](#), charts a bold course for the institution's future. It builds on the Augsburg2019 plan, which articulated a vision to become a new kind of student-centered urban university—radically student-centered. This vision deepened the university's commitment to building systems to provide meaningful access to the entirety of the Augsburg experience for all students, particularly those who had been traditionally marginalized from higher education, and to challenging the principles of exclusion that assume students enter college with sufficient money, time, and social capital to successfully navigate the college landscape.

Augsburg150 lays out three goals that reflect Augsburg's distinctive mission and the evolving needs of students and society. This strategic framework is built on key change pathways including equity leadership, intercultural competence, and inclusive excellence; accomplished and engaged faculty dedicated to teaching; and a culture of learning and results.

- 1. Strengthen Augsburg's three-dimensional education.** Grounded in the concept of vocation, this educational experience equips Augsburg students for successful careers, for meaningful lives, and as active citizens in their communities.
- 2. Advance the public purposes of an Augsburg education.** Drawing on a mission-based legacy of democratic engagement and education for service, Augsburg leans into contemporary tensions, engages, and leads.
- 3. Grow as a sustainable university.** Serving students in this era of higher education requires new ways of operating, new sources of revenue, and deep philanthropic support.





MISSION

Augsburg University educates students to be informed citizens, thoughtful stewards, critical thinkers, and responsible leaders. The Augsburg experience is supported by an engaged community that is committed to intentional diversity in its life and work. An Augsburg education is defined by excellence in the liberal arts and professional studies, guided by the faith and values of the Lutheran Church, and shaped by its urban and global settings.

VISION

As a new kind of urban, student-centered university, we educate students to thrive in their lives—to be successful professionals, good neighbors, and stewards of an inclusive democracy, engaged in their communities and uniquely equipped to navigate the complex issues of our time.



ACADEMICS

Augsburg maintains a 14:1 student-to-faculty ratio and an average class size of 22, ensuring that students receive personalized attention and mentorship. The 160 full-time and 159 part-time faculty are accomplished scholars and practitioners dedicated to teaching and helping students achieve their individual goals and aspirations. Of the full-time faculty, 90% hold the highest degree in their field and 47% have tenure. The faculty are joined by an equally dedicated staff of 310 full-time employees who are devoted to serving the needs of Augsburg's students.

Augsburg offers more than 50 undergraduate majors and 13 graduate degrees to equip students to explore their vocations, gain practical knowledge and skills, and build sustainable lives and careers. In 2024, the university established a five-school academic structure that includes the John N. Schwartz '67 School of the Arts; the School of Business; the School of Health; the School of Natural Sciences; and the School of Humanities, Social Sciences, and Education. This structure leverages the leadership of outstanding school faculty directors, invites collaboration among faculty and students, encourages joint programs and classes across related disciplines, and promotes interdisciplinary learning.

The university offers a comprehensive array of [undergraduate programs](#) across disciplines as well as pre-professional and distinctive interdisciplinary programs. The most popular undergraduate majors are computer science, biology, psychology, marketing, social work, and management. Augsburg's [adult undergraduate programs](#) are designed to help students finish a bachelor's degree quickly and efficiently. Undergraduate degrees granted include Bachelor of Arts, Bachelor of Science, Bachelor of Music, and Bachelor of Science in Nursing.



CENTERS AND DISTINCTIVE *programs*

Augsburg's [Center for Global Education and Experience](#) offers more than 200 study abroad and study away options to Auggies around the world. Additionally, CGEE enrolls students from other higher education institutions in its own nationally recognized global programs in Costa Rica, Guatemala, Italy, Mexico, Namibia, Norway, Northern Ireland, and South Africa.

Through the [Office of Undergraduate Research and Graduate Opportunity](#), students participate in faculty-led research on campus and at institutions across the United States and the world, prepare for graduate study, and pursue national fellowship opportunities.

The [Sabo Center for Democracy and Citizenship](#) is a civic and community engagement center that helps to fulfill Augsburg's role as an anchor institution through community-engaged learning experiences, connections between the campus and its Cedar-Riverside neighbors, investment in local organizations and businesses, and leadership in local community efforts. The Sabo Center includes Augsburg's Health Commons, a network of health-focused drop-in centers run and organized by nursing and physician associate faculty, students, and community volunteers.

Augsburg's [Interfaith Institute](#) builds bridges in a polarized world through authentic relationships, curricular and co-curricular training in interreligious leadership, and a commitment to religious diversity as a constructive force for the common good.

The [Christensen Center for Vocation](#) equips and affirms 21st-century leaders to flourish in their callings by living fully into their Christian faith, rooted in radical acceptance, justice, service, and neighbor-love.

The [Strommen Center for Meaningful Work](#) prepares students to be flexible professionals who can thrive in modern work environments through networking, career exploration, resume building, and opportunities to reflect on purpose and vocation.

Augsburg's [graduate programs](#) span business and leadership, education, fine arts, and health fields. Graduate degrees granted include Master of Arts in Education, Master of Arts in Teaching, Master of Arts in Leadership, Master of Arts in Nursing, Master of Business Administration, Master of Fine Arts in Creative Writing, Master of Music Therapy, Master of Science in Physician Associate Studies, Master of Social Work, Doctor of Nursing Practice, Doctor of Medical Science, and Doctor of Psychology.

Augsburg introduced a new [general education](#) curriculum in Fall 2025. Built on a liberal arts foundation and aligned with the university's mission, it provides a breadth of knowledge to complement specialized majors, alongside thematic requirements in equity, power, and social justice; local and global perspectives; and sustainability and wellness. It empowers students to become **responsible leaders** by encouraging career exploration and adaptability. It builds **critical thinkers** by expanding their toolkit with diverse skills, from communication to problem-solving. Students grow into **informed citizens** by deepening their understanding of the world and its interconnected challenges. Through hands-on learning, they apply knowledge beyond the classroom as **thoughtful stewards** of their communities.

A hallmark of an Augsburg education is the [Augsburg Experience](#), a requirement that every student completes at least one immersive, high-impact learning experience. These opportunities bridge classroom theory with real-world application, giving students the skills, connections, and confidence to excel in their careers and communities. One hundred percent of undergraduate students participate in experiential learning, applying their academic study in the broader community through internships, study abroad or away, research with professors, community service learning, or off-campus immersion projects.





ENROLLMENT *and student life*

While many colleges in the Midwest are seeing a decrease in enrollment, in the last five years Augsburg has welcomed its largest incoming first-year classes. The historically large and diverse classes in recent years have resulted from a series of strategic moves to reduce barriers for students and communities historically underserved by higher education. Since the late 2000s, Augsburg has invested in partnerships with college access programs and local communities. In addition to creating a strong pipeline of new students, these programs have helped Augsburg develop more robust support for first-generation students and students with high financial need. As one of the first institutions to fully embrace direct admissions as part of the [Augsburg Applies to You](#) platform, Augsburg is poised to influence systemic change in enrollment management towards greater equity at the regional, state, and national level.

Augsburg enrolls 3,462 students (Fall 2025) who bring diverse backgrounds, experiences, and aspirations to a vibrant campus community. The undergraduate day program serves 2,576 students, adult undergraduate enrolls 115 students, and graduate programs serve 734 students. The undergraduate student body is comprised of students from 38 U.S. states and 30 countries.

Augsburg's urban campus serves a mix of commuter and residential students. About 44% of first-year students and 26% of all undergraduate students live in campus housing. The university is home to five residence halls and offers four focused communities centered on wellness, creative arts, global community, and queer identity.

PSEO

Through funding from the Minnesota Department of Education, Minnesota high school juniors and seniors can participate in the full-time or part-time Post Secondary Enrollment Options (PSEO) program. PSEO students can take college-level courses for both high school and college credit. Successful PSEO students are guaranteed admission to Augsburg. Thirty-seven students were enrolled in the PSEO program in Fall 2025.

STUDENT SUCCESS programs

Augsburg Family Scholars is Minnesota's only college-based program supporting students from foster care backgrounds with tailored resources to close the opportunity gap. The program provides comprehensive support to reduce students' financial vulnerabilities, nurture their academic progress, and build community throughout their college journey.

StepUP® at Augsburg University is one of the oldest and largest residential collegiate recovery programs in the United States. StepUP helps students champion lives of recovery, achieve academic success, eliminate stigma, and thrive in a community of accountability and support. StepUP enables students to fully engage in the Augsburg experience while addressing mental health, addiction recovery, and sobriety. More than 800 alumni have gone through StepUP since 1997.

The **Auggie Basics** program provides basic needs assistance to low-income students, including housing, emergency financial assistance, transportation, technology, and food.

Students have numerous opportunities to get involved and make the most of their Augsburg experience. Augsburg offers more than [40 student organizations](#). From the Aspiring Educators Club to the Thó Wiy literary magazine, these organizations span academic and professional groups, cultural and identity-based organizations, religious and spiritual communities, special interest clubs, and student government. Campus Ministry offers a variety of opportunities for students of all faiths to engage in worship, contemplation, and interfaith dialogue and friendship. The Department of Multicultural Life provides a hub for dialogue where students from all backgrounds build community through programs and events that celebrate the many cultures, identities, and perspectives represented at Augsburg. The Center for Wellness and Counseling provides programs and services to support the health and well-being of Augsburg students.

Augsburg students are active in service projects that develop leadership skills and support in the neighborhood and broader community. The [Bonner Community Leaders](#) program helps develop Augsburg students into leaders through civic and community-based work, exemplifying community building in action. [Campus Kitchen](#), founded in 2002, makes healthy and culturally appropriate food accessible on campus and in the Cedar-Riverside neighborhood, distributing 7,000 boxes of food annually, overseeing a community garden, and providing food education programming on campus.

The NCAA Division III [Auggies](#) compete as part of the Minnesota Intercollegiate Athletic Conference (MIAC) in 22 sports. Men's sports include baseball, basketball, cross country, football, golf, ice hockey, soccer, indoor and outdoor track and field, and wrestling; women's sports include basketball, cross country, golf, ice hockey, lacrosse, soccer, softball, swimming, indoor and outdoor track and field, volleyball, and wrestling. A new women's flag football program was initiated in 2025. Augsburg holds a total of 18 team national championships, 73 individual national championships, and 90 MIAC team regular-season championships.





FINANCES *and affordability*

Augsburg is proud of its strong commitment to affordability and access, providing significant resources to ensure that students from all economic backgrounds can access a high-quality education. Ninety-seven percent of undergraduate day students receive need-based financial aid in addition to their scholarships; 100% of first-year and transfer undergraduate students receive an Augsburg scholarship. For the 2025–26 academic year, undergraduate tuition and fees were \$46,840; standard housing and meals were \$12,755.

Augsburg University's fiscal year 2026–27 operating budget is \$76.8 million, with \$61.5 million of revenue driven by net student tuition and fees. The traditional undergraduate day program makes up 68% of net tuition revenue, while graduate and doctoral programs contribute 24%. The university makes a significant investment in student financial aid, both from scholarships and operating gross revenue, each year. The undergraduate tuition discount from operating funds is approximately 66%.

As of calendar year-end 2025, Augsburg's endowment market value was \$77.5 million. The university had \$51 million of outstanding debt as of the end of fiscal year 2025–26, May 31, 2026. Augsburg's bond rating is Ba2 with a stable outlook (Moody's Ratings). In its 2025 credit report, Moody's noted the need for stable operating performance and sustained increases in unrestricted liquidity, while also recognizing Augsburg's mission-driven appeal to a diverse student body and good enrollment management, as illustrated by growing entering classes and rising total enrollment.

Since 2018, Augsburg has participated in a shared services arrangement with nearby Luther Seminary to advance certain administrative functions, including information technology and marketing and communications. The role of chief financial officer is shared between the two institutions.

FUNDRAISING *and alumni*

Augsburg's current comprehensive campaign, *Promising Futures: Faithful and Relevant*, represents the university's commitment to building a vibrant future and a thriving university that belongs to all. The \$25 million campaign aims to provide resources to support Augsburg's innovative academic programming and build on the university's reputation through its signature public programs. Funds will be designated to support interdisciplinary learning, experiential learning, and student success initiatives in programs like Campus Ministry, the Interfaith Institute, the Christensen Center for Vocation, the Sabo Center for Democracy and Citizenship, and Augsburg Family Scholars. While the Promising Futures campaign has already exceeded the \$25 million goal, fundraising for its priorities continues.

The previous campaign, Great Returns, concluded in 2023, surpassing its \$125 million goal and raising over \$128.8 million. In a remarkable achievement, nearly 15,000 alumni and friends of the university made more than 55,000 gifts over the course of the campaign. Campaign highlights included creation of the Schwartz School of the Arts, six new endowed professorships, improvements to athletics facilities, gifts totaling over \$10 million to endow StepUP, more than 150 gifts of \$25,000 and above to endowed scholarships, and \$1.6 million raised for the President's Strategic Fund.

Nearly 30,000 living Augsburg alumni carry the university's mission and values into their communities and professions. These Auggies serve as leaders, advocates, and engaged citizens, embodying the Augsburg experience that prepared them for successful careers, meaningful lives, and active citizenship.





LEADERSHIP *and governance*

Augsburg's 30-member [Board of Regents](#) is the official governing entity of the university. The board comprises a diverse set of leaders: alumni, parents, and community leaders with backgrounds in corporate, civic, church, and nonprofit fields. Regents are elected for four-year terms, and they engage in a structured orientation process, annual self-assessment, and ongoing development through Association of Governing Boards (AGB) membership. The board meets in three full sessions annually plus a biennial strategic retreat and operates through six standing committees. The board's engagement reflects active strategic leadership; examples include the creation of the Grow Sustainably Task Force in 2020–21 to address long-range financial sustainability, as well as a 2024 retreat focused on Augsburg's strategic plan and the future of higher education. Building on a tradition of excellence, the board continues to advance the strategic leadership and governance practices for which it was recognized in 2018 with the AGB John W. Nason Award for Board Leadership.

The president's [leadership team](#) includes 10 members who direct the day-to-day operations of the university: provost and senior vice president, vice president of

institutional advancement, vice president of strategy, vice president for strategic enrollment management, vice president of operations, vice president for equity and inclusion, associate vice president and chief financial officer, associate provost and dean of students, athletic director, and executive assistant to the president.

Augsburg's deep commitment to shared governance is demonstrated through active faculty, staff, and student governance bodies. The faculty are represented by the Faculty Senate, which consists of representatives from each of the schools and at-large members elected for two-year terms, the president, and the chief academic officer. The Faculty Senate meets monthly and provides input on academic programs, policies, and other university matters. Staff, undergraduate students, and graduate students are each represented by their own governance bodies, providing meaningful voice and fostering deliberation across all constituencies of the university community.

The [University Council](#) leads Augsburg's internal deliberation of university-wide decisions, taking up institutional considerations beyond the scope of faculty governance or any particular administrative unit. Chaired

by the president, the council meets monthly and includes elected or appointed leaders representing the faculty, staff, students, and administration.

Adjunct faculty and non-management staff at Augsburg are represented by three different collective bargaining associations, and the employment agreements are each negotiated separately with the administration.

Augsburg is governed by the Augsburg Corporation through the Board of Regents. The Augsburg Corporation represents the ELCA's constitutional support to the university from Augsburg's four designated synods—Minneapolis, Saint Paul, Southeastern Minnesota, and the Northwest Synod of Wisconsin. The Governing Board of the corporation includes representatives from congregations in the four synods, Augsburg's Board of Regents, faculty, college administrators, and students. The Governing Board's primary task is to represent the ELCA for the purpose of electing Augsburg's Board of Regents. The Governing Board meets annually to elect regents, as well as to keep current about the university in order to lend ongoing spiritual and other support.

MINNEAPOLIS: *a dynamic urban setting*

Minneapolis is a vibrant urban center located in the heart of Minnesota, forming one half of the renowned Twin Cities metropolitan area. As the 16th largest metro area in the United States, the region is home to 3.6 million residents and boasts a dynamic blend of city energy and natural beauty. Minneapolis is celebrated for its extensive park and trail systems, consistently ranked among the top in the nation, and is recognized as the #1 bike-friendly city in the United States. The city's location along the Mississippi River provides scenic walking and biking trails, offering residents and visitors easy access to green spaces right in the midst of urban life.

The city's economic landscape is robust and diverse, anchored by the presence of 15 Fortune 500 companies, including Target, Best Buy, UnitedHealth Group, U.S. Bancorp, and 3M, as well as thriving sectors in healthcare, technology, finance, manufacturing, and professional services. The strong business environment is complemented by a dynamic arts and culture scene; Minneapolis ranks as the third-largest theater market in the United States and is home to a wealth of live music venues, museums, and annual arts festivals.

Minneapolis offers an exceptional quality of life, blending big-city amenities with a welcoming, community-oriented atmosphere. The city is known for its diverse culinary scene, bold local flavors, and a calendar packed with sporting events, thanks to six professional sports teams.

CAMPUS *and community*

Augsburg offers a close-knit, welcoming campus in the vibrant Cedar-Riverside neighborhood of Minneapolis with easy access to the resources and experiences of a major metropolitan area. With a walkability score of 82, the area around Augsburg is Minneapolis' sixth most walkable neighborhood. The approximately 25-acre campus surrounds Murphy Square, the city's oldest park, and is located in one of the most diverse ZIP codes between Chicago and the West Coast. The Mississippi River is just a few blocks away, and convenient bus routes and light rail transit lines unite Augsburg with the greater Twin Cities area.

Augsburg's compact, urban campus is among the most accessible in the region, with a system of skyways, tunnels, and elevators that provides connected indoor access throughout much of the campus. The campus consists of 18 major buildings, the newest of which is the Norman and Evangeline Hagfors Center for Science, Business, and Religion, an interdisciplinary hub that embodies Augsburg's commitment to student learning, urban placemaking, and thoughtful stewardship.

Augsburg's location in Minneapolis is not incidental to the university's mission but central to it. The city offers a setting for reciprocal learning, diversity that enriches educational experiences, professional opportunities that launch careers, and community partnerships that create meaningful change. For presidential candidates, Augsburg's location represents both an asset—access to a vibrant metropolitan area with strong economic fundamentals and a high quality of life—and a responsibility to steward the university's role as an anchor institution that contributes to the continued vitality of the neighborhood.



LEADERSHIP AGENDA *for the next president*

Augsburg's next president will have the opportunity to lead a university with a rich tradition, a compelling mission, and significant momentum. The successes and progress of long and stable presidencies have created a solid foundation for the new president to lead the university into its next chapter. Building on the university's strengths and reputation, the president will prioritize affordability and financial sustainability, inclusive excellence, student success, and community engagement while embracing the university's Lutheran faith and values. The president must lead with integrity, listen deeply, foster a sense of belonging across the campus, and be visible and engaged on campus and in the surrounding community.

The key priorities of the leadership agenda for the next president include:

Embracing and advancing Augsburg's mission and commitment to serving a multicultural world. Among colleges and universities in the Midwest, Augsburg stands out for the meaningful ways it lives out its mission, serves students and neighbors, fosters social justice, and has worked to advance equity, access, and belonging—but there is still important work ahead. A point of pride for Augsburg has been the sustained effort to support its diverse student population and create an environment where equity, inclusion, and belonging are embedded in policies, practices, relationships, resource decisions, and accountability structures. The next president will need to continue to advance these commitments and prioritize a strong sense of belonging for every member of the Augsburg community. Augsburg embraces service to students, neighbors, the broader community, and the world; Augsburg's new president must feel called to serve as an authentic champion of this important mission.

Ensuring long-term financial sustainability. Augsburg has long advanced its goals with discipline, creativity, and strategic stewardship. The next president will be expected to address budget realities from a starting point of living the mission, recognizing both opportunities and financial headwinds. In a dynamic higher education environment, a high priority for the next president will be to establish a strategy and vision for stabilizing financial performance and advancing long-term sustainability, including but not limited to growing net tuition revenue, increasing retention, continued successful fundraising, and development of new revenue streams. A durable, future-focused business model will support necessary ongoing investments in student access and success, competitive compensation, and infrastructure.





Serving as a visible advocate for Augsburg. The next president will need to be a highly visible and influential advocate for Augsburg, and for higher education itself, who recognizes the opportunity to communicate Augsburg’s compelling story and distinctive value among civic, philanthropic, corporate, and government partners. The uncertainty surrounding Title IV funding and the Minnesota State Grant program demands that the next president have the ability to influence, advocate, and build bridges with policymakers for the sake of future support to sustain Augsburg’s vision. Equally important, the next president must be a visible and accessible leader within the university community—a trusted leader who knows and is known by Augsburg students, faculty, and staff.

Championing fundraising, cultivating resources, and deepening partnerships. Augsburg has done much to steward its resources effectively for the sake of its mission, and recent campaign successes point toward encouraging signs of support from alumni and friends of the university. Continuing the spirit and momentum of these successes, and accelerating the university’s progress, will require a president with fundraising enthusiasm and experience. Serving as an effective leadership voice in Augsburg’s efforts to increase philanthropic support for university programs and personnel will be a critical priority of the next president. Additionally, the next president will be expected to seek new ways of increasing support through collaboration at the local, state, and national levels.

Honoring the university’s Lutheran theological tradition while strategically embracing a dynamic future. From its founding by Norwegian Lutherans to serving one of the most diverse student bodies in the Midwest, Augsburg has continued to lead and adapt by focusing on mission, students, and social justice. While remaining deeply rooted in its Lutheran faith and values and its relationships across the ELCA, Augsburg has embraced the modern challenges and opportunities of an urban, multicultural environment. The next president will need to continue to ground decisions in the university’s mission and values, while being unafraid to adapt traditions, reimagine programming, and embrace emerging trends that make Augsburg a dynamic, forward-looking university.

Fostering inclusive excellence and promoting innovation that serves societal needs. Augsburg has a rich academic tradition, merging excellence in the liberal arts with in-demand pre-professional and professional programs at the undergraduate and graduate levels. Innovative programs like StepUP, Augsburg Family Scholars, Health Commons, and the Interfaith Institute enhance traditional curricular strengths and newer academic offerings, including doctoral degrees. The university’s new five-school model distinctively shapes Augsburg’s academic identity, expands interdisciplinary offerings, and strengthens high-impact and mission-aligned programs. The new president will find exciting opportunities to partner with faculty to align academic initiatives with external funding opportunities and continue to position Augsburg as a leader in urban education and experiential learning.

Providing principled and collaborative leadership. Augsburg is a complex university in an urban setting with a variety of constituencies, communities, unions, and governance structures. The university has served in recent years as a beacon for neighboring communities during difficult times. The next president must grasp the responsibility of leading this mission-centered, comprehensive university in a way that calls the community together toward a common cause and shared future. Augsburg’s faculty and staff are equally dedicated to the mission of the university and want a collaborative leader who will embrace shared governance. The next president will need to demonstrate the courage and calling to engage in difficult conversations that foster trust and mutual respect across the university. In key decision-making, the president will ensure inclusivity, listen to a wide range of constituents, communicate with transparency, and work collaboratively with key stakeholders, demonstrating the values of fairness and equity that characterize Augsburg.



REQUIRED AND DESIRED *qualifications, attributes, and qualities*

The 11th president of Augsburg will bring a record of increasingly progressive leadership, or equivalent leadership impact, in complex organizations. Demonstrated capabilities should include building, supporting, and leading effective teams with diverse identities, roles, perspectives, and lived experiences; financial and business acumen; excellent communication skills; and success in meeting organizational outcomes aligned with the mission. The successful candidate will possess an advanced degree and be a member of either an ELCA congregation or a congregation of one of the denominations that is in full communion partnership with the ELCA—United Methodist, Moravian, Episcopal, Presbyterian Church (U.S.A.), Reformed Church in America, or United Church of Christ.

The following is a set of desired qualities and attributes prized by the members of the Augsburg community for their next president. While no single leader will embody every characteristic, the strongest candidates will demonstrate many of them in verifiable ways.

- **Mission-, Equity-, and Student-Centered Leadership:** Leads from deep alignment with Augsburg's mission, Lutheran heritage, focus on the liberal arts and professional studies, and urban context; centers student success, especially first-generation students and Black, Indigenous, and students of color, in institutional decision-making; and brings a record of success in advancing equity, inclusion, and social justice.
- **Integrity, Ethical Courage, and Emotional Intelligence:** Demonstrates integrity, ethical courage, emotional intelligence, accountability, self-awareness, reflective leadership, sound judgment under pressure, consistency between stated values and actions, and the ability to build trust across difference.
- **Financial Acumen and Fundraising Success:** Demonstrates financial acumen and evidence of wise financial stewardship of resources aligned with mission and strategy; brings experience strengthening financial stability through diversified revenue, partnerships, enrollment, and prudent resource management; has a proven track record of fundraising and philanthropic success.
- **Communication Excellence and Public Presence:** Communicates clearly and authentically across audiences; listens deeply; explains complex issues with transparency; and represents Augsburg effectively in public, campus, civic, faith-based, and community settings.
- **Visionary, Innovative, and Courageous:** Holds and articulates a bold, realistic vision for Augsburg; fosters environments that inspire experimentation and learning to advance innovative, mission-aligned change.
- **Academic Values and Understanding:** Upholds a commitment to academic excellence; demonstrates respect for shared governance, faculty expertise, academic freedom, student learning, and the public purposes of higher education.



COMPENSATION *and benefits*

The expected salary range for this position is \$395,000 to \$575,000, commensurate with the selected candidate's qualifications, experience, and leadership profile.

In addition to base salary, Augsburg University offers a competitive and comprehensive executive compensation package, including:

- Medical, dental, and vision coverage
- A 403(b) matching retirement program with an employer contribution of up to 8% upon eligibility
- Eligibility for a supplemental executive retirement plan
- Paid time-off
- Employer-paid disability and life insurance
- Housing and automobile allowances to support the responsibilities of the role
- Eligibility for performance-based bonus compensation, as determined in collaboration with the Board of Regents
- Voluntary access to optional dental, vision, and supplemental insurance plans

While the salary range offers a general guideline, starting compensation may not reach the maximum of the range. A final compensation package will be negotiated in good faith with the selected candidate and will reflect the individual's experience, accomplishments, and alignment with the university's leadership priorities.

APPLICATIONS, *nominations, and inquiries*

Academic Search is partnering with Augsburg University in this search. Confidential discussions about the position are welcome and may be arranged by contacting a member of the Academic Search team:

- Mike Maxey: mike.maxey@academicsearch.org
- Jay Lemons: jay.lemons@academicsearch.org
- Jennifer Kooken: jennifer.kooken@academicsearch.org

Nominations and inquiries may be sent to AugsburgPresident@academicsearch.org.

To apply, candidates should submit a current curriculum vitae and a letter of interest addressing, as appropriate, the leadership agenda and desired qualifications and attributes outlined in this profile. The position will remain open until filled but only applications received by September 13, 2026, will be guaranteed full consideration by the Search Committee. Applications may be submitted at [Augsburg President Application](#).

Augsburg University is committed to providing equal employment opportunity to all applicants and employees regardless of their race, color, creed, religion, gender, age, national origin, familial status, disability, veteran status, sexual orientation, gender identity, gender expression, marital status or public assistance status, or any other characteristic protected by federal, state, or local law.

If you need a reasonable accommodation to complete the application process, please contact Academic Search at (202) 332-4049 or AugsburgPresident@academicsearch.org.

As an Equal Opportunity Employer, Augsburg is committed to cultural diversity in its workforce.

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