

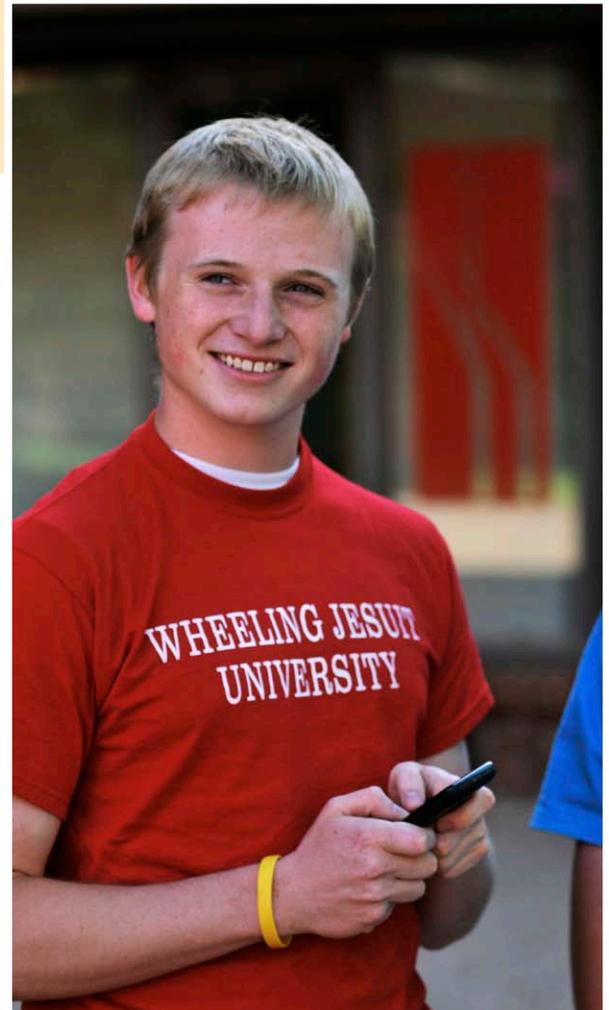


EXECUTIVE SEARCH PROFILE

PRESIDENT



WHEELING JESUIT UNIVERSITY



R.H. PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION

THE OPPORTUNITY

The next Catholic president of Wheeling Jesuit University (WJU) will lead a financial and management turnaround of the institution. Financial acumen and fund raising expertise are two of the most important prerequisites for this individual to be successful, thereby enabling the University to achieve new heights of success and excellence.

THE UNIVERSITY

WJU is the youngest member of the 28 Jesuit colleges and universities. It was founded in 1954 and is owned by the Society of Jesus of the Maryland Province. The University is founded upon the Jesuit traditions of academic excellence, service to others, and educating the whole person - caring for the mind, body and spirit of each student. As the only Catholic institution of higher education in West Virginia, WJU has a close working relationship with the Bishop of the Diocese of Wheeling-Charleston.

Located within one hour of Pittsburgh, PA and two hours of Columbus, OH, WJU is situated on a beautiful 65-acre campus that features 15 modern buildings, including the new \$10 million Acker Science Center, and has some of the best health and recreation facilities in the region. WJU also features the Robert C. Byrd National Technology Transfer Center, the Erma Ora Byrd Center for Educational Technologies, the Challenger Learning Center, the NASA-sponsored Classroom of the Future, the Appalachian Institute, and the University's Institute for the Study of Capitalism and Morality. WJU is located in one of the safest urban areas in the United States. The city of Wheeling boasts traditions of art, culture, and parks and recreation.

The 72 full-time faculty members consist of Jesuit priests and lay faculty who care deeply about the student body. Student-centered, the faculty involves students in their research and other projects. Only 42% are tenured. There is a rich mix of liberal and professional programs. Majors range from Chemistry, History, International Studies to Nursing and Health Care. Graduate programs feature Physical Therapy, Applied Theology, Business Administration, Nursing, Math Education, and Organizational Leadership.

There are over 1,000 undergraduate and nearly 250 graduate students. Most students come from the regional areas of West Virginia, Ohio, and Pennsylvania. There is a high retention among freshman students.





Carnegie lists WJU as Master’s Small. The Higher Learning Commission of the North Central Association of Colleges and Schools regionally accredits the University. There is specialized accreditation in Business, Nursing, and several other areas. For many years, *U.S. News & World Report* has ranked WJU among its “Best Master’s Universities in the South.”

MISSION

Educating Men and Women for the Jesuit traditions of educational excellence and service to others guide all the programs at Wheeling Jesuit University. By integrating learning, research, and economic development with classical knowledge and Christian revelation, the University seeks to foster competence, creativity and innovation throughout and beyond the campus community. Graduates of the University enter the world of work with socially responsible goals, a lifelong appetite for learning and the desire to make our universe a better place.

BACKGROUND

Wheeling Jesuit University has had a large turnover of Jesuit presidents in recent years. The University is at a critical stage after approximately five years of financial decline. The members of the Board of Directors know the problems and strongly desire to correct them. The new president will be the most important player in achieving a turnaround.

In February 2010, the Board appointed Sister Francis Marie Thraikill, OSU, Ed.D. as interim president. The former president of the College of Mount St. Joseph and Springfield College, Sister Francis Marie recently completed a successful interim presidency at Chatfield College.





BACKGROUND *(continued)*

Currently, she is hiring a new chief financial officer and academic dean. The new president will hire the next chief institutional advancement officer. The interim president will not be a candidate for the presidency.

The Board of Directors has new leadership. Margaret Helm, an alumna, is the board chair and Dr. David Haddad is a trustee and chair of the Presidential Search Committee. He is the retired chief academic officer of Loyola University in Baltimore and is also an alumnus. Both of them are working in concert to find a strong president to lead the University's turnaround and to position it for future greatness.

CHALLENGES

Major challenges for the next president are:

- Building a strong senior administrative team; delegating and holding each member accountable; providing written evaluations on a yearly basis;
- Leading strategic planning linked to budget metrics and assessment criteria as defined by the Higher Learning Commission of the North Central Association of Colleges and Schools; establishing key priorities for the future of the institution;
- Identifying and developing academic signature programs that will achieve excellence and increase student enrollment; funding these programs through gifts and grants and/or eliminating unproductive programs; finding creative ways to grow athletics;
- Increasing undergraduate enrollment from 1,061 to 1,350 in five years; increasing graduate and professional enrollments from 250 to 500 in five years; moving undergraduate retention from 87% to 90% in three years; improving the student/teacher ratio from 10.8/1 to 15/1 in three years;
- Reducing the tuition discount rate from 55% to 45% in five years; reducing the endowment draw from 7% to 2% over five years; increasing tuition two points above the rate of inflation; increasing the indirect cost recovering rate from under \$1 million to \$2 million in five years; increasing investment income from 3% to 6%; examining long-term debt of \$35 million and presenting to the governing board a plan for reducing it by the second year in office;



CHALLENGES *(continued)*

- Increasing the annual fund from \$900,000 to \$2 million in five years; developing and executing a capital campaign in three years for increasing the endowment to \$25 million and raising capital funds for renovations and new construction;
- Presenting a plan for increasing student housing that is self-liquidating over the term of the projected debt payments; and
- Working effectively with the Board of Directors in accomplishing all of the above.

QUALIFICATIONS

The Board of Directors, the Society of Jesus, and the University community seek a new president who is a practicing Catholic, a person of unquestioned integrity, a strong leader, a strategic thinker and who:

- Has five or more years of senior administrative/management experience in an institution of higher education and/or a complex business or non-profit entity; college or university candidates should possess an appropriate terminal degree;
- Possesses strong financial acumen and strategic planning experience;
- Has a verifiable track record in raising substantial major gifts; is committed to leading a major capital campaign for the University;
- Is adept at understanding enrollment management and keeping close tabs on enrollment projections, the wise use of internal financial aid, and continually monitoring student retention numbers;
- Demonstrates a collaborative management style; makes decisions on a timely basis;
- Communicates well as a speaker and writer; is an effective listener;
- Respects and seeks the support of faculty and staff in furthering the goals of the institution;
- Knows best practices in higher education and related fields; provides important findings to the University community;
- Is community-minded and plans on becoming a leader in Wheeling; leads in the development of public/private partnerships between the community, the University, and key stakeholders; and
- Plans on becoming a key leader among the presidents of the 28 Jesuit colleges and universities in the United States.



KEY INDICATORS 2010

Net Investment in Plant, less depreciation	\$47.24 million
Plant Replacement Insured Value:	\$128.12 million
Cost of Operating Physical Plant:	\$2.72 million
Endowment:	\$16.30 million
Budget:	\$36.18 million
Tuition:	\$23,950
Student Enrollment for Fall, 2008:	1061 (undergraduates) 2009: 1086 243 (graduates) 290 55% (for Freshman: 58.39%)
Average SAT Score:	1014 (for 2009 avg. SAT is 1020)
High School Rankings of students ranked	Top 10% = 21% for 2009: 22% Top 25% = 55% 50% Top 50% = 85% 78%
Freshman Retention Rate:	87.1%
Graduation Rate:	58% (6 years)
Living Alumni:	9,485 addressable alumni
Number of Full-time Faculty:	72
Tenured:	43%
Faculty Salaries (nine months):	Professor: \$65,768 Associate Professor: \$50,408 Assistant Professor: \$46,039
Student/Teacher Ratio:	10.8 to 1
Degrees:	BA, BLA, BSHL, BSN, MAT, MBA, MSA, MSM, MSOL, DPT
Library Volumes:	Web-based catalog; 52 databases and 69,000 e-books. Library print collections include 130,000 volumes and 362 journal subscriptions, supplemented by 66 microform units.
Athletics League:	West Virginia Intercollegiate Athletic Conference; NCAADivision II; East Coast Conference – Lacrosse; Appalachian Swimming Conference



APPLICATION PROCEDURES

To be considered, candidates should e-mail, as MS Word or Adobe Acrobat attachments: a) a cover letter that addresses the challenges and qualifications listed above; b) a current résumé; and c) the names, phone numbers, and e-mail addresses of three references to: **WJU@rhperry.net**. Review of applications begins **August 31, 2010**. To ensure full consideration, materials should be received by that date.

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.

*Wheeling Jesuit University is an affirmative action, equal opportunity institution.
Qualified women and minorities are encouraged to apply.*

www.wju.edu

