



## VICE PRESIDENT FOR STUDENT AFFAIRS



OHIO NORTHERN UNIVERSITY



### OHIO NORTHERN – A PRIVATE UNIVERSITY POISED FOR THE FUTURE

**T**he University's vision for the future is to achieve national recognition by greatly enhancing its reputation and prominence. Governing board members, the president, the academic deans, and the faculty aspire over the next 20-years to become a peer of such institutions as Brown, Creighton, Dartmouth, Drake, Richmond, and Wake Forest universities. They believe that by increasing the endowment, providing for modest enrollment growth, and funding signature academic programs, the vision will become reality. Already, Ohio Northern University is beginning the challenging and exciting process of significant transformation.





## THE OPPORTUNITY

The next chief student affairs officer will be an important player in helping the University achieve its *vision for the future*. He/she will work closely with the president and the new academic vice president in setting goals and achieving them through a strategic planning process that will advance the institution's move to national prominence.

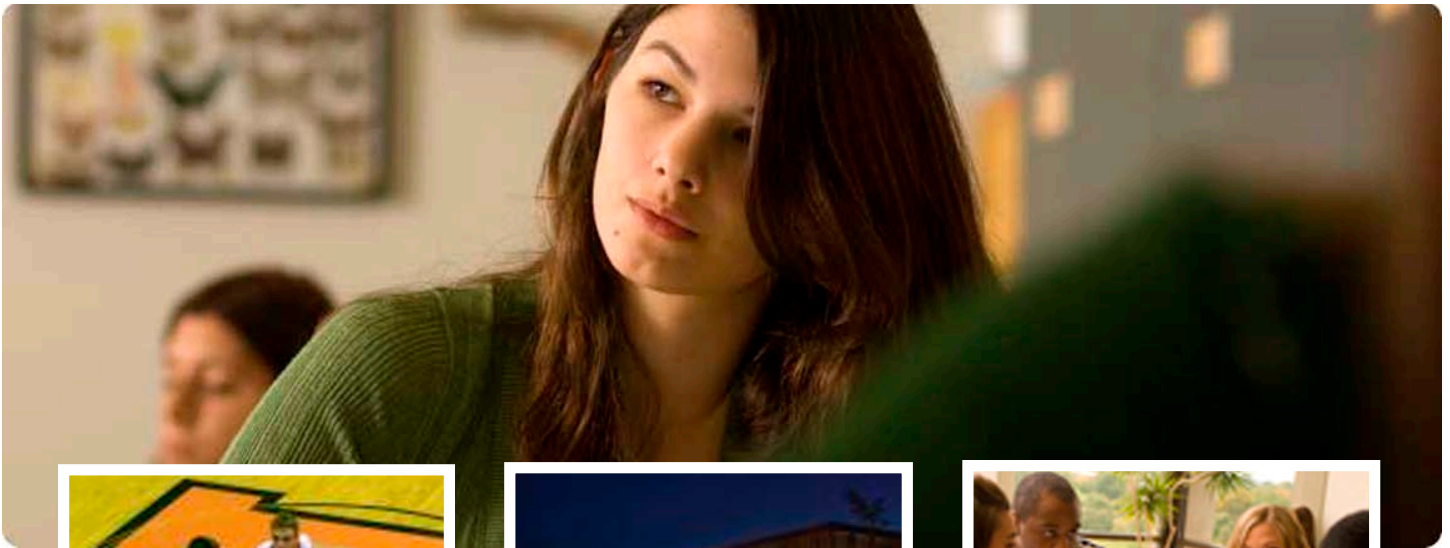


## THE UNIVERSITY

Ohio Northern University (ONU) was founded in 1871. Affiliated with the United Methodist Church, this ecumenical institution is located in northwest Ohio in the small community of Ada (population of 5,000). The University is situated on 285 acres and has excellent academic, cultural, and residential facilities. Ada is approximately equidistant from Columbus, Toledo, Dayton, and Fort Wayne – some 90 minutes from each city.

The University has over 3,600 students matriculating in five colleges: Arts and Sciences, Business Administration, Engineering, Pharmacy, and Law. Arts and Sciences is the largest college with 1400 students. Men comprise 49 percent and women 51 percent of the student body. Most students live on campus, many in new residence halls that are apartment-style facilities. Full-time faculty consists of 231 persons. Most possess the terminal degree, with 52% being tenured.





## THE UNIVERSITY *(continued)*

For more than a decade ONU has been cited as one of the best regional institutions of higher education in the Midwest by *U.S. News & World Report* and has been placed in the Top Two among baccalaureate colleges for 2008 and 2009. It is also found ranked nationally in *Princeton Review's* "368 Best Colleges," *Horizon's* "Colleges of Distinction," and *Peterson's* "Competitive Colleges."

ONU's Carnegie classification as a Baccalaureate-Diverse-Fields belies its offering of the Pharm.D., J.D., and LL.M. degrees. The Higher Learning Commission of the North Central Association of Colleges and Schools regionally accredits the University. Specialized accreditation is held in chemistry, athletic training, music, clinical laboratory science, industrial technology, engineering, pharmacy, public relations, law, business, nursing, exercise physiology, and teacher education.

## UNIVERSITY MISSION

*To educate and graduate students accomplished in scholastic achievement, prepared for a useful life and meaningful career, and inspired with a desire to contribute to the good of human-kind consistent with Judeo-Christian ideals...*

## BACKGROUND

Dr. Kendall L. Baker became president of ONU in September 1999. He holds the Ph.D. degree from Georgetown University in political science. Previously he served as president of the University of North Dakota. Now in his tenth year at the University, he has brought new energy, open communication, excellent interpersonal relationships, strategic planning prowess, and fund raising expertise to the institution. Most importantly, he has hired well and has an exceptional team of vice presidents and academic deans.





## BACKGROUND (continued)

In addition to committing the University to academic excellence, he is leading a \$100 million capital campaign with a major focus on academics. Approximately 65% of the funds have been raised. A centerpiece of the campaign is the Mathile Science Center, a new 98,000 square foot three-story building, which will provide state-of-the-art facilities and instrumentation for biological, physical, and allied health sciences. There are a number of new opportunities in the colleges to develop signature academic programs. Pharmacy is currently an outstanding signature program. In October 2008, a new hotel opened – The Inn At Ohio Northern University - providing an excellent facility for parent weekends, short courses, conferences, and retreats.



As mentioned, President Baker has hired an excellent team of administrators. Now he wishes to strengthen the Division of Student Affairs as the institution extends its prowess on a national basis. The current Student Affairs staff consists of senior and junior personnel. They are located throughout the campus, close to their areas of responsibility. Student leadership is strong and well informed on the University's mission and operations. The president of the student body is a member of the governing board. For a number of years, the Division has been unable to be an important player in the University's strategic planning process. Consequently, some feel that they are not important colleagues with the rest of the institution. The president wants to close this gap and expects the next vice president to be a strong leader in planning and building a more cohesive team.



## CHALLENGES

### Major challenges for the next vice president are:

- Leading student affairs personnel in developing and integrating their aspirations and programs through a well organized strategic planning process that is inextricably tied to the University's budgeting process; identifying the most important priorities for making students and student personnel key partners in advancing the national prominence agenda of the University
- Building a strong team of student affairs personnel who are adept in serving the needs of students, yet strategic in their plans and vision for the future;
- Educating student personnel on best practices in the field; encouraging professional membership and attendance in their respective organizations;
- Working with academic affairs in developing new programs that advance formal and informal learning; tying co-and extra-curricular activities to these endeavors;
- Supporting the important work of enrollment management; helping to further strengthen the academic profile of new students and to assist the University in its retention programs;
- Being a strong advocate for the Division of Student Affairs while being a loyal member of the president's team;
- Increasing transparency and communication among student affairs, the cabinet, the academic deans, and the faculty-at-large; and
- Becoming a key player in the University's master planning process, especially in giving input on student housing and overall student life facilities.

## QUALIFICATIONS

The vice president is the chief student affairs officer and reports directly to the president. Reporting to the vice president are: dean of students, chaplain, director of residence life, director of counseling, director of multicultural development, director of career services, and director of the health center.

### **The president and University community seek a new vice president who is a strategic thinker, a strong leader, a person of vision, a well-organized administrator, and who**

- Is a person of high integrity and respected for trustworthiness, keeping appropriate confidences, and supporting and upholding the University's mission;
- Holds the earned doctorate in student affairs or higher education or who has substantial experience in lieu of the terminal degree;
- Has experience at the director or dean's level in two or more student affairs areas;
- Possesses strong skills and experience in strategic planning and budgeting; exhibits financial acumen;
- Is student centered and wishes to personally engage students and attend their activities;
- Delegates but holds direct reports accountable; is team oriented;
- Communicates well in speaking, listening, and writing;
- Believes strongly in diversity and has a positive track record in hiring a diverse staff;
- Is approachable and has a warm demeanor with all stakeholders;
- Has a collaborative management style; and
- Wishes to live and actively participate in a small community.



# KEY INDICATORS 2008/ 2009

Investment in Plant, less depreciation:	\$127 million
Plant Replacement Insured Value:	\$267 million
Cost of Operating Physical Plant:	\$6.2 million
Deferred Maintenance:	\$5 million
Endowment:	\$174 million
Budget:	\$92 million
Tuition:	\$32,640
Student Enrollment for Fall 2007:	3721
Tuition Discount Rate:	44.7%
High School Rankings:	Top 10%= 40% Top 25%= 67% Top 50%= 88%
Freshman Retention Rate:	86%
Graduation Rate:	<u>2002</u> Six-years 65-83% (range of four colleges)
Living Alumni:	27,000
Number of Full-time Faculty:	231
Tenured:	52.6%
Average Faculty Salaries:	Professor: \$95,453 Associate Professor: \$69,453 Assistant Professor: \$59,377
Student/ Teacher Ratio:	13:1
Degrees Offered:	Undergraduates: 11 Graduate: 3
Library Volumes:	274,363
Athletics League:	NCAA Division III, Ohio Athletic Conference



## APPLICATION PROCEDURES

To be considered, candidates should e-mail, as MSWord attachments, a cover letter that addresses the challenges and qualifications listed above, a current résumé, and the names, phone numbers, and e-mail addresses of three references to: [ONU-VPSA@rhperry.net](mailto:ONU-VPSA@rhperry.net). Applications are due by **December 19, 2008**. To ensure full consideration, materials should be received by that date. The position will remain open until filled.

## FOR FURTHER INFORMATION CONTACT...



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## POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

*Ohio Northern University is an affirmative action, equal opportunity institution.*

[www.onu.edu](http://www.onu.edu)



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