

Form **990**  
Department of the Treasury  
Internal Revenue Service

# Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047  
**2020**  
Open to Public Inspection

**A** For the **2020** calendar year, or tax year beginning **07-01-2020**, and ending **06-30-2021**

**B** Check if applicable:  
 Address change  
 Name change  
 Initial return  
 Final return/terminated  
 Amended return  
 Application pending

**C** Name of organization: **ANTIOCH UNIVERSITY**  
 Doing business as: \_\_\_\_\_  
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite: **900 DAYTON ST**  
 City or town, state or province, country, and ZIP or foreign postal code: **YELLOW SPRINGS, OH 45387**

**D** Employer identification number: **31-0536640**

**E** Telephone number: **(937) 769-1340**

**F** Name and address of principal officer:  
**WILLIAM GROVES**  
**900 DAYTON ST**  
**YELLOW SPRINGS, OH 45387**

**G** Gross receipts \$ **79,525,750**

**H(a)** Is this a group return for subordinates?  Yes  No  
**H(b)** Are all subordinates included?  Yes  No  
 If "No," attach a list. (see instructions)  
**H(c)** Group exemption number ▶ \_\_\_\_\_

**I** Tax-exempt status:  501(c)(3)  501(c) ( ) ◀ (insert no.)  4947(a)(1) or  527

**J** Website: ▶ **WWW.ANTIOCH.EDU**

**K** Form of organization:  Corporation  Trust  Association  Other ▶ \_\_\_\_\_

**L** Year of formation: 1852 **M** State of legal domicile: **OH**

## Part I Summary

**1** Briefly describe the organization's mission or most significant activities:  
**ANTIOCH UNIVERSITY PROVIDES LEARNER-CENTERED EDUCATION TO EMPOWER STUDENTS WITH THE KNOWLEDGE AND SKILLS TO LEAD MEANINGFUL LIVES AND TO ADVANCE SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE.**

**2** Check this box  if the organization discontinued its operations or disposed of more than 25% of its net assets.

<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	17
<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	17
<b>5</b> Total number of individuals employed in calendar year 2020 (Part V, line 2a)	<b>5</b>	1,524
<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	37
<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0
<b>7b</b> Net unrelated business taxable income from Form 990-T, line 39	<b>7b</b>	0

	Prior Year	Current Year
<b>8</b> Contributions and grants (Part VIII, line 1h)	5,168,107	6,437,212
<b>9</b> Program service revenue (Part VIII, line 2g)	59,693,412	64,977,930
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	626,943	885,862
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,109,441	861,174
<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	66,597,903	73,162,178
<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3)	3,157,178	4,105,647
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	0	0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	45,222,120	48,699,842
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	15,000	90,000
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 619,328		
<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	21,174,621	19,528,947
<b>18</b> Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	69,568,919	72,424,436
<b>19</b> Revenue less expenses. Subtract line 18 from line 12	-2,971,016	737,742

	Beginning of Current Year	End of Year
<b>20</b> Total assets (Part X, line 16)	56,470,410	60,461,565
<b>21</b> Total liabilities (Part X, line 26)	27,350,027	27,994,097
<b>22</b> Net assets or fund balances. Subtract line 21 from line 20	29,120,383	32,467,468

## Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

**Sign Here**

Signature of officer: \_\_\_\_\_ Date: **2022-05-12**

**ALLAN GOZUM VICE CHANCELLOR AND CFO**  
Type or print name and title

**Paid Preparer Use Only**

Print/Type preparer's name: \_\_\_\_\_ Preparer's signature: \_\_\_\_\_ Date: **2022-05-12**

Firm's name ▶ **RSM US LLP** Check  if self-employed PTIN: **P00368385**

Firm's address ▶ **6 S PATTERSON BLVD** Firm's EIN ▶ **42-0714325**

**DAYTON, OH 45402** Phone no. (937) 298-0201

**Part III Statement of Program Service Accomplishments**

Check if Schedule O contains a response or note to any line in this Part III

**1** Briefly describe the organization's mission:

ANTIOCH UNIVERSITY PROVIDES LEARNER-CENTERED EDUCATION TO EMPOWER STUDENTS WITH THE KNOWLEDGE AND SKILLS TO LEAD MEANINGFUL LIVES AND TO ADVANCE SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE.

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  Yes  No

If "Yes," describe these new services on Schedule O.

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services?  Yes  No

If "Yes," describe these changes on Schedule O.

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

**4a** (Code: ) (Expenses \$ 62,013,286 including grants of \$ 4,105,647 ) (Revenue \$ 64,977,930 )  
See Additional Data

**4b** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

**4c** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

**4d** Other program services (Describe in Schedule O.)  
(Expenses \$ including grants of \$ ) (Revenue \$ )

**4e** Total program service expenses ▶ 62,013,286

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No response. Rows include questions 1 through 21, with sub-questions a-f for items 11 and 14. Each row has a corresponding 'Yes' or 'No' in the rightmost column.

Part IV Checklist of Required Schedules (continued)

Table with 3 main columns: Question/Description, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, tax-exempt bonds, and controlled entities.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V [ ]

Table with 3 main columns: Question/Description, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.



Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year; 1b Enter the number of voting members included in line 1a, above, who are independent; 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?; 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? b Each committee with authority to act on behalf of the governing body?; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates?; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?; 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?; 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed CA, NH, OH, WA
18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records: ALLAN GOZUM 900 DAYTON ST YELLOW SPRINGS, OH 45387 (937) 769-1304





**Part VIII Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1a</b> Federated campaigns . . . . .	<b>1a</b>					
	<b>b</b> Membership dues . . . . .	<b>1b</b>					
	<b>c</b> Fundraising events . . . . .	<b>1c</b>	16,973				
	<b>d</b> Related organizations . . . . .	<b>1d</b>					
	<b>e</b> Government grants (contributions) . . . . .	<b>1e</b>	5,425,872				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above . . . . .	<b>1f</b>	994,367				
	<b>g</b> Noncash contributions included in lines 1a - 1f:\$ . . . . .	<b>1g</b>					
	<b>h Total.</b> Add lines 1a-1f . . . . .			6,437,212			
<b>Program Service Revenue</b>	<b>2a</b> TUITION AND FEES	Business Code					
		900099	64,756,097	64,756,097			
	<b>b</b> CONTRACTS	900099	183,490	183,490			
	<b>c</b> SRVCS OF AUXILIARY ENTERPRISES	900099	38,343	38,343			
	<b>d</b>						
	<b>e</b>						
	<b>f</b> All other program service revenue.						
<b>g Total.</b> Add lines 2a-2f. . . . .		64,977,930					
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .		312,142			312,142	
	<b>4</b> Income from investment of tax-exempt bond proceeds . . . . .						
	<b>5</b> Royalties . . . . .						
	<b>6a</b> Gross rents	(i) Real	184,278				
		(ii) Personal					
		<b>b</b> Less: rental expenses	64,813				
		<b>c</b> Rental income or (loss)	119,465				
	<b>d</b> Net rental income or (loss) . . . . .		119,465			119,465	
	<b>7a</b> Gross amount from sales of assets other than inventory	(i) Securities	6,872,479				
		(ii) Other					
		<b>b</b> Less: cost or other basis and sales expenses	6,298,759				
		<b>c</b> Gain or (loss)	573,720				
	<b>d</b> Net gain or (loss) . . . . .		573,720			573,720	
	<b>8a</b> Gross income from fundraising events (not including \$ 16,973 of contributions reported on line 1c). See Part IV, line 18 . . . . .		0				
		<b>b</b> Less: direct expenses . . . . .	0				
<b>c</b> Net income or (loss) from fundraising events . . . . .			0				
<b>9a</b> Gross income from gaming activities. See Part IV, line 19 . . . . .							
	<b>b</b> Less: direct expenses . . . . .						
	<b>c</b> Net income or (loss) from gaming activities . . . . .						
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .							
	<b>b</b> Less: cost of goods sold . . . . .						
	<b>c</b> Net income or (loss) from sales of inventory . . . . .						
Miscellaneous Revenue	Business Code						
<b>11a</b> INSURANCE PROCEEDS	900099	351,000			351,000		
<b>b</b>							
<b>c</b>							
<b>d</b> All other revenue . . . . .		390,709			390,709		
<b>e Total.</b> Add lines 11a-11d . . . . .		741,709					
<b>12 Total revenue.</b> See instructions . . . . .		73,162,178	64,977,930	0	1,747,036		

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . . . .				
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .	4,105,647	4,105,647		
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16. . . . .				
<b>4</b> Benefits paid to or for members . . . . .				
<b>5</b> Compensation of current officers, directors, trustees, and key employees . . . . .	1,434,855	800,417	588,912	45,526
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .				
<b>7</b> Other salaries and wages . . . . .	37,730,551	32,783,504	4,640,195	306,852
<b>8</b> Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions) . . . . .	1,880,588	1,531,459	331,783	17,346
<b>9</b> Other employee benefits . . . . .	4,649,390	3,460,213	1,156,708	32,469
<b>10</b> Payroll taxes . . . . .	3,004,458	2,597,458	381,217	25,783
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management . . . . .	363,460	353,659	9,405	396
<b>b</b> Legal . . . . .	165,797		165,797	
<b>c</b> Accounting . . . . .	110,600		110,600	
<b>d</b> Lobbying . . . . .				
<b>e</b> Professional fundraising services. See Part IV, line 17	90,000			90,000
<b>f</b> Investment management fees . . . . .	58,775		58,775	
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	4,069,776	4,033,550	26,470	9,756
<b>12</b> Advertising and promotion . . . . .	1,665,029	1,623,303		41,726
<b>13</b> Office expenses . . . . .	698,458	376,665	304,226	17,567
<b>14</b> Information technology . . . . .	2,131,963	1,477,744	650,603	3,616
<b>15</b> Royalties . . . . .				
<b>16</b> Occupancy . . . . .	5,054,206	4,666,617	373,977	13,612
<b>17</b> Travel . . . . .	42,546	36,124	6,388	34
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
<b>19</b> Conferences, conventions, and meetings . . . . .	188,577	175,753	12,824	
<b>20</b> Interest . . . . .	206,226	192,535	13,138	553
<b>21</b> Payments to affiliates . . . . .				
<b>22</b> Depreciation, depletion, and amortization . . . . .	1,532,019	1,427,419	100,374	4,226
<b>23</b> Insurance . . . . .	882,458	824,095	56,005	2,358
<b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> LIBRARY	766,421	766,421		
<b>b</b> BAD DEBT EXPENSE	467,249	467,249		
<b>c</b> MEMBERSHIPS AND DUES	342,165	190,480	144,245	7,440
<b>d</b> CONTINGENCY	57,741		57,741	
<b>e</b> All other expenses	725,481	122,974	602,439	68
<b>25</b> Total functional expenses. Add lines 1 through 24e	72,424,436	62,013,286	9,791,822	619,328
<b>26</b> Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .		<b>1</b>	
	<b>2</b> Savings and temporary cash investments . . . . .	16,380,425	<b>2</b>	18,365,192
	<b>3</b> Pledges and grants receivable, net . . . . .	871,784	<b>3</b>	1,147,588
	<b>4</b> Accounts receivable, net . . . . .	2,122,051	<b>4</b>	1,998,455
	<b>5</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) . . . . .		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .	3,674,791	<b>7</b>	3,397,172
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .	1,305,573	<b>9</b>	1,090,803
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	41,185,057		
	<b>b</b> Less: accumulated depreciation	24,170,791		
	<b>11</b> Investments—publicly traded securities . . . . .	14,380,629	<b>11</b>	17,448,089
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .		<b>12</b>	
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .		<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11 . . . . .		<b>15</b>	
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) . . . . .	56,470,410	<b>16</b>	60,461,565	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	8,169,932	<b>17</b>	8,146,045
	<b>18</b> Grants payable . . . . .		<b>18</b>	
	<b>19</b> Deferred revenue . . . . .	4,489,435	<b>19</b>	7,184,100
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D	2,122,901	<b>21</b>	389,804
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .	8,810,000	<b>23</b>	8,810,000
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .	15,217	<b>24</b>	148,715
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	3,742,542	<b>25</b>	3,315,433
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	27,350,027	<b>26</b>	27,994,097
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	17,019,289	<b>27</b>	19,310,129
	<b>28</b> Net assets with donor restrictions . . . . .	12,101,094	<b>28</b>	13,157,339
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds		<b>31</b>	
<b>32</b> Total net assets or fund balances . . . . .	29,120,383	<b>32</b>	32,467,468	
<b>33</b> Total liabilities and net assets/fund balances . . . . .	56,470,410	<b>33</b>	60,461,565	

**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	73,162,178
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	72,424,436
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	737,742
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	29,120,383
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	2,591,165
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	18,178
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	32,467,468

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII

- 1** Accounting method used to prepare the Form 990:  Cash  Accrual  Other \_\_\_\_\_  
 If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?  
 If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?  
 If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- c** If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?  
 If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.

	Yes	No
<b>2a</b>		No
<b>2b</b>	Yes	
<b>2c</b>	Yes	
<b>3a</b>	Yes	
<b>3b</b>	Yes	

## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 31-0536640

**Name:** ANTIOCH UNIVERSITY

Form 990 (2020)

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### Form 990, Part III, Line 4a:

ANTIOCH UNIVERSITY PROVIDES LEARNER-CENTERED EDUCATION TO EMPOWER STUDENTS WITH THE KNOWLEDGE AND SKILLS TO LEAD MEANINGFUL LIVES AND TO ADVANCE SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE. ANTIOCH UNIVERSITY IS A BOLD AND ENDURING SOURCE OF INNOVATION IN HIGHER EDUCATION SERVING APPROXIMATELY 4,400 ADULT STUDENTS AROUND THE WORLD AND ACROSS THE COUNTRY, ONLINE AND FROM ITS FIVE CAMPUSES IN FOUR STATES, IN ADDITION TO ITS UNIVERSITY-WIDE DOCTORAL PROGRAMS. THE UNIVERSITY'S MISSION IS GUIDED BY THE CORE VALUES OF EXCELLENCE IN TEACHING AND LEARNING, NURTURING STUDENT ACHIEVEMENT, SUPPORTING SCHOLARSHIP AND SERVICE, A COMMITMENT TO SOCIAL ENGAGEMENT, AND BUILDING AND SERVING INCLUSIVE COMMUNITIES. CAMPUSES FULFILL THE MISSION THROUGH SERVING THE EDUCATIONAL NEEDS OF THE COMMUNITIES IN THEIR REGIONS; THE ONLINE PROGRAMS EXPAND ACCESS TO EDUCATION THROUGH HIGH QUALITY, AFFORDABLE, AND FLEXIBLE EDUCATION. THE LOS ANGELES CAMPUS IN THE EARLY DAYS OF THE PANDEMIC, STUDENTS IN THE ANTIOCH UNIVERSITY LOS ANGELES MASTER IN CLINICAL PSYCHOLOGY (MAP) PROGRAM LEARNED THAT THEIR CLINICAL TRAINING SITES WOULD BE CLOSING AND THUS NOT ACCEPTING NEW CLINICAL TRAINING STUDENTS. THIS DEVELOPMENT, WHILE NECESSARY AND UNDERSTANDABLE GIVEN THE CIRCUMSTANCES, WOULD STALL STUDENT DEGREE PROGRESS. MOREOVER, CLIENTS SEEKING COUNSELING SERVICES COULD FIND THEMSELVES WITHOUT SUPPORT AT A TIME OF GREATLY INCREASED STRESS. THE MAP PROGRAM'S RESPONSE WAS TO CREATE A NEW, VIRTUAL CLINICAL SITE, THE ANTIOCH COMMUNITY THERAPY SERVICES (ACTS) TO PROVIDE ITS STUDENTS WITH A PLACE TO ENGAGE IN REMOTE, TELEHEALTH COUNSELING. THE CLINIC WAS ESTABLISHED IN LESS THAN A FULL QUARTER, ALLOWING STUDENTS TO MAINTAIN THEIR STUDIES WITHOUT A BREAK, AND PROVIDING SUPERVISED COUNSELING SERVICES TO CLIENTS. IN NINE MONTHS OF FULL OPERATIONS, THE CLINIC HAS PROVIDED AN OPPORTUNITY FOR OVER FIFTY STUDENTS TO CONTINUE THEIR STUDIES AS CLINICAL TRAINEES, AND WELL OVER A HUNDRED CLIENTS HAVE BEGUN TO USE THE SERVICES OF THE CLINIC AND ITS MAP TRAINEES. THE SEATTLE CAMPUS THE SEATTLE CAMPUS'S SCHOOL OF EDUCATION HAS IMPLEMENTED A COMMITTEE OF COMMUNITY ADVISORS (CCA), AN ADVISORY BOARD THAT IS CENTRAL TO THEIR EFFORT TO CONSISTENTLY RETHINK THEIR PROGRAMS IN ORDER TO PROMOTE RACIAL EQUITY AND CENTER LOCAL COMMUNITIES OF COLOR. FOUNDED IN 2018 AND FUNDED THROUGH AN ADVANCING EQUITY GRANT FROM THE PROFESSIONAL EDUCATORS STANDARDS BOARD (PESB), THE CCA HELPS GUIDE THE SCHOOL OF EDUCATION AS THEY WORK TO BE MORE RESPONSIVE TO AND REPRESENTATIVE OF THE COMMUNITIES IN WHICH THEY AND THEIR TEACHER CANDIDATES WORK. OVER THE PAST YEAR, THE CCA HAS BECOME A MORE INTEGRAL PART OF THE SCHOOL OF EDUCATION'S TEACHER PREPARATION PROGRAMS, AND ITS MEMBERS HAVE TAKEN ON INCREASING LEADERSHIP IN PROGRAM COURSES AND INITIATIVES, INCLUDING MENTORING CANDIDATES AND HELPING SHAPE ASSIGNMENTS. THE SANTA BARBARA CAMPUS ANTIOCH UNIVERSITY SANTA BARBARA HAS WORKED OUT A TRANSFER AGREEMENT WITH SANTA BARBARA CITY COLLEGE (SBCC), WHERE STUDENTS CAN DO UP TO THREE YEARS OF COURSEWORK THERE AND TRANSFER TO ANTIOCH FOR THEIR FINAL YEAR. AT THE SAME TIME, STUDENTS, WHETHER THEY ARE PART OF THE 3 + 1 MODEL OR NOT, CAN SOON BEGIN PURSUING THEIR DEGREE IN MANAGEMENT OR PSYCHOLOGY. TRADITIONALLY, TRANSFER STUDENTS' STUDY FOR TWO YEARS AT A CITY COLLEGE, THEN TRANSFER TO A 4-YEAR UNIVERSITY FOR THEIR LAST TWO YEARS IN WHAT IS CALLED A 2 + 2. HOWEVER, ANTIOCH UNIVERSITY AND SBCC HAVE PARTNERED UP TO OFFER A TRUE 3 + 1 OPTION. ANTIOCH WILL ACCEPT MORE TRANSFER UNITS, ALLOWING STUDENTS TO STUDY FOR THREE YEARS AT SBCC, THEN SEAMLESSLY TRANSFER TO ANTIOCH FOR THEIR LAST YEAR OF CLASSES TO GRADUATE WITH THEIR BACHELOR'S DEGREE FROM ANTIOCH UNIVERSITY. THIS TYPE OF ARRANGEMENT CAME ABOUT IN RESPONSE TO STUDENTS EXPRESSING THAT EDUCATION HAS BECOME TOO EXPENSIVE, AND THAT THEY WANTED THE OPTION TO GRADUATE WITH BA DEGREES IN MANAGEMENT AND PSYCHOLOGY. THE DEVELOPMENT OF THE 3 + 1 PROGRAM DEVELOPED OUT OF STUDENT NEED AND IS IN LINE WITH ANTIOCH'S COMMITMENT TO SOCIAL JUSTICE AND THE COMMUNITY.

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**Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PAUL MUTTY ..... BOARD CHAIR	15.00 .....	X		X				0	0	0
WILLIAM PLATER ..... VICE CHAIR	10.00 .....	X		X				0	0	0
BRUCE BEDFORD ..... GOVERNOR (UNTIL 4/29/21)	5.00 .....	X						0	0	0
JANET BELL ..... GOVERNOR	5.00 .....	X						0	0	0
TERI CANNON ..... GOVERNOR	5.00 .....	X						0	0	0
STEVE CRANDALL ..... GOVERNOR	5.00 .....	X						0	0	0
KATRIN DAMBROT ..... GOVERNOR	5.00 .....	X						0	0	0
LANCE DUBLIN ..... GOVERNOR	5.00 .....	X						0	0	0
GREG FINKELSTEIN ..... GOVERNOR	5.00 .....	X						0	0	0
CHARLENE HAYES ..... GOVERNOR	5.00 .....	X						0	0	0

**Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CAROLE ISOM-BARNES ..... GOVERNOR	5.00 .....	X						0	0	0
ELSA LUNA ..... GOVERNOR	5.00 .....	X						0	0	0
JAMES MCGILL ..... GOVERNOR	10.00 .....	X						0	0	0
HOLIDAY HART MCKIERNAN ..... GOVERNOR	5.00 .....	X						0	0	0
RICHARD PREYER ..... GOVERNOR	5.00 .....	X						0	0	0
KIKO SUAREZ ..... GOVERNOR	5.00 .....	X						0	0	0
MARTHA SUMMERVILLE ..... GOVERNOR	5.00 .....	X						0	0	0
EUGENE TEMPEL ..... GOVERNOR	5.00 .....	X						0	0	0
WILLIAM GROVES ..... CHANCELLOR/PRESIDENT	55.00 .....			X				266,445	0	28,502
ALLAN GOZUM ..... CFO/VICE CHANCELLOR/TREASURER	55.00 .....			X				216,171	0	24,622

**Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CHESTER HASKELL ..... VICE CHANCELLOR ACADEMIC AFFAIRS	55.00 .....			X				203,708	0	6,828
REBECCA TODD ..... GENERAL COUNSEL/SECRETARY	55.00 .....			X				196,222	0	9,501
MARY GRANGER ..... ASSOC UNIV COUNSEL/ASST SECRETARY	55.00 .....			X				119,274	0	15,966
CRAIG MASLOWSKY ..... VICE CHANCELLOR ENROLLMENT	55.00 .....				X			201,383	0	7,030
MARK HOWER ..... PROVOST/CAMPUS CEO	55.00 .....				X			157,324	0	31,039
LAURIEN ALEXANDRE ..... PROVOST GRADUATE SCHOOL L&C	55.00 .....					X		166,333	0	34,305
MICHELLE KOPPITZ ..... ASSOC VC STRATEGIC PARTNERSHIPS	55.00 .....					X		147,444	0	44,233
BENJAMIN PRYOR ..... PROVOST/CAMPUS CEO	55.00 .....					X		149,212	0	30,640
MICHAEL GREITZER ..... DIRECTOR OF REAL ESTATE	55.00 .....					X		149,895	0	30,607
BARBARA LIPINSKI ..... PROVOST/CAMPUS CEO	55.00 .....					X		149,399	0	16,882

**SCHEDULE A**  
 (Form 990 or 990-EZ)

**Public Charity Status and Public Support**  
 Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.  
 Attach to Form 990 or Form 990-EZ.  
 Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047  
**2020**  
**Open to Public Inspection**

Department of the Treasury  
 Internal Revenue Service  
**Name of the organization**  
 ANTIOCH UNIVERSITY

**Employer identification number**  
 31-0536640

**Employer identification number**  
 31-0536640

**Part I Reason for Public Charity Status** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1  A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2  A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3  A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4  A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6  A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8  A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9  An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10  An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11  An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
  - a  **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
  - b  **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
  - c  **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
  - d  **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
  - e  Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
  - f Enter the number of supported organizations . . . . . \_\_\_\_\_
  - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
<b>Total</b>						

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . . . .	5,593,095	4,644,910	4,663,052	5,168,107	6,437,212	26,506,376
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . . . .						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge..						
<b>4 Total.</b> Add lines 1 through 3	5,593,095	4,644,910	4,663,052	5,168,107	6,437,212	26,506,376
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . . . . .						
<b>6 Public support.</b> Subtract line 5 from line 4.						26,506,376

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>7</b> Amounts from line 4. . . . .	5,593,095	4,644,910	4,663,052	5,168,107	6,437,212	26,506,376
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . . . .	886,800	661,345	871,986	709,571	496,420	3,626,122
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on. . . . .						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . . . .	932,977	985,048	1,230,815	962,263	741,709	4,852,812
<b>11 Total support.</b> Add lines 7 through 10						34,985,310
<b>12</b> Gross receipts from related activities, etc. (see instructions) . . . . .					<b>12</b>	304,211,973

**13 First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** . . . . .

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f)) . . . . .	<b>14</b>	75.760 %
<b>15</b> Public support percentage for 2019 Schedule A, Part II, line 14 . . . . .	<b>15</b>	73.040 %

- 16a 33 1/3% support test—2020.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . .
- b 33 1/3% support test—2019.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . .
- 17a 10%-facts-and-circumstances test—2020.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . .
- b 10%-facts-and-circumstances test—2019.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . .
- 18 Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . . .

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>1</b>	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
<b>2</b>	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
<b>3</b>	Gross receipts from activities that are not an unrelated trade or business under section 513 . . . . .						
<b>4</b>	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . .						
<b>5</b>	The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6</b>	<b>Total.</b> Add lines 1 through 5						
<b>7a</b>	Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</b>	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
<b>c</b>	Add lines 7a and 7b. . . . .						
<b>8</b>	<b>Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
<b>9</b>	Amounts from line 6. . . . .						
<b>10a</b>	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . .						
<b>b</b>	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
<b>c</b>	Add lines 10a and 10b.						
<b>11</b>	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
<b>12</b>	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . . . . .						
<b>13</b>	<b>Total support.</b> (Add lines 9, 10c, 11, and 12.) . . . . .						

**14 First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here.** . . . . .

**Section C. Computation of Public Support Percentage**

<b>15</b>	Public support percentage for 2020 (line 8, column (f) divided by line 13, column (f)) . . . . .	<b>15</b>	
<b>16</b>	Public support percentage from 2019 Schedule A, Part III, line 15 . . . . .	<b>16</b>	

**Section D. Computation of Investment Income Percentage**

<b>17</b>	Investment income percentage for <b>2020</b> (line 10c, column (f) divided by line 13, column (f)) . . . . .	<b>17</b>	
<b>18</b>	Investment income percentage from <b>2019</b> Schedule A, Part III, line 17 . . . . .	<b>18</b>	

**19a 33 1/3% support tests—2020.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . .

**b 33 1/3% support tests—2019.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . .

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions . . . . .

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

		Yes	No
<b>1</b>	Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<b>2</b>	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b>	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
<b>b</b>	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b>	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b>	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
<b>b</b>	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<b>c</b>	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
<b>5a</b>	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
<b>b</b>	<b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b>	<b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b>	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b>	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>8</b>	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>9a</b>	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</b>	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b>	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>10a</b>	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
<b>b</b>	Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		

**Part IV Supporting Organizations** (continued)

		Yes	No
<b>11</b>	Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b>	A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
<b>b</b>	A family member of a person described in 11a above?		
<b>c</b>	A 35% controlled entity of a person described in line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

**Section B. Type I Supporting Organizations**

		Yes	No
<b>1</b>	Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
<b>2</b>	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

**Section C. Type II Supporting Organizations**

		Yes	No
<b>1</b>	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

**Section D. All Type III Supporting Organizations**

		Yes	No
<b>1</b>	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
<b>2</b>	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
<b>3</b>	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

**Section E. Type III Functionally-Integrated Supporting Organizations**

<b>1</b>	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year ( <b>see instructions</b> ):		
<b>a</b>	<input type="checkbox"/> The organization satisfied the Activities Test. Complete <b>line 2</b> below.		
<b>b</b>	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete <b>line 3</b> below.		
<b>c</b>	<input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see instructions)		
<b>2</b>	Activities Test. <b>Answer lines 2a and 2b below.</b>		
<b>a</b>	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No
<b>b</b>	Did the activities described in line 2a constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
<b>3</b>	Parent of Supported Organizations. <b>Answer lines 3a and 3b below.</b>		
<b>a</b>	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>		
<b>b</b>	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

- 1**  Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

<b>Section A - Adjusted Net Income</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Net short-term capital gain	<b>1</b>	
<b>2</b>	Recoveries of prior-year distributions	<b>2</b>	
<b>3</b>	Other gross income (see instructions)	<b>3</b>	
<b>4</b>	Add lines 1 through 3	<b>4</b>	
<b>5</b>	Depreciation and depletion	<b>5</b>	
<b>6</b>	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	<b>6</b>	
<b>7</b>	Other expenses (see instructions)	<b>7</b>	
<b>8</b>	<b>Adjusted Net Income</b> (subtract lines 5, 6 and 7 from line 4)	<b>8</b>	
<b>Section B - Minimum Asset Amount</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	<b>1</b>	
<b>a</b>	Average monthly value of securities	<b>1a</b>	
<b>b</b>	Average monthly cash balances	<b>1b</b>	
<b>c</b>	Fair market value of other non-exempt-use assets	<b>1c</b>	
<b>d</b>	<b>Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>	
<b>e</b>	<b>Discount</b> claimed for blockage or other factors ( <i>explain in detail in Part VI</i> ):		
<b>2</b>	Acquisition indebtedness applicable to non-exempt use assets	<b>2</b>	
<b>3</b>	Subtract line 2 from line 1d	<b>3</b>	
<b>4</b>	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	<b>4</b>	
<b>5</b>	Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>	
<b>6</b>	Multiply line 5 by 0.035	<b>6</b>	
<b>7</b>	Recoveries of prior-year distributions	<b>7</b>	
<b>8</b>	<b>Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>	
<b>Section C - Distributable Amount</b>			Current Year
<b>1</b>	Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>	
<b>2</b>	Enter 85% of line 1	<b>2</b>	
<b>3</b>	Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>	
<b>4</b>	Enter greater of line 2 or line 3	<b>4</b>	
<b>5</b>	Income tax imposed in prior year	<b>5</b>	
<b>6</b>	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	<b>6</b>	
<b>7</b>	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations** (continued)

<b>Section D - Distributions</b>		<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>	
<b>4</b> Amounts paid to acquire exempt-use assets	<b>4</b>	
<b>5</b> Qualified set-aside amounts ( <i>prior IRS approval required - provide details in Part VI</i> )	<b>5</b>	
<b>6</b> Other distributions ( <i>describe in Part VI</i> ). See instructions	<b>6</b>	
<b>7 Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions	<b>8</b>	
<b>9</b> Distributable amount for 2020 from Section C, line 6	<b>9</b>	
<b>10</b> Line 8 amount divided by Line 9 amount	<b>10</b>	

<b>Section E - Distribution Allocations</b> (see instructions)	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2020</b>	<b>(iii) Distributable Amount for 2020</b>
<b>1</b> Distributable amount for 2020 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2020 (reasonable cause required-- <i>explain in Part VI</i> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2020:			
<b>a</b> From 2015. . . . .			
<b>b</b> From 2016. . . . .			
<b>c</b> From 2017. . . . .			
<b>d</b> From 2018. . . . .			
<b>e</b> From 2019. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2020 distributable amount			
<b>i</b> Carryover from 2015 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2020 from Section D, line 7:			
\$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2020 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>6</b> Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>7 Excess distributions carryover to 2021.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2016. . . . .			
<b>b</b> Excess from 2017. . . . .			
<b>c</b> Excess from 2018. . . . .			
<b>d</b> Excess from 2019. . . . .			
<b>e</b> Excess from 2020. . . . .			

**Part VI Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

<b>Facts And Circumstances Test</b>
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**990 Schedule A, Supplemental Information**

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	OTHER REVENUE - 2016 AMOUNT: \$ 932,977. 2017 AMOUNT: \$ 985,048. 2018 AMOUNT: \$ 1,230,815. 2019 AMOUNT: \$ 512,826. 2020 AMOUNT: \$ 741,709. INSURANCE PROCEEDS - 2019 AMOUNT: \$ 449,437.

SCHEDULE D (Form 990) Department of the Treasury Internal Revenue Service

Supplemental Financial Statements Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990. Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047 2020 Open to Public Inspection

Name of the organization ANTIOCH UNIVERSITY

Employer identification number 31-0536640

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year.

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Form for Part II Conservation Easements. Includes questions about purpose of easements, monitoring, and expenses. Includes a table for 'Held at the End of the Year' with rows 2a, 2b, 2c, 2d.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting works of art and assets.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a**  Public exhibition
  - b**  Scholarly research
  - c**  Preservation for future generations
  - d**  Loan or exchange programs
  - e**  Other .....
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .  **Yes**  **No**

**Part IV Escrow and Custodial Arrangements.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . .  **Yes**  **No**

**b** If "Yes," explain the arrangement in Part XIII and complete the following table:

- c** Beginning balance . . . . .
- d** Additions during the year . . . . .
- e** Distributions during the year . . . . .
- f** Ending balance . . . . .

	Amount
<b>1c</b>	
<b>1d</b>	
<b>1e</b>	
<b>1f</b>	

- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . .  **Yes**  **No**

**b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . .

**Part V Endowment Funds.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
<b>1a</b> Beginning of year balance . . . . .	8,012,169	7,700,762	7,476,035	9,429,012	8,813,252
<b>b</b> Contributions . . . . .	9,644	32,846	5,288	6,625	11,060
<b>c</b> Net investment earnings, gains, and losses	2,040,354	577,431	540,065	564,996	934,663
<b>d</b> Grants or scholarships . . . . .					
<b>e</b> Other expenditures for facilities and programs . . . . .	278,058	298,870	320,626	2,524,598	329,963
<b>f</b> Administrative expenses . . . . .					
<b>g</b> End of year balance . . . . .	9,784,109	8,012,169	7,700,762	7,476,035	9,429,012

**2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a** Board designated or quasi-endowment ▶ 8.258 %
- b** Permanent endowment ▶ 44.674 %
- c** Term endowment ▶ 47.068 %

The percentages on lines 2a, 2b, and 2c should equal 100%.

**3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i)** Unrelated organizations . . . . .
- (ii)** Related organizations . . . . .

	Yes	No
<b>3a(i)</b>		No
<b>3a(ii)</b>		No
<b>3b</b>		

- b** If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . . . .
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
<b>1a</b> Land . . . . .		319,720		319,720
<b>b</b> Buildings . . . . .		15,167,057	5,720,508	9,446,549
<b>c</b> Leasehold improvements		18,265,785	12,662,558	5,603,227
<b>d</b> Equipment . . . . .		5,771,037	5,130,885	640,152
<b>e</b> Other . . . . .		1,661,458	656,840	1,004,618
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . . .				17,014,266

**Part VII Investments—Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives . . . . .		
(2) Closely-held equity interests . . . . .		
(3) Other _____		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

**Part VIII Investments—Program Related.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

**Part IX Other Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

**Part X Other Liabilities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) STUDENT LOAN ADVANCES	3,284,972
(3) CAPITAL LEASE OBLIGATION	30,461
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 25.)	3,315,433

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .	<b>1</b>	73,877,559
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>	2,591,165
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>	
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>	64,813
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	2,655,978
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	71,221,581
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>	1,940,597
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	1,940,597
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) . . . . .	<b>5</b>	73,162,178

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

<b>1</b>	Total expenses and losses per audited financial statements . . . . .	<b>1</b>	70,530,474
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>	
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>	
<b>c</b>	Other losses . . . . .	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>	46,635
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	46,635
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	70,483,839
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>	1,940,597
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	1,940,597
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) . . . . .	<b>5</b>	72,424,436

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
See Additional Data Table	



## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 31-0536640

**Name:** ANTIOCH UNIVERSITY

## Supplemental Information

Return Reference	Explanation
PART IV, LINE 2B:	DEPOSITS HELD FOR OTHERS ARE TUITION PAYMENTS MADE BY THE STUDENTS AND EITHER 1) NOT YET APPLIED TO THE STUDENT ACCOUNT, OR 2) ARE OVERPAYMENTS TO BE REFUNDED TO THE STUDENT.

## Supplemental Information

Return Reference	Explanation
PART V, LINE 4:	THE UNIVERSITY'S ENDOWMENT CONSISTS OF APPROXIMATELY 30 INDIVIDUAL DONOR RESTRICTED ENDOWMENT FUNDS ESTABLISHED FOR A VARIETY OF PURPOSES. THE ENDOWMENT OF THE UNIVERSITY IS INTENDED FOR STUDENT AID AND GENERAL INSTITUTIONAL SUPPORT.

**Supplemental Information**

Return Reference	Explanation
PART X, LINE 2:	<p>THE UNIVERSITY IS A QUALIFYING ORGANIZATION UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE (IRC) AND IS, THEREFORE, EXEMPT FROM INCOME TAXES UNDER IRC SECTION 501(A) ON ITS NORMAL OPERATIONS. HOWEVER, THE UNIVERSITY IS TAXED ON OTHER UNRELATED INCOME, IF ANY. THE UNIVERSITY IS SUBJECT TO FEDERAL INCOME TAX ON RENTAL INCOME OF PERSONAL PROPERTY. THE UNIVERSITY FOLLOWS THE FINANCIAL ACCOUNTING STANDARDS BOARD (FASB) GUIDANCE ON ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES, WHICH ADDRESSES THE DETERMINATION OF WHETHER TAX BENEFITS CLAIMED OR EXPECTED TO BE CLAIMED ON A TAX RETURN SHOULD BE RECORDED IN THE FINANCIAL STATEMENTS. UNDER THIS GUIDANCE, THE UNIVERSITY MAY RECOGNIZE THE TAX BENEFIT FROM AN UNCERTAIN TAX POSITION ONLY IF IT IS MORE LIKELY THAN NOT THAT THE TAX POSITION WILL BE SUSTAINED ON EXAMINATION BY TAXING AUTHORITIES, BASED ON THE TECHNICAL MERITS OF THE POSITION. EXAMPLES OF TAX POSITIONS INCLUDE THE TAX-EXEMPT STATUS OF THE UNIVERSITY AND VARIOUS POSITIONS RELATED TO THE POTENTIAL SOURCES OF UNRELATED BUSINESS TAXABLE INCOME (UBIT). THE TAX BENEFITS RECOGNIZED IN THE FINANCIAL STATEMENTS FROM SUCH A POSITION ARE MEASURED BASED ON THE LARGEST BENEFIT THAT HAS A GREATER THAN 50% LIKELIHOOD OF BEING REALIZED UPON ULTIMATE SETTLEMENT. THE GUIDANCE ON ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES ALSO ADDRESSES DE-RECOGNITION, CLASSIFICATION, INTEREST AND PENALTIES ON INCOME TAXES, AND ACCOUNTING IN INTERIM PERIODS. AT JUNE 30, 2021 AND 2020, THERE WERE NO UNRECOGNIZED TAX BENEFITS IDENTIFIED OR RECORDED AS LIABILITIES. THE UNIVERSITY FILES FORMS 990 AND 990-T IN THE U.S. FEDERAL JURISDICTION AND THE REQUIRED STATES. WITH FEW EXCEPTIONS, THE UNIVERSITY IS NO LONGER SUBJECT TO EXAMINATION BY THE INTERNAL REVENUE SERVICE FOR YEARS BEFORE 2018.</p>

# Supplemental Information

Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSE 64,813.

## Supplemental Information

Return Reference	Explanation
PART XI, LINE 4B - OTHER ADJUSTMENTS:	FINANCIAL AID 1,940,597.

## Supplemental Information

Return Reference	Explanation
PART XII, LINE 2D - OTHER ADJUSTMENTS:	POSTRETIREMENT CHANGES OTHER THAN NET PERIODIC POSTRETIREMENT COST -18,178. RENTAL EXPENSE 64,813.

## Supplemental Information

Return Reference	Explanation
PART XII, LINE 4B - OTHER ADJUSTMENTS:	FINANCIAL AID 1,940,597.

**SCHEDULE E**  
(Form 990 or 990-EZ)

**Schools**

OMB No. 1545-0047

**2020**

**Open to Public Inspection**

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.**  
▶ **Attach to Form 990 or Form 990-EZ.**  
▶ **Go to [www.irs.gov/Form990EZ](http://www.irs.gov/Form990EZ) for the latest information.**

Department of the Treasury  
Name of the organization  
ANTIOCH UNIVERSITY

**Employer identification number**  
31-0536640

**Part I**

	YES	NO
<b>1</b> Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body? . . . . .	Yes	
<b>2</b> Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships? . . . . .	Yes	
<b>3</b> Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its taxable year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space use Part II. . . . .	Yes	
<b>4</b> Does the organization maintain the following?		
<b>a</b> Records indicating the racial composition of the student body, faculty, and administrative staff? . . . . .	Yes	
<b>b</b> Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis? . . . . .	Yes	
<b>c</b> Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships? . . . . .	Yes	
<b>d</b> Copies of all material used by the organization or on its behalf to solicit contributions? . . . . . If you answered "No" to any of the above, please explain. If you need more space, use Part II.	Yes	
<b>5</b> Does the organization discriminate by race in any way with respect to:		
<b>a</b> Students' rights or privileges? . . . . .		No
<b>b</b> Admissions policies? . . . . .		No
<b>c</b> Employment of faculty or administrative staff? . . . . .		No
<b>d</b> Scholarships or other financial assistance? . . . . .		No
<b>e</b> Educational policies? . . . . .		No
<b>f</b> Use of facilities? . . . . .		No
<b>g</b> Athletic programs? . . . . .		No
<b>h</b> Other extracurricular activities? . . . . . If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.		No
<b>6a</b> Does the organization receive any financial aid or assistance from a governmental agency? . . . . .	Yes	
<b>b</b> Has the organization's right to such aid ever been revoked or suspended? . . . . . If you answered "Yes" to either line 6a or line 6b, explain on Part II.		No
<b>7</b> Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," explain on Part II. . . . .	Yes	

**Part II Supplemental Information.** Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also provide any other additional information. See instructions.

Return Reference	Explanation
SCHEDULE E, PART I, LINE 3	SEE PART II OF SCHEDULE E
SCHEDULE E, PART I, LINE 6	THE UNIVERSITY PARTICIPATES IN THE FEDERAL FINANCIAL AID PROGRAM ADMINISTERED BY THE DEPARTMENT OF EDUCATION AS WELL AS GRANT PROGRAMS FROM THE VARIOUS STATES THE UNIVERSITY OPERATES IN.
SCHEDULE E, PART 1 LINE 3	<p>THE ORGANIZATION USES THE MEDIA OUTLETS LIKE FACEBOOK TO SHARE THEIR NONDISCRIMINATORY POLICIES, SOCIAL JUSTICE AND DEEP CONNECTION TO THE COMMUNITY IN WHICH IT SERVES. ANTIOCH UNIVERSITY, FORMERLY KNOWN AS ANTIOCH COLLEGE, HAS A PROUD HISTORY OF BEING ONE OF THE FIRST INSTITUTIONS IN THE MID 1850'S TO ADMIT AFRICAN AMERICANS INTO THE SAME ACADEMIC PROGRAMS AS WHITES. IT IS ALSO NOTABLY THE ALMA MATER OF CORETTA SCOTT KING AND OTHERS WHO WORKED FOR THE CIVIL RIGHTS MOVEMENTS OF THE 1960'S. SHORTLY AFTER ITS INCORPORATION IN 1852, IT AMENDED ITS ARTICLES OF INCORPORATION TO PROVIDE THAT, "NOR SHALL RELIGIOUS OR THEOLOGICAL OPINIONS OF ANY KIND OR CONSIDERATIONS OF RACE, CREED, OR NATIONAL ORIGIN EVER BE USED AS A BASIS FOR EXCLUDING A PERSON FROM ITS BENEFITS." THE UNIVERSITY HAS SINCE EXPANDED ITS POLICY OF NONDISCRIMINATION REQUIRING THAT "ANTIOCH PROVIDES EQUAL OPPORTUNITY FOR ALL QUALIFIED APPLICANTS AND DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, GENDER, ANCESTRY, RELIGION, NATIONAL ORIGIN, SEXUAL ORIENTATION, GENDER IDENTITY, FAMILY STATUS OR DISABILITY IN MATTERS AFFECTING EMPLOYMENT OR IN PROVIDING ACCESS TO PROGRAMS." IT NOW INCLUDES ITS NONDISCRIMINATION POLICY STATEMENT IN ALL BROCHURES AND OTHER RECRUITMENT MATERIALS AS WELL AS IN THE COURSE CATALOG. FINALLY, THE POLICY IS CLEARLY POSTED ON THE WEBSITE OF EACH UNIVERSITY CAMPUS AND PROGRAM. FURTHER, AS PER SECTION 4.03 PARAGRAPH C, THE UNIVERSITY CURRENTLY ENROLLS STUDENTS OF RACIAL MINORITIES IN MEANINGFUL NUMBERS. PER SECTION 4.03 PARAGRAPH B OF REV. PROC. 75-50, 1975-2 CB 587, THE UNIVERSITY IS NOT REQUIRED TO FURTHER ANNUALLY PUBLISH ITS NONDISCRIMINATORY POLICY IN THE LOCAL COMMUNITY BECAUSE IT DRAWS A SUBSTANTIAL PERCENTAGE OF ITS STUDENTS FROM A NATIONWIDE OR LARGE GEOGRAPHICAL AREA, AS WELL AS INTERNATIONALLY.</p>

**SCHEDULE F  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Statement of Activities Outside the United States**

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.  
▶ Attach to Form 990.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2020**

**Open to Public Inspection**

Name of the organization  
ANTIOCH UNIVERSITY

**Employer identification number**  
31-0536640

**Part I** **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

- 1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?  Yes  No
- 2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 3** Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
See Add'l Data					
<b>3a</b> Sub-total . . . . .	0	0			47,825
<b>b</b> Total from continuation sheets to Part I . . . . .	0	0			49,061
<b>c Totals</b> (add lines 3a and 3b)	0	0			96,886

**Part II Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)

- 2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . . ▶ \_\_\_\_\_
- 3 Enter total number of other organizations or entities . . . . . ▶ \_\_\_\_\_



**Part IV Foreign Forms**

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* . . . . .  Yes  No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* . . . . .  Yes  No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* . . . . .  Yes  No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . . . . .  Yes  No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* . . . . .  Yes  No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* . . . . .  Yes  No

**Part V Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

**990 Schedule F, Supplemental Information**

Return Reference	Explanation
PART I, LINE 2:	GRANTS RELATED TO SCHOLARSHIPS ARE DOCUMENTED AS TO SELECTION CRITERIA AND WHO WAS SELECTED. RECORDS CONTAINING THIS INFORMATION ARE MAINTAINED BY THE FINANCIAL AID OFFICE IN THE RESPECTIVE STUDENTS' FILES. FOR OTHER CHARITABLE GRANTS, THE SELECTION CRITERIA AND RECIPIENT INFORMATION IS MAINTAINED BY THE UNIVERSITY GRANT OFFICE AND/OR THE UNIVERSITY ADVANCEMENT OFFICE.

# 990 Schedule F, Supplemental Information

Return Reference	Explanation
PART I, LINE 3:	THE UNIVERSITY REPORTS EXPENDITURES IN FOREIGN COUNTRIES PER ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES. CURRENCY CONVERSION OCCURS AT THE TIME THE EXPENSE IS INCURRED, OR REIMBURSED BY THE UNIVERSITY.

# 990 Schedule F, Supplemental Information

Return Reference	Explanation
PART III ACCOUNTING METHOD:	

## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 31-0536640

**Name:** ANTIOCH UNIVERSITY

### Form 990 Schedule F Part I - Activities Outside The United States

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	0	0	PROGRAM SERVICES	DISSERTATION COMMITTEE MEMBER FOR STUDENT - GERMANY	1,000
EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	0	0	PROGRAM SERVICES	STIPEND FOR STUDENT MENTOR SERVICES - UNITED KINGDOM	6,000

**Form 990 Schedule F Part I - Activities Outside The United States**

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	0	0	PROGRAM SERVICES	DISSERTATION COMMITTEE MEMBER FOR STUDENT - NETHERLANDS	500
SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	0	0	PROGRAM SERVICES	DISSERTATION COMMITTEE MEMBER FOR STUDENT - RWANDA	500

**Form 990 Schedule F Part I - Activities Outside The United States**

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	0	0	PROGRAM SERVICES	WINNER OF LUNCH TICKET GABO PRIZE IN TRANSLATION	400
SUB-SAHARAN AFRICA - ANGOLA, BENIN, BOTSWANA, BURKINA FASO,	0	0	PROGRAM SERVICES	STIPEND FOR STUDENT MENTOR SERVICES - GHANA	300

**Form 990 Schedule F Part I - Activities Outside The United States**

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,	0	0	PROGRAM SERVICES	GUEST SPEAKER/SPEAKER SERVICES	125
MIDDLE EAST AND NORTH AFRICA - ALGERIA, BAHRAIN, DJIBOUTI, EGYPT,	0	0	PROGRAM SERVICES	MARKET RESEARCH ON INTERNATIONAL GSLC PROGRAM	39,000

**Form 990 Schedule F Part I - Activities Outside The United States**

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	0	0	PROGRAM SERVICES	TEACHING SERVICES	48,561
EAST ASIA AND THE PACIFIC - AUSTRALIA, BRUNEI, BURMA, CAMBODIA,	0	0	PROGRAM SERVICES	DISSERTATION COMMITTEE MEMBER FOR STUDENT - BELGIUM	500

**SCHEDULE G**  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

**Supplemental Information Regarding  
Fundraising or Gaming Activities**

OMB No. 1545-0047

**2020**

**Open to Public  
Inspection**

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.  
▶ Attach to Form 990 or Form 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Name of the organization  
ANTIOCH UNIVERSITY

**Employer identification number**  
31-0536640

**Part I Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a**  Mail solicitations
  - b**  Internet and email solicitations
  - c**  Phone solicitations
  - d**  In-person solicitations
  - e**  Solicitation of non-government grants
  - f**  Solicitation of government grants
  - g**  Special fundraising events
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?  Yes  No
- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
COMPASS GROUP INC 2961-A-HUNTER MILL RD STE 808 OAKTON, VA 22124	CONSULTING ADVICE AND APPROACH		No	0	90,000	-90,000
<b>Total</b>					90,000	-90,000

**3** List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

AZ, CA, DE, FL, ID, IN, IA, MT, NE, NH, OH, SD, TX, VT, WA, WY

**Part II Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

Revenue	(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
	<b>LA BRIDGE</b> (event type)	<b>LA COLORS AUTUMN SOIREE</b> (event type)	(total number)	(add col. (a) through col. (c))
<b>1</b> Gross receipts . . . . .	2,310	14,663		16,973
<b>2</b> Less: Contributions . . . . .	2,310	14,663		16,973
<b>3</b> Gross income (line 1 minus line 2) . . . . .				
Direct Expenses	<b>4</b> Cash prizes . . . . .			
	<b>5</b> Noncash prizes . . . . .			
	<b>6</b> Rent/facility costs . . . . .			
	<b>7</b> Food and beverages . . . . .			
	<b>8</b> Entertainment . . . . .			
	<b>9</b> Other direct expenses . . . . .			
<b>10</b> Direct expense summary. Add lines 4 through 9 in column (d) . . . . . ▶				
<b>11</b> Net income summary. Subtract line 10 from line 3, column (d) . . . . . ▶				

**Part III Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

Revenue	(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
	<b>1</b> Gross revenue . . . . .			
Direct Expenses	<b>2</b> Cash prizes . . . . .			
	<b>3</b> Noncash prizes . . . . .			
	<b>4</b> Rent/facility costs . . . . .			
	<b>5</b> Other direct expenses . . . . .			
	<b>6</b> Volunteer labor . . . . .	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No
<b>7</b> Direct expense summary. Add lines 2 through 5 in column (d) . . . . . ▶				
<b>8</b> Net gaming income summary. Subtract line 7 from line 1, column (d) . . . . . ▶				

**9** Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_

**a** Is the organization licensed to conduct gaming activities in each of these states? . . . . .  Yes  No

**b** If "No," explain: \_\_\_\_\_

---

**10a** Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? . . . . .  Yes  No

**b** If "Yes," explain: \_\_\_\_\_

---

- 11** Does the organization conduct gaming activities with nonmembers?  Yes  No
- 12** Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?  Yes  No
- 13** Indicate the percentage of gaming activity conducted in:
- |                                      |            |   |
|--------------------------------------|------------|---|
| <b>a</b> The organization's facility | <b>13a</b> | % |
| <b>b</b> An outside facility         | <b>13b</b> | % |

**14** Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ .....

Address ▶ .....

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue?  Yes  No
- b** If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party ▶ \$ \_\_\_\_\_.
- c** If "Yes," enter name and address of the third party:
- Name ▶ .....
- Address ▶ .....

**16** Gaming manager information:

Name ▶ .....

Gaming manager compensation ▶ \$ .....

Description of services provided ▶ .....

Director/officer       Employee       Independent contractor

- 17** Mandatory distributions:
- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?  Yes  No
- b** Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ \_\_\_\_\_

**Part IV Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Return Reference	Explanation
SCHEDULE G, PART I, LINE 2B, COLUMN (V)	THE COMPASS GROUP, INC. PROVIDED CONSULTING ADVICE AND APPROACH TO THE IN-HOUSE INSTITUTIONAL ADVANCEMENT STAFF.

Note: To capture the full content of this document as Filed, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization ANTIOCH UNIVERSITY

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22. Attach to Form 990. Go to www.irs.gov/Form990 for the latest information.

Employer identification number 31-0536640

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance...
2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000.

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section (if applicable), (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation (book, FMV, appraisal, other), (g) Description of noncash assistance, (h) Purpose of grant or assistance. Rows 1-12.

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table.
3 Enter total number of other organizations listed in the line 1 table.

**Part III Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) STUDENT FINANCIAL AID, SCHOLARSHIPS AND FELLOWSHIPS	798	3,563,032			
(2) CARES ACT	645	542,615			
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

**Part IV Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
PART I, LINE 2:	THE UNIVERSITY FOLLOWS GUIDELINES SET BY THE DEPARTMENT OF EDUCATION, AND STATE GOVERNMENTS, TO ENSURE THAT GRANTS TO STUDENTS ARE AWARDED TO ELIGIBLE RECIPIENTS. ALL DOCUMENTATION REGARDING THE AWARDED OF THESE GRANTS IS MAINTAINED IN THE STUDENT FILE.

**Schedule J**  
(Form 990)

**Compensation Information**

OMB No. 1545-0047  
**2020**  
**Open to Public Inspection**

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees  
 ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  
 ▶ Attach to Form 990.  
 ▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization  
ANTIOCH UNIVERSITY

Employer identification number  
31-0536640

**Part I Questions Regarding Compensation**

	Yes	No								
<p><b>1a</b> Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <table border="0"> <tr> <td><input type="checkbox"/> First-class or charter travel</td> <td><input type="checkbox"/> Housing allowance or residence for personal use</td> </tr> <tr> <td><input type="checkbox"/> Travel for companions</td> <td><input type="checkbox"/> Payments for business use of personal residence</td> </tr> <tr> <td><input type="checkbox"/> Tax idemnification and gross-up payments</td> <td><input type="checkbox"/> Health or social club dues or initiation fees</td> </tr> <tr> <td><input type="checkbox"/> Discretionary spending account</td> <td><input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)</td> </tr> </table>	<input type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use	<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence	<input type="checkbox"/> Tax idemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees	<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
<input type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use									
<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence									
<input type="checkbox"/> Tax idemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees									
<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)									
<p><b>b</b> If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain</p>	<b>1b</b>									
<p><b>2</b> Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?</p>	<b>2</b>									
<p><b>3</b> Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Compensation committee</td> <td><input type="checkbox"/> Written employment contract</td> </tr> <tr> <td><input type="checkbox"/> Independent compensation consultant</td> <td><input checked="" type="checkbox"/> Compensation survey or study</td> </tr> <tr> <td><input type="checkbox"/> Form 990 of other organizations</td> <td><input checked="" type="checkbox"/> Approval by the board or compensation committee</td> </tr> </table>	<input checked="" type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract	<input type="checkbox"/> Independent compensation consultant	<input checked="" type="checkbox"/> Compensation survey or study	<input type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee				
<input checked="" type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract									
<input type="checkbox"/> Independent compensation consultant	<input checked="" type="checkbox"/> Compensation survey or study									
<input type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee									
<p><b>4</b> During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:</p> <p><b>a</b> Receive a severance payment or change-of-control payment?</p> <p><b>b</b> Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p> <p><b>c</b> Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p>	<b>4a</b>	No								
	<b>4b</b>	No								
	<b>4c</b>	No								
<p><b>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</b></p> <p><b>5</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:</p> <p><b>a</b> The organization?</p> <p><b>b</b> Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III.</p>	<b>5a</b>	No								
	<b>5b</b>	No								
<p><b>6</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:</p> <p><b>a</b> The organization?</p> <p><b>b</b> Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III.</p>	<b>6a</b>	No								
	<b>6b</b>	No								
<p><b>7</b> For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.</p>	<b>7</b>	No								
<p><b>8</b> Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.</p>	<b>8</b>	No								
<p><b>9</b> If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>	<b>9</b>									



**Part III**   **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
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# Additional Data

**Software ID:**  
**Software Version:**  
**EIN:** 31-0536640  
**Name:** ANTIOCH UNIVERSITY

## Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 WILLIAM GROVES CHANCELLOR/PRESIDENT	(i)	263,046	0	3,399	11,596	16,906	294,947	0
	(ii)	0	0	0	0	0	0	0
1 ALLAN GOZUM CFO/VICE CHANCELLOR/TREASURER	(i)	215,320	0	851	9,563	15,059	240,793	0
	(ii)	0	0	0	0	0	0	0
2 CHESTER HASKELL VICE CHANCELLOR ACADEMIC AFFAIRS	(i)	200,000	0	3,708	6,300	528	210,536	0
	(ii)	0	0	0	0	0	0	0
3 CRAIG MASLOWSKY VICE CHANCELLOR ENROLLMENT	(i)	201,131	0	252	5,783	1,247	208,413	0
	(ii)	0	0	0	0	0	0	0
4 REBECCA TODD GENERAL COUNSEL/SECRETARY	(i)	195,500	0	722	8,500	1,001	205,723	0
	(ii)	0	0	0	0	0	0	0
5 LAURIEN ALEXANDRE PROVOST GRADUATE SCHOOL L&C	(i)	164,276	0	2,057	5,250	29,055	200,638	0
	(ii)	0	0	0	0	0	0	0
6 MICHELLE KOPPITZ ASSOC VC STRATEGIC PARTNERSHIPS	(i)	147,073	0	371	4,950	39,283	191,677	0
	(ii)	0	0	0	0	0	0	0
7 MARK HOWER PROVOST/CAMPUS CEO	(i)	147,404	0	9,920	4,800	26,239	188,363	0
	(ii)	0	0	0	0	0	0	0
8 MICHAEL GREITZER DIRECTOR OF REAL ESTATE	(i)	149,182	0	713	4,200	26,407	180,502	0
	(ii)	0	0	0	0	0	0	0
9 BENJAMIN PRYOR PROVOST/CAMPUS CEO	(i)	144,197	0	5,015	4,650	25,990	179,852	0
	(ii)	0	0	0	0	0	0	0
10 BARBARA LIPINSKI PROVOST/CAMPUS CEO	(i)	148,647	0	752	4,650	12,232	166,281	0
	(ii)	0	0	0	0	0	0	0

**SCHEDULE O**  
(Form 990 or 990-EZ)

**Supplemental Information to Form 990 or 990-EZ**

OMB No. 1545-0047

**2020**

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

**Open to Public Inspection**

Department of the Treasury

Name of the organization

ANTIOCH UNIVERSITY

Employer identification number

31-0536640

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 1	<p>IN ARTICLE VI OF THE BOARD OF GOVERNORS BY-LAWS, SECTION 6.4 STATES: "THE EXECUTIVE COMMITTEE OF THE BOARD OF GOVERNORS SHALL BE RESPONSIBLE FOR THE GENERAL CONTROL, MANAGEMENT, AND REGULATION OF ALL MATTERS PERTAINING TO THE CORPORATION BETWEEN MEETINGS OF THE BOARD OF GOVERNORS. EXCEPT ON THOSE MATTERS RESERVED FOR THE BOARD OF GOVERNORS IN THE BY-LAWS OR IN THE ARTICLES OF INCORPORATION, THE EXECUTIVE COMMITTEE IS EMPOWERED TO ACT ON BEHALF OF THE BOARD OF GOVERNORS BETWEEN BOARD MEETINGS AND IN EMERGENCIES WHEN THE BOARD CANNOT MEET IN A TIMELY MANNER TO ACHIEVE A QUORUM, AND TO OTHERWISE HANDLE ROUTINE MATTERS TO ENABLE THE BOARD TO BE EFFICIENT AND STRATEGIC IN THE USE OF ITS MEETING TIME. THE EXECUTIVE COMMITTEE SHALL CONSIST OF THE FOLLOWING EX-OFFICIO MEMBERS: THE CHAIR OF THE BOARD OF GOVERNORS WHO SHALL ALSO SERVE AS ITS CHAIR, VICE CHAIR OF THE BOARD OF GOVERNORS, THE CHAIRS OF ALL STANDING COMMITTEES OTHER THAN THOSE CHAIRED BY THE BOARD VICE CHAIR, AND THE CHANCELLOR (WITHOUT VOTE). THEY EACH SHALL SERVE ON THE COMMITTEE AS LONG AS THEY HOLD THEIR RESPECTIVE LEADERSHIP POSITIONS. ADDITIONALLY, AT LEAST ONE AT-LARGE MEMBER SHALL BE NOMINATED ANNUALLY BY THE GOVERNANCE COMMITTEE FOR A RENEWABLE ONE-YEAR TERM FOR ELECTION BY THE BOARD OF GOVERNORS. SUCH PERSON SHALL NOT SERVE FOR MORE THAN TWO CONSECUTIVE YEARS AS THE AT-LARGE MEMBER OF THE EXECUTIVE COMMITTEE.</p>

## 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE FORM 990 WAS REVIEWED AND DISCUSSED WITH THE AUDIT COMMITTEE, OUTSIDE CPA FIRM, CHANCE LLOR, VICE PRESIDENT/CFO, UNIVERSITY COUNSEL, AND ACCOUNTING LEADERSHIP. A COPY OF THE FORM 990 WAS PROVIDED TO THE FULL BOARD OF GOVERNORS PRIOR TO FILING THE RETURN.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION B, LINE 12C	THE UNIVERSITY CONFLICT OF INTEREST POLICY IS REVIEWED ANNUALLY BY EACH OFFICER AND MEMBER OF THE BOARD OF GOVERNORS. EACH INDIVIDUAL SIGNS A FORM ANNUALLY CONFIRMING THEY HAVE REVIEWED AND UNDERSTAND THE POLICY AND DISCLOSING ANY CONFLICTS THEY MAY HAVE. THE BOARD OF GOVERNOR'S ANNUALLY REVIEWS THESE FORMS AND APPROVES A RESOLUTION STATING THAT ALL OFFICERS AND BOARD MEMBERS HAVE SUBMITTED THEIR FORM. IF ANY CONFLICTS ARE NOTED, THE BOARD WILL REVIEW THE RELATIONSHIP AND TRANSACTION AND DETERMINE IF FURTHER ACTION IS NECESSARY TO MANAGE THE CONFLICT. EACH TIME A SIGNIFICANT NEW CONTRACT IS ENTERED INTO OUTSIDE OF THE ANNUAL DISCLOSURE PERIOD, THE BOARD OF GOVERNORS IS QUESTIONED AS TO WHETHER ANY CONFLICT OF INTERESTS EXISTS. MANAGEMENT DOES AN ASSESSMENT OF ANY POSSIBLE CONFLICTS, AS WELL, AT THIS TIME. WHEN A CONFLICT MAY ARISE, DEPENDING ON THE CIRCUMSTANCE, THE MEMBER IS REQUIRED TO RECUSE HIM/HERSELF DURING DISCUSSIONS AND VOTING OF THE CONFLICTED ACTIVITY, OR THEY MAY BE ASKED TO RESIGN. THE PROCESS TO MANAGE ANY SPECIFIC CONFLICT IS DOCUMENTED IN THE MINUTES AND RECORDS OF THE UNIVERSITY.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION B, LINE 15	<p>THE COMPENSATION COMMITTEE IS MADE UP OF INDEPENDENT MEMBERS OF THE EXECUTIVE COMMITTEE. THEY REVIEW INDUSTRY SALARY AND BENEFITS DATA FROM SEVERAL REPUTABLE SOURCES. THESE SOURCES INCLUDED SURVEY DATA OF DOZENS OF INDUSTRY PEERS. IN ADDITION, THE COMMITTEE WOULD TAKE INTO CONSIDERATION THE FINANCIAL HEALTH OF THE INSTITUTION AND THE INCREASES PROVIDED TO OTHER KEY EMPLOYEES WITHIN THE UNIVERSITY. THE COMMITTEE HELD DISCUSSIONS AND ULTIMATELY VOTED UPON THE COMPENSATION PROVIDED TO THE CHANCELLOR FOR THE FOLLOWING YEAR. THE PROCESS WAS DOCUMENTED. FOR OTHER OFFICERS AND KEY EMPLOYEES, THE CHANCELLOR SIMILARLY REVIEWS INDUSTRY DATA FOR COMPARABLE INSTITUTIONS. IN ADDITION, PERFORMANCE EVALUATIONS ARE COMPLETED. A COMPENSATION RECOMMENDATION FOR THESE EMPLOYEES IS BASED ON THIS DATA, AND PROVIDED BY THE CHANCELLOR TO THE EXECUTIVE COMMITTEE, OR FULL BOARD, WHO THEN VOTES ON THE FINAL COMPENSATION. THE PROCESS IS DOCUMENTED ANNUALLY.</p>

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION C, LINE 19	THE UNIVERSITY'S GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE MADE AVAILABLE TO THE PUBLIC AT THE UNIVERSITY'S WEBSITE <a href="http://www.antioch.edu/policies/">HTTP://WWW.ANTIOCH.EDU/POLICIES/</a> . THE ORGANIZATION PROVIDES THE FORM 990 UPON REQUEST FOR THE SAME PERIOD OF DISCLOSURE AS SET FORTH IN IRC SECTION 6104(D). THE CHANCELLOR PROVIDES ENROLLMENT AND FINANCIAL UPDATES TO THE UNIVERSITY COMMUNITY THROUGHOUT THE YEAR VIA ON-LINE AND/OR CAMPUS VISITS.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART XI, LINE 9:	POSTRETIREMENT CHANGES OTHER THAN NET PERIODIC POSTRETIREMENT COST 18,178.