



OHIO  
UNIVERSITY

Ohio University invites expressions of interest and nominations for the position of executive vice president and provost (EVPP). The EVPP position reports to the president and has an anticipated start date of summer 2018.

## Ohio University

Established by the Northwest Ordinance of 1787 and chartered in 1804, Ohio University is the state's first institution of higher education and one of America's oldest public universities. Ohio University is known for its nationally ranked academic programs, its strong commitment to the liberal arts, and the quality of its faculty and their effectiveness in helping students of all backgrounds to achieve their promise.

The university's success in developing student potential owes to the richness of student-faculty engagement and the synergistic relationships between the exceptional undergraduate and graduate degree programs on its main campus in Athens, Ohio, five regional campuses, and three extension campuses. The university brings its partnerships and the knowledge that it generates from research and scholarly activity into classrooms, learning communities, centers of excellence, guided research and artistic endeavors, and experiential academic opportunities.

Ohio University students consistently receive nationally competitive awards ranging from the Fulbright Scholars Program to the coveted Goldwater and Marshall Awards for excellence in science, mathematics, and technology. The university is also home to high-quality and distinctive graduate and research programs that serve the needs of its region, state, and nation. Research and creative activity encompass the fields of health and wellness; research and development of new technologies; energy and the environment; social, economic, and cultural development; and arts and humanities. In addition, the university's Innovation Center and nationally ranked Technology Transfer Office serve as a small-business incubator, advancing research, discovery, and entrepreneurship while supporting the region's economy through the creation of job opportunities.

Ohio University is uniquely positioned to provide a variety of services and programs to the southeastern Ohio Appalachian region. The university consistently ranks among the nation's highest-performing public universities in actual versus predicted graduation rate, reflecting the remarkable depth and breadth of student-faculty engagement. Because of the level of our faculty's commitment to student success, Ohio University's graduate and undergraduate programs, regional education, and outreach initiatives make substantial contributions to the

furtherance of civic engagement and service in the realms of communication, the environment, technology, health and wellness, fine arts, and the liberal arts and sciences.

Dr. M. Duane Nellis was named the 21st president of Ohio University on February 22, 2017. An internationally recognized scholar and national higher-education leader, Dr. Nellis brings nearly four decades of experience in academia as a president, provost, dean, and professor to Ohio University. Prior to arriving at Ohio University, Dr. Nellis was president of Texas Tech University from 2013 to 2016 and the University of Idaho from 2009 to 2013. In both prior presidencies he was recognized for promoting engagement and institutional performance. Dr. Nellis is recognized nationally and internationally for his research using satellite data and geographic information systems to analyze various dimensions of the Earth's land surface. President Nellis' long record of research accomplishment resulted in his selection as a Fellow of the prestigious American Association for the Advancement of Science.

While focusing on providing a unique educational experience for its students, with the leadership of Dr. Nellis Ohio University is building a new model for a public research university centered on excellence and access. The university is committed to strengthening undergraduate education; enhancing graduate and professional education and research; recruiting and retaining talented and diverse students, faculty, and staff; enriching the environment for students, staff, faculty, and the region; fortifying and aligning infrastructure to enhance the academic missions of instruction, research, and service; and enhancing the institution's prominence within Ohio, the nation, and the world.

Ohio University's educational mission is realized in a residential setting on its beautiful and historic 1,300-acre main campus in Athens, as well as through outreach on five regional campuses in Chillicothe, Ironton, Lancaster, St. Clairsville, and Zanesville, and extension campuses in Dublin, Warrensville Heights (Cleveland), and Beavercreek (Dayton), Ohio. Collectively, the full-time, part-time, and continuing education enrollment for Ohio University is nearly 40,000. The city of Athens has a population of 25,000 and is located in southeastern Ohio along the Hocking River. With abundant outdoor recreation opportunities nearby and a culturally rich college town atmosphere, it is no wonder that Athenians report an exceptionally high quality of life.

For more information about Ohio University, please visit [www.ohio.edu](http://www.ohio.edu).

## **Position Responsibilities**

Reporting to the president, the EVPP serves as a member of the president's executive staff. The EVPP is the chief academic officer and serves as the chief executive officer of the university in the absence of the president.

The EVPP is responsible for implementation of the university's academic plan, the advancement of the academic mission, and the continuous improvement of the quality of the academic experience at Ohio University. The EVPP is also responsible for overseeing

enrollment management and student success as well as enhancing academic research, scholarship, and the creative activity of the institution.

The offices reporting directly to the Office of the Executive Vice President and Provost include the academic deans of the 11 colleges on the Athens campus and the Heritage College of Osteopathic Medicine; University Libraries; regional campuses; the CEO of the Dublin campus; the Office of Research and Creative Activity; the Office of Global Affairs and International Studies; Enrollment Management, including Admissions, the Office of the Registrar, and the Office of Student Financial Aid; Institutional Research and Effectiveness; Instructional Innovation; and the Center for Teaching and Learning.

The EVPP works closely with the college deans in Athens, the Vice President for Research & Creative Activity and Dean of the Graduate College, the Executive Dean for Regional Campuses, and the regional campus deans on reviewing and recommending academic budgets, establishing priorities for undergraduate and graduate programs, working with the Faculty Senate on academic policies, and setting enrollment goals.

## Opportunities and Challenges

The next EVPP will arrive at a momentous time at the university. The recent inauguration of Ohio University's new president has inspired considerable excitement about the future of the University. A common vision and close working relationship with the president, who holds a strong commitment to teamwork, will invigorate the work of the EVPP and bring increased vitality to the university community. The team orientation is embraced across Ohio University and results in a collegial dynamic among senior leaders even as ideas are vigorously debated. The EVPP will also be integral to promoting and supporting open communication and an intentional commitment to Dr. Nellis' expanded vision for shared governance at Ohio University. Opportunities and challenges for the next EVPP include:

- **Designing and leading an integrated academic strategy for the university:** A palpable opportunity exists to survey the landscape and build a university-wide academic strategy that harnesses the institution's unique talents for a distinctive and vibrant future. Ohio University seeks to explore and seize opportunities in fast-changing and competitive environments. To this end, the next EVPP will direct significant energy toward optimally utilizing all of the university's campuses as well as its extensive and growing online presence. The next EVPP will work intensively with the president's council and deans to bring this vision to life. The investment in a brighter and bolder future matches a broad cultural shift at Ohio University. Taking calculated risks has become a part of the institutional ethos, and the next EVPP will have ample opportunities to elevate the university's prominence nationally and internationally through these efforts. At the same time, Ohio University must remain true to its tradition of public service and its mission of access and opportunity for the region and throughout the state.

- **Refining and communicating the university’s budgeting, forecasting and academic planning model:** Working closely with the vice president for finance and administration, the EVPP will effectively align Ohio University’s resources management model with an increasingly competitive and dynamic 21st-century higher education marketplace. A clear, robust, and transparent budget and resource management process is vital to the institution and its long-term competitive viability.
- **Evolving and implementing Ohio University’s strategic pathways:** The new EVPP will work closely with administrative and faculty leaders across the university to coordinate and imagine how best to bring to life the [strategic pathways](#) President Nellis communicated following an extensive listening tour. An important activity of the EVPP will entail tethering initiatives to current and future resources. The EVPP also will explore new organizational alignments to support the strategic directions of the university. In support of Ohio University’s long-term aspirations, the EVPP will represent the academic priorities of the university to the faculty, the Board of Trustees, alumni and key donors, local officials and prospective students and families. In all of these interactions, the EVPP must be an articulate, persuasive, and engaging presence, able to lead the university through a time of change and progress.
- **Leveraging Ohio University’s commitment to the teacher-scholar model for further distinction and national renown:** The synergies between teaching and research at Ohio University are sources of excitement, pride and uniqueness. The EVPP will build upon the current successes and assist in fostering new and bolder paths for Ohio University’s research identity. Creating a larger, interdisciplinary research footprint without losing the integration of teaching and research is an important part of the university’s future. The EVPP will play an instrumental role in shaping this agenda and must cogently articulate the strategy and its impact with external audiences, including donors, corporate partners, and governing bodies. There also will be opportunities to strengthen further the university’s connection with each of the local communities that host an Ohio University campus by connecting faculty and student research to current and emerging societal issues. The EVPP will also support President Nellis’ vision for expanding international opportunities for students and increasing the global impact of Ohio University.
- **Advancing the university’s efforts to establishing a culture of diversity and inclusion:** The EVPP, in collaboration with the Chief Diversity Officer and other university leaders, will play a central role in signaling to the university community the importance of continuing the university’s efforts to diversify the student body, faculty, and staff, and in actively developing a culture in which widely diverse members of the university community are not only welcomed, but viewed as critical

in the development of academic excellence. It is essential that the EVPP possess the skills and passion to advance these efforts.

- **Engaging faculty, staff and students in academic planning and delivery as well as ensuring the appropriate resources for these initiatives:** Faculty, staff and students possess unique and insightful perspectives about how roles, policies and practices could most benefit the institutional community. These ideas must be discussed actively and openly for the best possible directions to be pursued. Understanding the viewpoints of these groups also is essential for effectively communicating academic priorities and the rationales for these choices. The next EVPP will have the ultimate responsibility for ensuring that the appropriate resources are dedicated and managed to assure the success of these academic priorities.
- **Fulfilling the vision of the university:** The next EVPP must be highly knowledgeable about national trends in academic affairs and higher education overall, including the escalating challenges and scrutiny public universities face. The individual brings an authentic appreciation of what makes Ohio University distinguished and a keen interest in leading the university to an even more accomplished future while embracing its core mission of education and access.

## Desired Qualities and Qualifications

The ideal candidate will bring a distinguished academic record that commands the respect of the scholarly community and merits appointment as a tenured full professor within one of the academic departments at Ohio University. In addition, the individual must hold a terminal degree and possess significant administrative experience at an institution of a size and complexity comparable to Ohio University. The next EVPP will possess many of the following qualities and experiences:

- A collaborative approach to leadership, coupled with the ability to exercise authority and make decisions in the president's absence;
- Emotional intelligence, a positive outlook, and humility; superb intellect, flexibility, high energy, and self-confidence to enable successful navigation and management of a complex and thriving institution in a time of cultural change;
- Exceptional budgetary and financial management skills, including awareness of the near-term interdependencies and long-term implications of financial decisions in a large, complex organization;
- A strong entrepreneurial spirit, with interest in taking advantage of opportunities to advance the institution as they emerge;

- A dedication to shared governance and transparency, as well as robust communication with all constituent groups so the Ohio University community and stakeholders beyond the university will understand the rationale for the university's decisions;
- An ability to understand and promote a public research university that has a deep commitment to undergraduate education and public service, and dedication to growing educational and research aspirations appropriately scaled to the university;
- Experience and comfort using data from multiple sources to inform strategy, policy and practice;
- A strong track record of successful personnel management, including experience mentoring talented faculty, staff, administrators, and students to perform at their best;
- Deep knowledge of the interrelationships between recruitment strategies, enrollment, tuition revenue and programmatic costs; an understanding of the existing landscape, and an understanding of the ways in which current choices create both future opportunities and constraints;
- A confidence and predisposition to promote Ohio University's successes among internal and external audiences—maintaining personal humility while unhesitatingly raising awareness of the many and deep ways that the university promotes economic, social, civic and personal thriving;
- The ability to set high standards for faculty and willingness to communicate those standards with exceptional clarity;
- A commitment to inclusive excellence and ability to ensure a welcoming and nurturing environment for a diverse community of faculty, staff and students and a track record of leadership in this arena;
- An appreciation and continuing support for the reciprocal benefits of both pre-professional and liberal arts education in promoting learning, growth, and societal well-being over the course of a lifetime in the context of the current national discourse about higher education;
- The ability to support and work effectively within a robust and inclusive shared governance culture that includes faculty, students, administration and staff;
- An appreciation of student-centered approaches to academic affairs; and,
- A desire to leverage the widely held sense of optimism that the institution is poised to achieve a higher level of national and global distinction.

## **Process**

This position is anticipated to begin in the summer of 2018. The salary and benefits will be competitive. Please send all nominations, inquiries and expressions of interest electronically to:

**Tom Fitch, Partner**  
**Jim Sirianni, Principal**  
**Liz Moseley, Senior Associate**  
[OhioProvost@storbecksearch.com](mailto:OhioProvost@storbecksearch.com)

## **Equal Employment and Educational Opportunity**

The university promotes equal employment and educational opportunities and is committed to ensuring non-discrimination in all educational programs and activities. It is the policy of Ohio University that there shall be no discrimination against any individual in educational or employment opportunities because of race, religion, color, sex, sexual orientation, national origin, ethnicity, ancestry, age, gender identity or expression, mental or physical disability, or military veteran status.

There also shall be no discrimination because of age except in compliance with requirements of retirement plans or state and federal laws and guidelines. Discrimination on the basis of age or sex or disability will be prohibited except where specific age, sex, or physical requirements constitute a bona fide occupational qualification (BFOQ) necessary to proper and efficient performance.

As part of its ongoing efforts to provide and support a transformative learning experience, Ohio University affirms the values of equity, inclusion and equal access to all by fostering a welcoming, respectful, and diverse workforce and community. We are committed to cultural pluralism in the belief that this is beneficial to all people and essential in strengthening the fabric of society.