



# PACIFICA

---

## GRADUATE INSTITUTE



# Provost

*Pacifica invites applications and nominations for its next permanent Provost for the 2024 - 2025 academic year.*



## Pacifica's Story

---

**Pacifica Graduate Institute** is an innovative and unique graduate school dedicated to its motto's expressed purpose: *animae mundi colendae gratia* – for the sake of tending soul in and of the world.

Pacifica's genesis was in response to the Vietnam War and the cultural upheaval of the 1970s. Concerned individuals in the university town of Isla Vista, California saw returning veterans, families, and young people in distress, so they gathered resources and developed a community counseling outreach program to aid those around them.

This community initiative, led by Founding President Steven Aizenstat, evolved into a graduate program in counseling psychology. What was then known as the Human Potential Movement influenced both the degree program and its founders. Following the push of the times and their calling, people attended workshops and trainings at the Esalen Institute in Big Sur, California and came to know Joseph Campbell, James Hillman, and the work of Marion Woodman. These pioneering thinkers frequently traveled to Santa Barbara and offered support as the school and its programs evolved. These mentors helped what was then The Human Relations Institute grow into Pacifica Graduate Institute – a respected and accredited graduate school firmly rooted in the traditions of Jungian and Depth psychology.

Today, the world is quite different, yet Pacifica's mission and purpose remain even more pertinent. With a lingering multiyear pandemic, marked by grief, social unrest, systemic racism, and ongoing gender inequalities and sexual harassment, the mental health needs of our world have never been greater.





# Motto, Mission, Values & Commitment

---

## Our Motto

*Animae Mundi Colendae Gratia* – for the sake of tending soul in and of the world.

## Our Mission

Pacifica's Mission is to foster creative learning and research in psychology, humanities, and mythological studies framed in the traditions of depth psychology. This field of study explores the unconscious and how healing within an individual or collective is associated with inviting and encouraging what has been repressed, denied, or ignored to come forward to be better understood and its meaning explored and integrated, allowing a transformation in consciousness.

## We Value:

- ❖ Logos
- ❖ Eros
- ❖ Consciousness
- ❖ Integrity
- ❖ Service
- ❖ Stewardship

## **Our Commitment**

Pacifica is committed to making depth psychological education, research, and services accessible to all.



## Faculty, Students, and Alumni

---

Almost 50 years later, Pacifica remains one of only a few graduate schools that provides students with a soul-centered "intelligence" integral to what is being asked of us now. Extending the concepts of psychology and mythological studies beyond the personal, the classroom, and the consulting room, we see psychological life as an evolutionary development within nature, alive in all the phenomena and systems of our world. In studying and working with these multidimensional exchanges, we facilitate contributions to the contemporary concerns of our world through dialogue among the psyche of the individual, the mythologies of the culture, the collective human imagination, and the living planet. Pacifica is dedicated to cultivating and celebrating the gifts of the human imagination establishing an educational environment that nourishes respect for cultural diversity and individual differences and an academic community that fosters a spirit of free and open inquiry.

[A 32-member core and associate core faculty](#) and [162 adjuncts teach](#) approximately 800+ adult learners who participate in monthly, three-day on-campus learning sessions or study in programs that combine residential and hybrid learning options at Pacifica's two beautiful campuses in Santa Barbara County. An additional 400 students are enrolled in dissertations or thesis work. The PGI educational experience is informed by a one-of-a-kind basis in depth psychological understanding of the unconscious. We are grounded in C.G. Jung's understanding that the psyche is fundamentally connected with our soul experience. Staff, faculty, and alumni step up daily to support students' educational growth and personal transformation.

Students who graduate from Pacifica help to heal and change the lives of others and their communities. Many receive degrees to work as therapists, counselors, psychologists, entrepreneurs, coaches, and more. Others use their education in mythology or other areas to imagine and create a better future for all of us. Today, over 5,000 active alumni carry out the institution's motto: *Animae mundi colendae gratia* – for the sake of tending soul in and of the world.



# TWO BEAUTIFUL CAMPUSES BETWEEN THE OCEAN AND COASTAL MOUNTAINS NEAR SANTA BARBARA

## LAMBERT ROAD CAMPUS

A 13-ACRE EDUCATIONAL AND ADMINISTRATIVE  
CENTER NEAR THE PACIFIC OCEAN

## LADERA LANE CAMPUS

A 35-ACRE EDUCATIONAL AND RETREAT  
CENTER IN THE COASTAL FOOTHILLS



# Ninety Miles North of Los Angeles

---



The Santa Barbara area has many charms that enrich students' experiences – from the Pacific Ocean with its broad, sandy beaches, and the coastal foothills to the town's Mediterranean architecture and its many cultural, dining, and entertainment offerings.

Both Pacifica Campuses have been designed and carefully maintained with special consideration for their beautiful settings. [Pacifica's Lambert Road Campus](#) is on the restored and expanded former site of a philanthropist's 1920's-era estate. The campus is graciously shaded by large oaks and sycamores with soulful pathways and inspiring views of the Pacific Ocean and the Santa Ynez Mountains.

A short drive from its sister campus on Lambert Road, [Pacifica's Ladera Lane Campus](#) has a retreat center, classrooms, administrative offices, the Graduate Research Library, and the Pacifica Bookstore. The OPUS Archives and Research Center's rare collections are housed on this campus. Residential buildings offer lodging for students when classes are in session and healthy meals are shared in the large communal dining hall. Spacious lawns present views of the Pacific Ocean, Santa Barbara, Channel Islands, and surrounding Santa Ynez Mountains. Gardens, fountains, and wooded pathways allow quiet contemplation and conversation.

Landscaping and people paths are arranged to invite the birds, insects, and other animals of the area to make their homes in these places. Gardens and orchards on the properties are cultivated with organic methods, moving Pacifica closer to its goal of environmental sustainability.

# Excellence In Education

---

**1,318**  
2023 Total Enrollment  
(897 degrees; 421 certificates)

**32 Full Time**  
**161 Adjuncts**  
Faculty & Adjuncts

**71% White**  
**23% Non-White**  
Faculty Ethnic Diversity

**11:1**  
Student/Faculty Ratio

**6**  
Degree Programs

**2 WSCUC**  
Approved Fully Online  
Degree Programs

**89%**  
One-Year Student  
Retention Rate

**746**  
2023 Admission Applications

**76% Female; 24% Male**  
Student Ratio

**56% White 46% Other**  
Student Ethnic Diversity

**47**  
Acres of Campus

**5.2K**  
Alums



# 2030 Strategic Plan: Onward Together

---

Pacifica Graduate Institute's [strategic plan](#) serves as a unifying, vital, and flexible roadmap to guide Pacifica in pursuing our highest aspirations and impact in education, research, and service rooted in depth psychology. Additionally, through its inclusively developed goals and metrics, our strategic plan ensures that we remain aligned with the strategies and requirements of various partners, accrediting bodies, and governance bodies.

The Institute's plan was approved by the Board of Trustees in November 2023 and officially launched in March 2024 with an established campus-wide vision to make depth psychology accessible to all, 2024-2025 tactical, operational plans, and metrics. Twenty-three plus strategies have been identified to support the following four strategic objectives:



**Expand Pacifica's Impact** – *Refine our identity and amplify accessibility to programs.*

**Elevate Learner Outcomes** - *Renew our commitment to learners through improvements to academic quality and the student experience.*

**Empower Organizational Development** - *Improve the work environment and strengthen the culture.*

**Enhance Fiscal Strength & Institutional Legacy** - *Prepare our business model and infrastructure for future health.*

## Related Plans and Initiatives

- Strategic Enrollment Management Plan
- Shared Governance Statement, Structures, and Decision Matrix
- Faculty and Staff Compensation and Workload Studies
- Campus Utilization Study
- Organizational Redesign Review
- Diversity, Equity, Inclusion and Belonging Strategy
- Automated Student-Alum Buddy Mentoring Program
- Student Success Hub
- Pacifica Extension and International Studies
- Pacifica SOUL Promise





## Extension & International Studies

[Pacifica Online](#) reimagines the online learning experience to create interactive communities of learners where connection, imagination, science, and soul join together for a transformative educational experience.

Our vision is to make the depth-oriented, soul-based, and forward-thinking scholarship reflective of PGI available to the broader world in a way that is relevant, accessible, and applicable for today's global professional and lifelong learner. This means that we offer an extensive menu of learning communities and learning formats to choose from for students to customize the approach and themes that best fit their personal and professional goals.

### **We offer:**

- Advanced [Training Certificates](#) feature an approved curriculum that offers a highly interactive and immersive learning experience. These programs are taught by PGI and internationally recognized faculty, each of whom is an expert in their field. Pre-recorded sessions can be watched at your convenience, and weekly live sessions allow you to engage with the faculty and course learners worldwide.
- **Lunch Hour Learning Series** is designed for working professionals. Each weekly, 60-minute online learning session offers CEs and is focused on a clinically applicable theme.
- **After Hours Café Series** features some of the newest and most forward-thinking scholarship and themes that speak to the challenges of contemporary culture. Each 90-minute online session offers time to join presenters and learners worldwide in conversation and community.
- **Global Summits**
- **Community Engagement**
- **Consulting and Coaching Services**
- **Podcast**

# Pacifica SOUL Promise

---

Pacifica is committed to addressing challenges around access to mental and behavioral health services and the shortage of practitioners through the Pacifica SOUL Promise, a groundbreaking commitment to fearlessly bring depth psychology to the people who need it most, especially during times of crisis and socio-economic upheaval.

We are soul-tenders who bring the gifts of depth psychology to all. To do so, to tend the world's soul, Pacifica SOUL Promise intends to invite everyone to the table of academic inquiry, to broaden and diversify the people who practice in the field, and to let the world sit at the table.

Over the next ten years, this initiative will offer scholarships to up to 1,500 individuals in underserved communities on the Central Coast, enabling these students to pursue graduate degrees or certificates in mental and behavioral health fields.

The [Pacifica SOUL Promise](#) encompasses a comprehensive strategy to expand the mental and behavioral health workforce, provide professional development, build a diverse faculty, establish a community clinic, and create pathways to fund innovative research. This multifaceted approach aims to transform mental health education and care in the Central Coast region, embodying our commitment to ensuring accessibility and affordability and cultivating a more inclusive and conscious society.

Individuals are welcome to make a tax-deductible contribution to the Pacifica SOUL Promise, a fiscal sponsorship fund of the Santa Barbara Foundation. This transformative milestone underscores Pacifica's dedication to innovation, unlocking opportunities for strategic partnerships, and meeting essential funding goals.





# Letter from the President & CEO

---



Thank you for your interest in Pacifica Graduate Institute, an accredited graduate school offering nine master's and doctoral degree programs, as well as five graduate certificates framed in the traditions of depth psychology.

In the swiftly evolving world of higher education, where regulations, student needs, and employer expectations are constantly shifting, and societal demands are increasing, our ability to adapt and lead in this dynamic environment will be crucial.

Reflecting on the story of the chemist who envisioned the benzene ring structure in a dream, we recognize the power of nurturing our unconscious minds. C.G. Jung emphasized that the unconscious is a fertile ground where the seeds of future possibilities are planted in the fertile dark, preluding the emergence of new trends and industries.

[As President and CEO](#), I have found that as leaders, we must embrace the tension of opposites. This concept allows for the emergence of transformative ideas and maintains a balance between tradition and innovation. Creativity, imagination, and adaptability are essential in this context.

At Pacifica, our programs are designed to transcend traditional academic boundaries, equipping students with versatile skills for various careers, including those not yet conceived. I am committed to a leadership style that prioritizes enhancing learners' outcomes, ensuring faculty and staff's well-being, increasing educational access, and improving organizational effectiveness.

We are on an intentional journey to find a Provost who will be the heartbeat of our academic Mission, driving collaboration and harnessing our resources to ignite exceptional educational experiences. This leader will be pivotal in shaping innovative learning paths deeply connected to the essence of our world's intricate tapestry. At Pacifica, we're passionate about exploring new horizons with the guidance of a Provost who understands the power of interconnectedness, inspiring a bright and hopeful future. Join us in this bold quest to redefine transformative and soulful education and make a lasting impact.

We extend our heartfelt thanks to Dr. Loraine Devos-Comby for her exceptional leadership as our interim Provost. Her dedication has been instrumental in maintaining our academic excellence and community spirit.

All the best in your search.

*Dr. Leonie Mattison*



## The Role of the Provost

---

Pacifica Graduate Institute seeks a permanent Provost. The Provost is the Chief Academic Officer of the Institute and is responsible for delivering the academic mission and aligning academic and administrative resources that ensure the Institute provides students with the highest quality educational experience. This position reports directly to the president and CEO.

In fulfilling these responsibilities, the Provost oversees the Institute's academic programs and, working closely with chairs and faculty, supervises changes in curriculum, policies, and academic standards for existing and new degree programs. The Provost also oversees faculty recruitment, development, retention, evaluation, wellness, recognition, and reward, thus safeguarding the Institute's scholarly community. The Provost is instrumental in faculty resource allocation, aligning budgets with academic priorities, and assisting the President/CEO and other institutional leaders in implementing the strategic plan.



### **The Provost oversees the following areas:**

- Academic Affairs
- Academic Senate
- Academic Programs
- Circle of Chairs
- Dissertation Process
- Instructional Design & Pedagogy
- Institutional Effectiveness & Accreditation
- Library Services





# Opportunities and Expectations for Leadership

---

The Provost fosters a culture of shared governance, promoting inclusive and equitable decision-making processes that value diverse perspectives. Overall, the Provost's participation extends to nearly all facets of academic life, underpinning Pacifica's commitment to academic excellence, innovation, collaboration, and care of the soul. The Provost is also a member of the executive leadership team.

## Core Responsibilities

- *Academic Vision:* Provides the academic vision and direction of the Institute to Pacifica Graduate Institute members, including, but not limited to, the Board, the President & CEO, administrators, faculty, staff, students, and alumni openly and communicatively and serves as the leader for the Institute's academic mission by contributing to the long-term vision and strategic plan with a focus on academic excellence.
- *Faculty Excellence:* Oversees and advocates for an effective process of diverse faculty recruitment, hiring, retention, evaluation, support, and promotion in psychology with emphasis on Depth and Jungian Psychology. Ensures faculty members receive the support they need to carry out academic excellence inside and outside the classroom and uphold Pacifica Graduate Institute's mission and values. The provost will also serve as a member of the faculty.
- *Student Success:* Oversees various programs to ensure student success from enrollment to graduation to alumni status. Works closely with faculty to learn about student needs in the classroom to help students and faculty become more effective in their learning approaches and teaching styles. Collaborates with departments to make the student-to-alumni experience more engaging

and resourceful. Work with the Vice President of Enrollment to increase efforts in recruiting more diverse students interested in depth psychology to make depth psychology accessible to all people.

- *Budgeting and Financial Resources*: Establishes the Institute's priorities for budgeting, resource projections, and analysis supporting the academic mission. Works closely with the Chief Financial Officer to guide a culture of financial (and academic) integrity and data analysis.
- *Community*: Serves as the chief academic spokesperson for the Institute on regional, national, and international networks. Builds rapport with the Pacifica Graduate Institute community and creates deeper partnerships locally in Santa Barbara, as well as globally through strategies such as the Pacifica SOUL Promise. Has an important and deep understanding of what *personally tending the soul in and of the world means*.
- Other duties as assigned by the President and CEO.

**The ideal candidate will possess the minimum qualifications in the following areas:**

### **Education**

- An earned doctorate degree, preferably in psychology (with emphasis on Depth/Jungian psychology), or in higher education, education administration, educational leadership, the humanities, etc.

### **Experience**

- At least ten years of experience working in academic or higher education institutions with a successful administrative and academic leadership record in higher education.
- If the candidate's background is not in academia but in psychology, at least seven years of experience working in a psychological practice, with an emphasis in Depth Psychology.
- Demonstrated commitment to scholarship through publications and conference presentations.
- Excellent track record of developing rapport and building relationships with administrators, faculty, students, and other key stakeholders.
- Experience developing programs and writing books, best practices, and policies in higher education, psychology, faculty excellence, or student success.

### **Skills**

- Has an innovative, collaborative, entrepreneurial, and respectful leadership approach when carrying out Pacifica Graduate Institute's mission and values.
- Outstanding written and oral communication skills and adept at making presentations at various events at the Institute and beyond.
- Excellent relational skills and an ability to have a psychological mindset when approaching shared systemic work with an understanding of depth psychology.
- Critical thinker who is creative, kind, and has a soul connection.



- Proven budget and management skills in an organization.

## **Knowledge**

- Current knowledge of American higher education in traditional and non-traditional formats, such as online and virtual learning.
- Understanding of psychology, preferably Depth or Jungian Psychology.
- Knowledgeable in at least one of the following academic areas through work experience: Faculty member, Dean, Vice President for Academic Affairs, Vice President for Student Affairs, Assistant Vice Provost, etc.

\*

This position is based in Santa Barbara, California. It can be a hybrid with a preference of more in-person to contribute to the culture at Pacifica. The salary range is \$200,000 - \$250,000.

To apply for this position, please confidently submit a cover letter and resume to Tensie J. Taylor at [tensiejtaylorconsulting@outlook.com](mailto:tensiejtaylorconsulting@outlook.com).

