

# SEARCH PROFILE:

PRESIDENT



Ohio  
Wesleyan  
University

# CONTENTS

ABOUT OWU	4
ACADEMIC PROGRAMS	5
FACULTY AND STAFF	6
STUDENT LIFE	6
DIVERSITY, EQUITY, AND INCLUSION	7
FINANCIAL OVERVIEW	7
RECENT CONSTRUCTION AND RENOVATION	8
STRATEGIC PLAN	8
SENIOR LEADERSHIP	9
BOARD OF TRUSTEES	9
LIFE IN THE AREA	10
THE LEADERSHIP AGENDA	11
REQUIRED AND DESIRED LEADERSHIP SKILLS, EXPERIENCES AND QUALIFICATIONS	13
APPLICATION PROCEDURES	14
FACTS AND HIGHLIGHTS	15



The Board of Trustees at Ohio Wesleyan University has launched the search for the University's 17th president. Located in Delaware and in close proximity to Columbus, Ohio Wesleyan University (OWU) is a private, liberal arts, residential institution with a distinctive purpose of providing every student with transformational experiences that will prepare them for the causes, careers, and graduate school opportunities they want to pursue.

This is an exceptional opportunity for the next president to build upon the momentum created by the successful 15-year tenure of President Rock Jones and a recent, record-setting \$238 million comprehensive campaign, which drew support from more than 19,900 alumni, parents, and friends. The new president will find a warm, welcoming

environment at an institution where there is great pride in educating students on the beautiful and historic 200-acre campus, located in the friendly, thriving hometown of Delaware, and surrounded by an economically vibrant, prosperous, and rapidly growing regional community.

The Board of Trustees seeks an innovative, inspirational leader who will chart an ambitious course and set the vision for a campus community primed for the changes anticipated in higher education over the next 10 years. There is a strong interest in finding a truly collaborative leader, one who will be very intentional in building strong relationships with students, faculty, staff, and alumni. The new president is expected to take office on July 1, 2023.



## ABOUT OWU

Ohio Wesleyan University is an independent, undergraduate liberal arts institution that has positioned itself for 21st-century learning and teaching through a new general education program, enhanced academic programs, a dynamic faculty recruitment and retention initiative, and an innovative and holistic commitment to student formation and learning through the OWU Connection.

There are more than 1,400 students, almost equally men and women, from 42 states and 32 countries. Students of color make up approximately 30 percent and include both U.S. multicultural students and international students; the University is strongly committed to racial, ethnic, cultural, and socioeconomic diversity. In 2021, 97% of reporting graduates were employed and/or in graduate school within six months.

OWU confers the Bachelor of Arts, Bachelor of Fine Arts, and Bachelor of Science, and in partnership with a number of select institutions, offers combined-degree programs in fields such as nursing, engineering, and occupational therapy. Degrees are offered through 19 academic departments, 70 majors, and several interdisciplinary programs.

An exciting sense of energy at Ohio Wesleyan is based largely on the [OWU Connection](#), the University's signature experience, which allows for

### MISSION AND STATEMENT OF AIMS

Ohio Wesleyan's founding charter provides that "the University is forever to be conducted on the most liberal principles, accessible to all religious denominations, and designed for the benefit of our citizens in general."

In the spirit of this heritage, the University defines itself as a community of teachers and students devoted to the free pursuit of truth. It attempts to develop in its students qualities of intellect and character that will be useful no matter what they choose to do in later life. The transmission, extension, and discovery of knowledge are central to the liberal arts tradition.

While encouraging professional scholarship and feeling justifiably proud of its faculty and graduates who enjoy national or international reputations in their fields, the University has as its preeminent purpose to be a quality institution for teaching and learning. Because effective teaching is of the highest importance, members of the faculty regularly are reviewed and evaluated for excellence in teaching.

extensive opportunities for independent research, service, off-campus study, and internships. The OWU Connection helps students *think big* by allowing them to understand issues from multiple academic disciplines. It encourages them to *do good* by serving the local and global community. It inspires them to *go global* by gaining an international perspective through travel-learning and study away. And it provides them an opportunity to *get real* by translating classroom knowledge into real-world experience. The OWU Connection includes a growing number of Travel-Learning Courses that give students an up-close look at issues discussed in class and an expanded Theory-to-Practice Grant program that enables them to write grant proposals for research, internship, service, and cultural-immersion projects and carry them out in locations throughout the world.



## ACADEMIC PROGRAMS

Ohio Wesleyan is an innovative leader in liberal arts education committed to preparing students to be engaged and effective global citizens and leaders. The University offers more than [70 academic majors](#) and awards Bachelor of Arts, Bachelor of Fine Arts, and Bachelor of Science degrees.

In January 2022, Ohio Wesleyan's faculty adopted a new general education curriculum, marking the first major change to the University's curriculum in more than half a century. Implementation of the new curriculum begins in fall 2022, with full implementation to occur in fall 2023. To continually develop and assess concepts for new academic and co-curricular programs, the University also has a "pipeline program initiative," with committees of faculty and staff. This formal program to improve the University is one of a handful of innovative undertakings established during the pandemic.

### HONORS PROGRAM

Ohio Wesleyan's Leland F. and Helen Schubert [Honors Program](#) consists of honors seminars and tutorials, honors courses, and mentored independent research or creative projects. Students also are eligible to live in a 27-bed on-campus Gillespie Honors House, which opened in 2017. Ohio Wesleyan is among the 10% of the nation's colleges and universities with a [Phi Beta Kappa](#) chapter. OWU's Eta chapter was established in 1907.

### HIGHER EDUCATION PARTNERSHIPS

Ohio Wesleyan also has several academic partnerships with other higher education institutions. These include guaranteed admission for Columbus State Community College graduates with 3.0 GPAs, [pre-nursing pathways](#) that enable OWU students to earn Bachelor of Science in Nursing degrees at Mount Carmel College of Nursing, and 3-2 engineering and other [post-graduate pathways](#) for OWU students at schools including the California

Institute of Technology, Carnegie Mellon University, Case Western Reserve University, and Washington University in St. Louis. OWU recently expanded an agreement with Case Western Reserve University to create an early admission pathway for students seeking master's degrees at CWRU's Weatherhead School of Management including Business Analytics and Supply Chain Management along with the already existing Finance degree.

### LIFELONG LEARNING INSTITUTE

Launched in fall 2019, the [Lifelong Learning Institute](#) (LLI) was created with community partners and offers noncredit classes to those aged 55 and over. Currently, enrollees are able to take as many LLI classes as they wish for a flat enrollment fee.

### ACCREDITATION

OWU is accredited by The Higher Learning Commission. OWU's next review for reaffirmation of accreditation will take place in 2028-2029. OWU is on the Open Pathway for accreditation, one of three options that HLC uses to determine eligibility for re-accreditation. The University has only one "full review" every 10 years while institutions not on the Open Pathway have two such reviews every decade.

Appropriate departments are approved or accredited by the American Chemical Society, the National Association of Schools of Music, the Ohio Department of Education (for licensure of elementary and secondary school teachers), and the Council for the Accreditation of Educator Preparation (CAEP). The University is a member of the Great Lakes Colleges Association of 13 leading independent institutions in Indiana, Michigan, Pennsylvania, and Ohio; a member of The Annapolis Group of Liberal Arts Colleges; a member of the Association of Independent Colleges and Universities of Ohio (AICUO); and a member of the Five Colleges of Ohio, a consortium of the state's leading private, undergraduate institutions.

## FACULTY AND STAFF

Outstanding teaching is a hallmark of the University, which is best known for the quality and accessibility of its faculty. OWU's 100 full-time faculty members, of which nearly 40% are female, are consistently highly rated by students for their teaching quality, their excitement about their academic disciplines, and their willingness to mentor, commit, and be accessible.

OWU faculty are active scholars, artists, and authors across all disciplines, and many are nationally recognized in their fields. Faculty members contribute to *Wall Street Journal* and *The New York Times* book reviews; serve as co-chair of the National Academies of Science, Engineering, and Medicine's panel on biological sciences in space, and have been awarded major grants from the National Science Foundation, NASA, and the Ohio

Departments of Education and Higher Education. Recent faculty accomplishments are noted in *OWU Magazine* articles from [Spring 2022](#) and [Fall 2021](#).

The OWU full-time faculty is 13% from traditionally underrepresented groups. The University is actively working to make this better align with national demographics. A total of 29% of faculty hired since 2020 have been from underrepresented groups. Ohio Wesleyan has an 11:1 student-faculty ratio and an average class size of 12.

OWU's 209 full-time staff members serve students and the University with dedication and professional expertise. They are represented by a Staff Council, which serves as a voice to the administration and as a focal point for sharing information with staff across the University.

## STUDENT LIFE

Ohio Wesleyan fosters a diverse community of more than 1,400 students, where 28 percent of students are multicultural or come from other countries. Nearly 90% of students live on campus all four years, creating a close-knit community and vibrant living and learning community. OWU has established [community standards](#) along with guiding principles and a code of conduct that are directly tied to the institutional mission.

[Housing options](#) include traditional residence halls, Greek houses, small living units (SLUs) that allow students passionate about a common topic to live together, senior student apartments, an Honors House, the House of Black Culture, and a custom-designed residence hall intended to help first-year students make friends and persist to graduation. More than \$75 million has been invested in improving campus housing over the past decade, with two-thirds of the beds on campus in rooms built or remodeled during these 10 years.

Campus life includes opportunities to develop and hone leadership skills, including through Greek life, OWU's Leadership Fellows program, President's Club, Wesleyan Council on Student Affairs, and involvement in the national LeaderShape Institute. Ohio Wesleyan students are able to participate in nearly 100 [clubs and organizations](#), including fraternities and sororities, music and vocal groups, spiritual and service organizations, an active LGBTQIA+ community, and even medieval combat and improvisational comedy clubs.

In addition, Ohio Wesleyan has 24 [Battling Bishop varsity athletics teams](#), with 12 for women and 12 for men. Approximately 37% of Ohio Wesleyan students are varsity athletes, and OWU is a competitive member of the NCAA Division III and the North Coast Athletic Conference (NCAC).



The Bishops have won five NCAA national championships, with titles in men's basketball and men's and women's soccer. OWU also has won the All-Sports Trophy in the highly competitive NCAC nine times. OWU's varsity athletes also are serious students with 108 scholar-athletes named to the NCAC Academic Honor Roll in 2022.

Ohio Wesleyan has a [marching band](#) that adds energy and excitement to campus and community events and, new in fall 2022, the University has added its first [esports team](#) that will compete through the National Esports Collegiate Conference (NECC).

The institution also promotes a strong, supportive community environment by making student admission free to nearly all campus events – including athletics and theatre performances. Students also participate in other OWU traditions including the twice-a-year Day on the JAY campuswide celebration with free food and games, Late-Night Breakfasts to help students fuel up for finals each semester, and the innovative three-minute [i-Cubed faculty lectures](#), filled with ideas, insight, and imagination.

Today, OWU supports students of all faith traditions (or no faith tradition) through the University Chaplain's Office. Service opportunities abound through the Office of Community Service Learning, with OWU students serving as community tutors, Big Brothers Big Sisters, volunteer builders with Habitat for Humanity, and more.



## DIVERSITY, EQUITY, AND INCLUSION

Ohio Wesleyan launched a new [Diversity, Equity, & Inclusion Action Plan](#) in June 2020 to create meaningful and immediate change on campus. The initiative includes support from OWU's [Diversity, Equity, and Inclusion Council](#), led by the University's full-time chief diversity officer, who reports directly to the president. In May 2022, the Board of Trustees adopted a [DEI resolution](#) with a commitment to inclusive excellence and building a diverse community along with an equitable and inclusive culture.

The Diversity, Equity, and Inclusion Council currently is working on a five-year DEI Strategic Plan, and the University now offers a three-week, for-credit [Bridge Program](#) designed to strengthen quantitative, qualitative, and critical-thinking skills of incoming first-year students.

The Bridge Program is focused on students of color, first-generation students, low-income students, and/or LGBTQIA+ students.

LGBTQIA+ students are supported through the Office of Multicultural Student Affairs (OMSA), Spectrum Resource Center, and student-led OWU PRIDE organization. The Sexuality and Gender Equality (SAGE) small living unit also enables students to create a friendly, welcoming home for friends and allies. Students of color are supported by OMSA and able to participate in organizations including Black Student Union and Black Men of the Future. Unique living opportunities include the House of Black Culture and LA CASA, a small living unit established by Latinx students.

## FINANCIAL OVERVIEW

Ohio Wesleyan maintains a solid financial foundation. For the fiscal year ending June 30, 2021, robust endowment growth and investment in University construction brought total assets to \$523 million, while long-term bonds and notes payable equaled \$55 million, with a Standard and Poor's rating of A-. Total revenue for FY21 was \$72.5 million, with net tuition and fee revenue at 26.6% of total revenue. As of June 30, 2021, the University had \$23 million in short-term financial assets available, and the University has an unsecured line of credit of \$10 million at a local financial institution.

The University's seven-year "Connect Today, Create Tomorrow" campaign, which concluded on June 30, 2021, was the largest fundraising campaign in Ohio Wesleyan's history. The seven-year, comprehensive campaign raised nearly \$238 million, surpassing the original goal of \$200

million. The campaign supports scholarships and financial aid, experiential learning through the OWU Connection, faculty development and recruitment, and OWU's Annual Giving programs. More information about the successful campaign can be found in this [OWU Magazine article](#).

The market value of the University's endowment pool was \$307.9 million as of June 30, 2021. Since 2012, OWU's endowment has grown by 75% (from \$176,030,816 to \$307,932,456).

Tuition for the 2022-2023 academic year is \$49,962, with room and board averaging an additional \$13,745. In 2020-2021, students received an average of \$45,166 in institutional merit- and need-based financial aid, and more than 99% of students received institutional financial assistance.

## RECENT CONSTRUCTION AND RENOVATION

Ohio Wesleyan invested significantly in student housing and campus buildings during the past three years, including the complete renovation of Smith Hall, which houses most first-year students, and the construction of Bradford Milligan Hall, with apartment-style living for upper-level students. These two projects – funded through philanthropic support – highlight a Residential Renewal project begun a decade ago. Today, more than two-thirds of students live in new or renovated housing. Additional approved but unscheduled work includes renovating the remaining residential halls and houses and exploring new housing based on campus needs.

In addition, the University completed a \$4.2 million renovation of Branch Rickey Arena in November 2020. In May 2021, OWU secured philanthropic support to fund the complete renovation of historic Slocum Hall, and that project will be completed in September 2022. The renovated Slocum Hall will house the Office of Admission as well as offices overseeing the OWU Connection, including the Career Connection (career services), International and Off-Campus Programs, Undergraduate Research, and Community Service Learning.

## STRATEGIC PLAN

Ohio Wesleyan's leadership currently is developing new strategic priorities annually, allowing the University to be very strategic and focused in its annual goals.

For the 2022-23 academic year, the University is concentrating on three strategic pillars:

- Develop a distinctive and transformational student experience. As part of this initiative, OWU faculty recently reimagined the academic program and general education requirements.
- Build a diverse and inclusive campus community.
- Achieve financial sustainability through innovation and entrepreneurship.

The University looks forward to working with the new president, who will lead the creation and implementation of a new strategic plan. The new plan will be informed by the work that faculty and staff conducted during the past several months to identify, explore, and evaluate options for new academic and co-curricular programs that could attract new students and fulfill needs in the marketplace. New majors and co-curricular programs generated from this process are planned to be introduced by fall 2023.

In a separate “Moving the Needle” initiative, developed in collaboration with CREDO, Ohio Wesleyan has undertaken one of the most comprehensive student success initiatives in its history. Launched in August 2021, the five-year program is a coordinated effort to remove barriers that unnecessarily impede students as a way to increase retention and graduation rates.





## SENIOR LEADERSHIP

The president's senior leadership team, comprised of a group of dynamic, creative, and energetic senior leaders, provides primary leadership support for strategic priorities and initiatives and functions as an advisory body to address and assist with matters of substantial importance to the University. This experienced team meets weekly and includes the

provost, vice president for enrollment, vice president for finance and administration/treasurer, vice president for student success and engagement, and vice president for university advancement. Also reporting directly to the president are the chief communications officer, chief diversity officer, and director of athletics.

## BOARD OF TRUSTEES

The president is supported by a highly engaged Board of Trustees, made up of a distinguished group of 40 loyal alumni and friends of the University who focus on the future of the institution and have a fiduciary responsibility to the University, including approving an annual plan of financial operation. The board includes entrepreneurs and C-suite executives and leaders in finance and commerce, education, law, public policy, religion, communication, and other fields, providing a broad span of expertise and perspectives.

The trustees meet as a full board three times a year and have the following board committees: executive; organization; finance and operations; university advancement; academic affairs; student affairs; enrollment and marketing; diversity, equity, and inclusion; and athletics liaison. The president is a voting member of the board. [A roster of board members](#) is available on the OWU website.



## LIFE IN THE AREA

Ohio Wesleyan University benefits from its location in the Greater Columbus region of central Ohio, an 11-county metropolitan area described as being “in the midst of unprecedented economic growth.”

According to [One Columbus](#), an economic development organization: “The Region is home to today’s business leaders and is at the forefront of the industries of tomorrow, from advanced manufacturing to smart mobility research and development. Centrally located between Chicago and New York, the Columbus Region boasts the greatest market access of any major metro—with 45% of the United States population within a 10-hour drive. With one of the youngest and most-educated populations in the country—the median age is 35.9 and 36% of residents 25+ holds a bachelor’s degree or higher. The Region offers a steady pipeline of young talent with one of the highest concentrations of college students in the nation. Columbus is among the top 10 metros in the United States for concentration of young professionals (age 25-34) and is the only metro with this distinction located in the eastern half of the country.”

**Columbus**, Ohio’s capital and largest city, is vibrant, growing, and progressing at the forefront of technology, becoming the Silicon Midwest. America’s 14th largest city, Columbus is known for its open attitude, smart style, and entrepreneurial spirit, and it offers unlimited internship and career opportunities for OWU students. With 11 colleges and universities and world-class science and technology organizations, the area has built a diverse and highly educated workforce, attracting major corporations, including a \$20 billion Intel production site announced in 2022. Intel’s investment includes \$100 million toward partnerships with educational institutions to build a pipeline of talent and bolster research programs in the region. As a result of Intel and other economic development efforts in the region, Columbus and the surrounding areas are attracting a lot of new businesses, and current projections are for the population to grow by 800,000 over the next 10 years. As the central Ohio region has grown, the City of Delaware and southern Delaware County have shifted from a rural, more isolated community, to become more of a suburb of Columbus. OWU is well positioned to benefit from and leverage opportunities from the growth generated by the economic prosperity of the region.

Additional accolades: Columbus has been named one of the Best Weekend Getaways in the Midwest for 2021 by *U.S. News & World Report*, to a Top 10 Domestic Travel Destination for 2020 by *Travel Channel*, and one of 52 Places to Visit by *The New York Times* in 2019. Read about [Columbus In the News](#).



More specifically, Ohio Wesleyan is situated in the heart of the city of **Delaware**, Ohio, the county seat of Delaware County. The city currently has nearly 44,000 residents and is one of the fastest-growing areas in the state and nation, while the county has just over 214,000 residents.

**Interesting facts about Delaware:** The median age for city residents is 34.5, skewing slightly younger than the county at 38.4 years and the state at 39.3 years. (Nationally, the median is 38.6.) Delaware is the only county in Ohio where more than half (56%) of the adults have a bachelor’s degree or higher (U.S. average is 33 percent). About 96% of the county’s adult residents have earned a high school diploma (U.S. average is 88 percent).

Furthermore, the median household income is \$106,908 in Delaware County and \$75,702 in the city. That compares with \$51,758 in the U.S. The rate of home ownership in Delaware County is 81.6 percent while the U.S. average is 62.9 percent. White-collar jobs make up 82% of the jobs in the county and 66% in the city. The county has about 6,500 businesses and an unemployment rate of about 1.8%.

The city reports growing jobs by 35.27% in the last 10 years, with the largest employers including the Kroger Company, Delaware County, OhioHealth Grady Hospital, Delaware City Schools, and OWU. Entrepreneurship is thriving in the city and county, with both entities collaborating with Ohio Wesleyan in the Delaware Entrepreneurial Center at Ohio Wesleyan. The city also has a COhatch shared workspace next to City Hall.



## THE LEADERSHIP AGENDA

The Ohio Wesleyan presidency is an exceptional opportunity for an inspirational and visionary president to build upon the successful tenure of President Rock Jones and lead the University into a new era of academic excellence, enrollment and resource growth, and heightened visibility and influence.

The next president will lead an institution that enjoys significant assets; a nationally recognized academic program; a stable financial foundation supported by a sizeable endowment and generous donor support; an attractive campus enhanced by recent substantial investments in facilities; a talented senior leadership team; a distinguished and supportive Board of Trustees; and a serious commitment to advancing diversity, equity, and inclusion. The next president also will be presented with growth opportunities created by OWU's location in the dynamic economy of the Columbus region.

The University seeks a bold leader who can fully apply these assets to drive opportunities for innovative change that meets the challenges facing independent higher education; a collaborative leader who will build productive relationships with students, faculty, staff, and alumni; and an effective leader who will raise the University's visibility and influence in the Greater Columbus region.

### **GROWTH**

The primary opportunity for the next president is to engage and inspire the OWU community around a vision for growth in enrollment and new revenue streams. This opportunity is supported by the dynamic population and economic expansion of the Columbus region, including Intel's [\\$20 billion investment](#) in the area to build two computer chip factories. Entrepreneurial leadership and dynamic partnership-building will be required to determine how best to take advantage of such growth opportunities, consistent with OWU's identity, culture, and values as a premier liberal arts university. The president will lead the board, faculty, and staff in defining and communicating the Ohio Wesleyan brand and identifying and launching a bold program of new initiatives.

### **VISIBILITY AND INFLUENCE IN THE GREATER COLUMBUS REGION**

In order to take full advantage of its growth potential, Ohio Wesleyan must raise its visibility in the growing, but highly competitive, Greater Columbus region. The next president will seek out opportunities for partnerships with private, governmental, and nonprofit enterprises and establish OWU as an essential resource for supporting regional workforce development. By raising its visibility and influence, the University will expand opportunities for student engagement in internships, service, and research through the OWU Connection program.

## THE LEADERSHIP AGENDA (CONT.)

### **INSTITUTIONAL GOVERNANCE**

OWU has a culture and history of faculty participation in major decisions that goes beyond traditional academic issues. Strong faculty governance has served the institution well. However, the acceleration of the pace of change in higher education, along with a reduction in the size of the faculty, has created a sense shared by faculty and administration that governance roles should be revisited. Streamlining faculty responsibilities will free up time for teaching, mentoring, and scholarship and allow the University to respond to strategic opportunities more quickly. While faculty generally recognizes the need to reduce their administrative workload, they also wish to preserve their input into major directions and policies. Work is underway to revisit the faculty's role in governance, and it will be important for the next president to support this process by establishing trust, transparency, and collaboration.

### **DIVERSITY, EQUITY, AND INCLUSION**

The next president will build on OWU's substantial strides in fostering diversity, equity and inclusion and provide leadership as the University seeks to fully engage and cultivate a genuine sense of belonging among an increasingly diverse community of students, faculty, staff, and trustees. The president will be committed to actions and outcomes that serve the diverse populations of the institution and the surrounding region. The next president will have an opportunity to build community by encouraging and participating in conversations with students, faculty, and staff to foster a culture with an appreciation of human differences and respect for one another.

### **VISION AND STRATEGY**

The long-term presidency of Rock Jones has established a solid financial structure, transformed the campus infrastructure, generated academic momentum, and promoted a positive campus culture. These assets, complemented by an enviable geographic location, present the next president with a rich opportunity to establish a vision for growth, bolstered by the development of a new strategic plan that will define a well-chosen set of initiatives and priorities. The challenge will be to engage and inspire the community in defining and supporting a strategic plan that leads to enrollment growth, new revenue sources, and a sustainable long-term financial model. The next president must be able to balance OWU's open and consultive culture with entrepreneurial and decisive leadership.

### **PRESERVING VISIBLE, OPEN, COLLABORATIVE CULTURE**

OWU has benefitted from a presidential leadership style that emphasized visibility, approachability, and collaboration. President Jones and his senior leadership team have enhanced transparency, especially regarding sharing financial data with faculty governance structures. There is a clear desire across students, faculty, and staff that the next president be comfortable with a campus culture that is open, transparent, and collaborative. The new president must begin quickly to build trust, engage, and affirm the role of faculty in governance, be visible and accessible to students, and be proactive in supporting the staff, especially in terms of workload and work-life balance.

### **STRENGTHENING AND SUPPORTING BOARD AND SENIOR ADMINISTRATIVE LEADERSHIP**

The next president of Ohio Wesleyan will be supported by a Board of Trustees that is engaged and supportive and brings expertise from successful careers. The Board is unified and enthusiastic about the future of the University. OWU also has benefitted from a talented senior leadership team that understands both the campus culture and the institution's need to respond to challenges. This team has supported and complemented President Jones, leading successful initiatives in academic programs, financial transparency, DEI, and fundraising. A high priority will be to maintain and strengthen Board and senior leadership, including selecting the next Vice President for Enrollment, following the appointment of Stefanie Niles as president of Cottey College.



## REQUIRED AND DESIRED LEADERSHIP SKILLS, EXPERIENCES AND QUALIFICATIONS

The next president will bring a successful track record of leadership experience, including experience in supporting and sustaining a high-performing team; financial management (stewardship, investment, revenue generation, budget oversight, etc.); strategic thinking, planning, and action leading to improved organizational performance; and capacity to lead innovation and change. An earned terminal degree is preferred. Experience in higher education is preferred, as is experience at the presidential or cabinet level.

In addition to meeting these requirements, the successful candidate will bring many of the highly valued competencies, experiences, characteristics, and qualifications listed below:

**Executive Leadership:** A person with the ability to be collaborative and decisive, with a capacity to lead, navigate, and achieve results under conditions of ambiguity and uncertainty. An ability to listen and empathize, think critically and creatively, solve problems, and manage conflicts and crises are also essential skills.

**Higher Education:** An individual with a deep commitment to a liberal arts education, an understanding of its history and traditions, with experience in pursuing a modern, robust, and re-envisioned future for the liberal arts in America.

**Shared Governance:** A person with demonstrated skill in working in an environment of shared governance, particularly with the faculty and the Board of Trustees.

**Relationship Building and Communication:** An individual with the ability to develop, cultivate, and maintain effective partnerships with key constituents, including students, faculty, staff, administrators, and alumni. An accessible member of the community able to engage with a wide variety of constituencies. Possess superior communication skills (written, oral, interpersonal), marked by simplicity, clarity, and understanding.

**Student Engagement:** A person who finds joy in building connections with students through participation in campus events and personal interactions with a diverse student body. Derives pleasure from building relationships and enjoys being a visible, welcoming, friendly, and engaged presence on a campus that is itself welcoming and friendly.

**Personal Characteristics:** An individual whose presence and persona are inspiring, trusting, authentic, positive, and passionate; a leadership style that empowers people and organizations.

**Entrepreneurial Mindset:** A person who exhibits a strategic and entrepreneurial mindset, with extensive experience setting priorities and seizing opportunities for growth. Proven ability to work successfully with internal and external constituencies to build and enhance partnerships with other educational institutions, government, alumni and friends, foundations, corporations, and the communities OWU serves.

**Fundraising Capacity:** An individual with experience, capacity, and enthusiasm for the fundraising that will be required to help assure and bolster OWU's future through campaign efforts; adept at building relationships with current supporters and potential partners in philanthropy.

**Commitment to Diversity, Equity, and Inclusion:** An individual who will inspire and guide a campus that is increasingly more diverse and foster an environment that is respectful of differences and inclusive of all students, faculty, staff, and alumni. A person committed to action and outcomes that lead all people to feel secure, heard, and respected.

**Financial Acumen:** A person with strong financial acumen including a comprehensive understanding of the financial pressures facing higher education, the unique role of the endowment for funding student tuition, and the ability to raise the resources to achieve strategic goals.





## INSTITUTION HISTORY

Ohio Wesleyan University was established with community support in 1842, when the Rev. Adam Poe, pastor of William Street Church, encouraged the citizens of Delaware to raise funds to purchase property and establish a university "of the highest order." The Ohio Legislature granted Ohio Wesleyan its official charter on March 7, 1842.

The College of Liberal Arts opened its doors in 1844, with an enrollment of 29 male students taught by three professors. In 1853, the Ohio Wesleyan Female College, an independent institution, was established in Delaware, and it merged with the University in 1877.

Founded by Methodists in 1842, OWU welcomes students of all religious faiths. The University Chaplain provides support for all denominations and coordinates a program of social action and community service. Led by the Office of Community Service Learning, an extraordinary percentage of Ohio Wesleyan students participate in volunteer and philanthropic initiatives. Many complete projects through their fraternities or sororities, or their residency in Small Living Units.



## APPLICATION PROCEDURES

The Ohio Wesleyan Presidential Search Committee is being assisted by Academic Search. Applications, nominations, and expressions of interest may be submitted in confidence to [OWUPresident@academicsearch.org](mailto:OWUPresident@academicsearch.org). When submitting a nomination, please include the nominee's name and contact information.

Applications must include a curriculum vitae and a substantive cover letter that addresses the expectations discussed in the leadership agenda. For full consideration, applications must be received by **October 28, 2022**. Confidential conversations about this opportunity may be arranged by contacting [Maya Ranchod Kirkhope](#) or [Stuart Dorsey](#).

*As an equal opportunity institution, OWU has a commitment to diversity, equity, inclusion, and anti-racism. We do not discriminate on any basis including race, religion, color, culture, national origin, sex and/or sexual orientation, gender, gender identity and/or expression, age, marital status, veteran status, disability status, economic barriers, or any other legally protected factor.*

# FACTS AND HIGHLIGHTS

## ENROLLMENT (FOR 2021-2022)

- 1,340 Total Enrollment
- 44.7% Male, 55.2% Female, 0.1% Gender Non-Binary
- 42 States and U.S. Territories
- 32 Countries
- 62% Ohio resident students
- 28% International and U.S. multicultural students

## FACULTY

Ohio Wesleyan students consistently rate the faculty highly for quality of teaching, excitement about their academic disciplines, mentoring, commitment, and accessibility. A majority of full-time tenure-track faculty hold a Ph.D. or equivalent or are completing work toward the degree.

- 11:1 Student-faculty ratio
- 20% Classes have fewer than 10 students
- 70% Classes have fewer than 20 students
- 12 Average Class Size
- 100 Full-time faculty

## COSTS

- Tuition and fees (2022-23): \$49,962
- Room and board (2022-23): \$13,745
- Average student award: \$45,166

## FINANCES

- Annual operating budget: \$55 million
- Total assets: \$523 million
- Net assets: \$440 million
- Net tuition and fee revenue: \$19.3 million
- Auxiliary income: \$13.3 million
- Long-term debt: \$55 million
- Endowment: \$307.9 million

## CAMPUS

- Campus size: 200 acres
- Campus improvements: Two-thirds of students live in spaces built or renovated in the past decade.
- Residence halls and the number of students housed: Seven residential halls, including Bradford Milligan Hall (senior apartments); 11 specialty houses and fraternities (such as the Gillespie Honors House and Butler A. Jones House of Black Culture); and eight small living units (issue-specific living and learning communities that house up to a dozen students each). Approximately 86% of OWU students lived on campus during the 2021-2022 academic year.

## FUNDRAISING

- Current endowment: \$307.9 million
- Most recent campaign: "Connect Today, Create Tomorrow," which raised nearly \$238 million as of June 30, 2021
- Annual Fund: \$4,742,377 in FY22 (total from all annual giving programs: Ohio Wesleyan Fund, Team OWU, and President's Circle)
- Average percentage of alumni giving: 19%
- Board participation in campaign giving: \$108,955,000, which was 46% of the cumulative total
- Largest single outright gift: \$10 million for the renovation of Slocum Hall

## ATHLETICS

- 24 NCAA Division III teams
- 37% of students are varsity athletes

## NOTABLE ALUMNI

- Two Nobel Prize winners: Sherwood Rowland (danger of chlorofluorocarbons to ozone) and Woody Clark (climate research, in a prize shared with Al Gore and others).
- Branch Rickey, helped to break Major League Baseball's color barrier by signing Jackie Robinson, "42." Inspired to address segregation while OWU student-coach.
- Norman Vincent Peale, *Guideposts Magazine*, "The Power of Positive Thinking."
- Richard North Patterson, author of 22 novels, multiple *New York Times* bestsellers, including "Balance of Power," "The Spire."
- Wendie Malick, actress, known for "Just Shoot Me," and "Hot in Cleveland."
- Byron Pitts, co-anchor of ABC's "Nightline."
- Willa B. Player, the first Black woman selected as president of an accredited, four-year college. In fall 1956, she was inaugurated as president of Bennett College.
- Melvin Van Peebles, filmmaker, actor, author, playwright, and composer, he was known as the godfather of modern Black cinema.
- Maggie Smith, poet, whose 2016 poem "[Good Bones](#)" went viral internationally following the Pulse nightclub shootings in Florida. Public Radio International deemed it "the official poem of 2016."

## RANKINGS AND ACCOLADES:

**National Science Foundation:** Ohio Wesleyan ranks No. 68 among all U.S. colleges (public and private) for the percentage of graduates who go on to earn doctoral degrees in STEM fields. OWU also ranks No. 46 in the United States for women who go on to earn doctorates, as well as No. 21 for women who earn doctorates in the life sciences or biological sciences. The rankings come from the Council of Independent College's 2019 report, "[Strengthening the STEM Pipeline Part II: The Contributions of Small and Mid-Sized Independent Colleges](#)," using 2007-2016 data from the National Science Foundation, National Center for Science and Engineering Statistics, and Survey of Earned Doctorates.

**Colleges That Change Lives:** One of only 40 U.S. colleges and universities included in the latest guidebook created by a former *New York Times* education editor. [Newest edition](#)

**Money Magazine:** OWU ranks as one of the nation's "best colleges for your money." [Complete story](#)

**Forbes Magazine:** OWU ranks No. 1 in Ohio and No. 17 among "America's Most Entrepreneurial Colleges 2015." [Complete story](#)

**The Princeton Review:** One of the "Best 387 Colleges" in the United States. Also named one of the nation's "Best Value Colleges," a listing of U.S. colleges and universities recommended for students seeking "outstanding academics and excellent career services." Only about 1.2% of all four-year undergraduate schools made the latest list. [Complete story](#)

**A 2017 New York Times report** shows 66.9% of lower-income OWU students moved to the top 40% in income 10 years after graduation – a higher mark than schools such as Denison, Kenyon, Miami, Oberlin, and Wooster.

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Ohio Wesleyan University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit [www.academicsearch.org](http://www.academicsearch.org).



Committed to IDENTIFYING  
AND DEVELOPING LEADERS  
by providing the highest  
level of EXECUTIVE  
SEARCH to our  
higher education  
partners.

