



OHIO
UNIVERSITY

[Ohio University](#) (OHIO) invites expressions of interest and nominations for the position of General Counsel. The General Counsel leads the [Office of Legal Affairs](#) for the University and reports to the President. This position has an anticipated start date of August of 2019.

Ohio University

Established in 1804, Ohio University is the state's first institution of higher education, making it one of America's oldest public universities. The central purpose of the University is the intellectual and personal development of its students. OHIO is renowned for its outstanding faculty of accomplished teachers whose research and creativity advance knowledge across many disciplines. The vision of the University is to be the nation's best transformative learning community where students realize their promise, faculty advance knowledge, staff achieve excellence, and alumni become global leaders.

OHIO is widely regarded for its academic programs, its strong commitment to the liberal arts, and the effectiveness of the faculty in helping students of all backgrounds achieve their potential. Student-faculty engagement is robust, underscored by the University consistently ranking among the nation's highest-performing public universities in actual versus predicted graduation rates. OHIO students frequently receive nationally competitive and prestigious awards including the Fulbright, Marshall, and Goldwater Awards. Much of the University's student success can also be attributed to the students' pride in their institution. Together with the five core values of community, citizenship, civility, character, and commitment, this sense of pride defines the student experience and what it means to be a member of the [Ohio University community](#).

With its Carnegie Classification as a "Doctoral University – Higher Research Activity", Ohio University offers high-quality, distinctive graduate and research programs that serve the needs of the state, region, and nation. OHIO's research and creative activities 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 by creating jobs. The University applies the partnerships and knowledge generated from these activities to

the classroom, learning communities, centers of excellence, guided research and artistic endeavors, and experiential academic opportunities.

In addition to the main campus in Athens, the University offers five regional campuses, several satellite learning centers, and a strong outreach/eLearning program. The University enrolls more than 36,000 students, with approximately 20,300 students on the Athens campus, 6,500 students enrolled at regional campuses, 5,200 graduate students across all campuses, 8,500 students enrolled online, and 925 students in the Heritage College of Osteopathic Medicine. The University offers undergraduates 250 academic programs across nine colleges, while graduate students can choose from more than 150 programs. On the Athens campus, 51 percent of the students are female and 49 percent are male. Thirty-four percent of first-year students are first-generation college students. Five percent are international students and 14 percent are minority students.

Located on 1,300 acres in Athens, the main campus is both beautiful and historic. The city of Athens is nestled along the Hocking River in southeastern Ohio and boasts abundant outdoor recreation opportunities and a culturally rich college town atmosphere. Named “Best College Small Town” by USA Today, Athens has a population of 25,000 and offers an open and affirming community. The five regional campuses are located in Chillicothe, Ironton, Lancaster, St. Clairsville, and Zanesville, and the extension campuses are located in Dublin, Warrensville Heights (Cleveland), and Beavercreek (Dayton), Ohio.

Ohio University is uniquely positioned to provide a variety of services and programs to the southeastern Ohio Appalachian region. Its education programs and outreach initiatives make substantial contributions to civic engagement and service in communications, the environment, technology, health and wellness, fine arts, and liberal arts and sciences.

In June of 2015, Ohio University completed The Promise Lives Campaign, an effort that began in 2007 and raised \$500 million, surpassing its \$450 million goal. At the end of fiscal year 2018, the combined [endowment](#) for the University and The Ohio University Foundation exceeded \$568 million. The campaign and endowed funds provide essential support for the University’s academic [mission](#) through scholarships for students, support for faculty research and creative activity, and resources for programs, partnerships, technology, and facilities.

For more information about OHIO, please visit <http://www.ohio.edu>, the University’s Office of Institutional Research [Factbook](#), and the [Budget Book](#) in the Office of Finance.

President M. Duane Nellis

On June 12, 2017, Dr. M. Duane Nellis became the 21st president of Ohio University. An internationally recognized scholar and national leader of higher education, Dr. Nellis brings nearly four decades of experience in academia as a president, provost, dean, and

professor to Ohio University. He has led the institution towards [strategic pathways](#) that elevate academic quality, diversity and inclusion, and global engagement with a commitment to sustainability.

Prior to joining OHIO, Dr. Nellis was president of Texas Tech University where he enhanced the university's presence as a top tier national public research university, securing Texas Tech its designation as a Carnegie highest research activity university. The institution also received special recognition for university engagement during his presidency.

Prior to his tenure at Texas Tech, Dr. Nellis was president of the University of Idaho where he led the institution toward record numbers in enrollments and fundraising. He also served as provost and senior vice president at Kansas State University and dean of the Eberly College of Arts and Sciences at West Virginia University.

Dr. Nellis is recognized globally for his research using satellite data and geographic information systems to analyze various dimensions of the Earth's land surface. This research has been funded by more than 50 sources, including NASA, the National Geographic Society, and the U.S. Department of Agriculture. Dr. Nellis was selected as a Fellow of the prestigious American Association for the Advancement of Science and as a Fellow of the Explorers Club in New York City due to his research.

Dr. Nellis received his bachelor's degree in earth sciences/geography from Montana State University in 1976. He received a master's degree and doctoral degree in geography from Oregon State University in 1977 and 1980, respectively.

The Role of the General Counsel

Reporting directly to President Nellis, the General Counsel is the chief legal affairs officer of the University and serves as a key member of the President's [Council](#) and [Cabinet](#). The General Counsel's client is the Board of Trustees and the University as a whole.

The Ohio Attorney General is the statutory legal advisor for all state universities. Per the Office Memorandum of Understanding (MOU) with Ohio University, the attorneys in OHIO's Office of Legal Affairs act under the Attorney General's authority and are designated as Assistant Attorneys General. The General Counsel maintains an ongoing relationship with the office of the Ohio Attorney General and occasionally seeks its counsel.

The General Counsel leads the Office of Legal Affairs to support the teaching, research, and service missions of the University. The General Counsel provides legal advice and representation to the President, Board of Trustees, the [University Foundation](#) and other affiliated agencies, senior administrators and executives, academic officers, faculty, and staff.

The General Counsel and the Office of Legal Affairs provide legal services in a broad range of areas, including: compliance with local, state, and federal laws; employment law; preparation and review of contracts; litigation before courts and administrative agencies; policy development; public records; and compliance with Ohio ethics statutes.

The University seeks an innovative and visionary leader and communicator who will embrace the following challenges and responsibilities as General Counsel:

- **Support the strategic vision to redefine Ohio University as a leading-edge public research university.** With an entrepreneurial mindset, the General Counsel will embrace the meaningful work of supporting President Nellis and help to align the future of the University with the institution's mission, values, and strategic pathways. The General Counsel will build and bolster the legal team to support the University's leadership team and vision. Developing trust and close partnerships with leaders across the University will be essential for successfully implementing the vision for OHIO's future.
- **Effectively manage the Office of Legal Affairs and cultivate its staff.** The General Counsel will join and lead the University's legal team, promote a team culture of collaboration and partnership, and leverage the legal expertise of the team members. Demonstrating outstanding communication skills, the General Counsel will be an exceptional listener and possess the ability to interact effectively with all constituents.
- **Manage an array of legal practices within the University.** The General Counsel will direct the management of a wide variety and complexity of legal issues that are on the forefront of litigation in the public sector, including Title VII, Title IX, employment, athletics, and intellectual property. Understanding the institution's liability, the General Counsel will help to educate constituents on potential pitfalls and how to avoid causes for litigation, treating all constituents as equally important.
- **Support the open culture that exists between the University and the legal team.** The General Counsel will cultivate a highly accessible environment that promotes robust and healthy debate among colleagues and constituents, encourages the unfiltered exchange of questions and perspectives between the legal team and its constituents, and pragmatically considers and evaluates a reasonable extent of risk in decision making. Maintaining a high degree of visibility and creative thinking, the General Counsel will communicate decisions with transparency and diplomacy.
- **Steward University initiatives to have substantial and lasting positive impact.** The General Counsel will engage in managing large-scale changes as the institution continues to explore new ways to best fulfill its mission. The successful candidate will proactively identify and evaluate legal implications for the University and other constituents, while using ingenuity in assessing best outcomes. The

General Counsel will also appreciate that educating colleagues across the University about how to evaluate and discuss risk is critical for the University to thrive in the quickly evolving higher education marketplace. In this environment, the General Counsel will prioritize the weighing of risks over minimizing risks at all costs.

Desired Qualities and Qualifications

The preferred candidate will have a law degree earned from an American Bar Association-accredited law school, admission to the practice of law in Ohio (or the eligibility to be admitted promptly), substantial experience working as an attorney within a higher education institution (preferably public), and a demonstrated record of success leading a legal team. In addition, the successful candidate will:

- Utilize strong organizational, administrative, and interpersonal skills; convey information utilizing exceptional oral and written communication skills;
- Work collaboratively with multiple constituencies;
- Ensure a welcoming and inclusive environment as demonstrated through previous experience;
- Understand the critical need for and possess extensive knowledge of all laws with direct and indirect impact upon the University and its constituents;
- Cultivate strong relationships with the President, Board of Trustees, executive leadership team, faculty, staff, and other constituents to foster an “open door” culture;
- Model high ethical standards;
- Support shared governance and transparency;
- Lead and manage the professional growth and development of the members of the University’s legal team;
- Possess the ability to work well with people at all levels of the organization, across a diverse range of educational and social backgrounds, and demonstrate an honest respect for each individual;
- Oversee and manage the budget of the Office of Legal Affairs;
- Excel under pressure and adapt to evolving priorities with ease;
- Exhibit sound judgement and accountability with respect, courage, and integrity; and
- Possess the ability to be decisive, timely, persuasive, and tolerant of ambiguity.

Process

This position is anticipated to begin in **August of 2019**. Please send electronically all nominations, inquiries, and application materials (letter of interest and CV) to:

Tom Fitch, Partner
Jim Sirianni, Partner
Carol Fairborn, Associate
Storbeck/Pimentel & Associates LP
OHIOGeneralCounsel@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.