

OHIO WESLEYAN UNIVERSITY

PRESIDENTIAL SEARCH

Profile

Ohio Wesleyan University, a selective, private, co-educational, residential national liberal arts college, invites nominations and applications for its 16th President.

Ohio Wesleyan faculty, students, staff, alumni, and trustees share a deep commitment to the University, the liberal arts, the art of teaching, the notion that teaching and scholarship enhance one another, academic excellence, and diversity. The community seeks a president who shares those values, embraces the culture of a small liberal arts college, enjoys discourse about ideas, and appreciates (and can provide leadership within) the context of Ohio Wesleyan's tradition of a collegial and participatory approach to planning and governance.

The campus is united in its desire for a president who will engage the campus community in discussions about matters of importance to the institution and who, after careful listening, will make informed decisions. He or she will also clearly communicate to the campus the rationale for such decisions and will work collaboratively with the appropriate constituencies to advance Ohio Wesleyan.

The campus also looks to the next president to turn immediately to reviewing and completing a strategic planning process begun two years ago and also to taking a leadership role in Ohio Wesleyan's next comprehensive fundraising campaign. The campus is eager to cooperate with the president in identifying and recommending to the Board the University's short-term and long-range strategic priorities and the fundraising goals that derive from those priorities. Because OWU completed its most ambitious campaign in 2001, exceeding the \$100 million goal and raising \$105 million, and because Ohio Wesleyan has recently benefited from some major gifts and bequests, the University is confident that it can achieve an ambitious goal in its next campaign. The campus is currently raising funds for three mini-campaigns (the \$22 million "Remembering Mr. Rickey" campaign to upgrade athletic facilities; a \$5-million campaign to endow the Ross Art Museum; and a \$6-million campaign to raise matching funds for the Lilly Foundation Grant), but again it awaits the leadership of the new president in identifying the next set of fundraising goals.

Ohio Wesleyan's next president will be a person of vision, creativity, and energy and will be an articulate spokesperson for the University both internally and externally. He or she will inspire the best efforts of others, will take pleasure in being a visible and active presence on campus, and will be interested in making a long-term commitment to the institution.

The new president can build on recent successes. For example, President Thomas Courtice, during his 1994-2004 tenure, brought Ohio Wesleyan to new fiscal stability, including tripling the size of the endowment, which on June 30, 2007 stood at nearly \$190 million. During the Courtice years, OWU also upgraded the already attractive campus, increased the number of full-time faculty, and enhanced the institution's reputation. The University also launched an aggressive enrollment strategy that has in the last decade resulted in increased first-year applications from 2000 in 1998 to 3800 in 2007 and reduced the acceptance rate during that period from 83% to 65%. The recent campaign funded important renovations and substantially increased the size of the endowment.

Under the leadership of President Mark Huddleston, who served from 2004-07, the campus launched several initiatives to enhance the University's marketing and fundraising efforts. These included an extensive new integrated communications initiative, enhanced staffing in the development office, and an initiative for planned giving (all initially funded by the generosity of individual Board members). For example, these gifts have made it possible to increase the size of the fundraising staff by more than 50%, to upgrade some existing positions, and to provide a new focus on major gifts, the annual fund and planned giving. OWU has also initiated programs to enhance retention and student satisfaction.

Long-time faculty member and Provost David Robbins has agreed to serve as interim president for the 2007-08 academic year, after which he will return to the provost's office.

OHIO WESLEYAN TODAY

The student body of approximately 1,850 comes from 43 states and 45 countries. Roughly 50% comes from Ohio. Most students (85%) live in University housing, including six residence halls with incorporated dining facilities, nine small living units for 10 to 15 students each, and residential fraternity houses.

OWU has been recognized twice by the Templeton Foundation as among "Colleges that Encourage Character Development" for both its community service and its spiritual development programs. Ohio Wesleyan faculty and staff promote, and 85% of the student body take advantage of, the emphasis on

volunteerism and service that has prevailed throughout the University's 165 year history.

The University's strong commitment to racial, ethnic, and cultural diversity is reflected in the multicultural enrollment of 21% in the 2007 first year class, including U.S. multi-cultural students (12%) and international students (9%). Fifty-two percent of the class is female, 48% male. In addition, the student body includes a number of American students who have grown up abroad. Students take pride in their sense of community and inclusiveness.

The average SAT score for critical reading and math for the 2007 freshman class is 1191, the average ACT score is 26.5, and the average high school GPA is 3.27. Almost 49% of the class ranked in the top quarter of their high school class and 27% ranked in the top 10%. The faculty describes the student body as talented and motivated.

Student surveys repeatedly show that students across the institution are enthusiastic about the quality of faculty teaching and about their interactions with faculty outside the classroom. The most recent National Study on Student Engagement ranked Ohio Wesleyan among the top five percent of schools surveyed nationally in terms of seniors who believe that they have gained from "complementary learning opportunities" that enrich their educational experience. Students also rank OWU highly in terms of the number of serious conversations they have with students of different religious beliefs, political opinions, personal values, race or ethnicities. For its part, the faculty, recognizing that teaching and scholarship benefit one another, provides ample opportunities for student-faculty research, including an extensive summer research program and numerous off-campus apprenticeship programs.

OWU is especially effective in preparing its students for life beyond college. The University is a member of the Undergraduate Science Group, the nation's select group of 50 colleges that sends the greatest number of students on to Ph.D. programs. Fifty-two percent of graduating students pursue further study within five years of graduation. Graduate placement rates for pre-med students average 89% and the law school acceptance rates top 95%.

The Ohio Wesleyan faculty includes 137 full-time faculty members and an additional 16 FTEs held by part-time faculty (including emeriti faculty and professional staff members). Nearly all full-time faculty members hold a Ph.D. or the accepted terminal degree in their field. The faculty is 36% female and 64% male, with 12% from underrepresented groups. The student-faculty ratio is 12.5 to 1, and the average class size is 19.

Each year, many faculty members receive research grants and fellowships, make presentations at professional meetings, publish in or serve on editorial boards of prestigious journals, and serve as officers in their professional organizations. For example, Ohio Wesleyan faculty members have won fellowships from the National Science Foundation, the National Institutes of Health, the National Endowment for the Humanities, the National Endowment for the Arts, the Guggenheim Foundation, and the Fulbright Foundation.

THE CAMPUS

The extremely attractive tree-lined campus of more than 200 acres is located in Delaware, Ohio, a vital community of 34,000 and the seat of one of the fastest growing counties in the country. Delaware is becoming increasingly diverse in ethnic and socio-economic terms. Students take advantage of many volunteer opportunities in Delaware, whose downtown adjoins the campus, and many members of the faculty and staff are also actively involved with the community. Town-gown relationships are positive.

The University is 30 miles north of downtown Columbus which, with a population of more than one million, is now the largest city in the state. Members of the campus community take advantage of the many service, cultural, and social opportunities that Columbus offers.

Nine buildings with national landmark status, some beautifully restored and others which will require new funding for restoration, make the campus distinctive. The recently renovated Gray Chapel in University Hall houses the impressive 4,500-pipe Rexford Keller Memorial Organ, the largest of only six Klais concert organs in the United States. Meetings, lectures, and concerts are also held in the Chapel. The new R.W. Corns Building is home to the Woltemade Center for Economics, Business, and Entrepreneurship, the Economics Department, the Sagan Academic Resource Center, and Information Systems. The recently renovated Edgar Hall provides top-quality design workspaces for the Fine Arts Department, while the equally new Richard M. Ross Art Museum has quickly become a well-known regional gallery.

The new Conrades-Wetherall Science Center houses a greenhouse and state-of-the-art equipment, including a scanning electron microscope and scanning and transmission electron microscopes co-owned by USDA labs, as well as a Geographic Information Systems (GIS) computer laboratory. Enhanced dining spaces across the campus serve as meeting places. The main library houses an internet café and information commons. Two university wilderness preserves cover a total of 100 acres. OWU also has two observatories, including the historically significant Perkins Observatory, containing a 32-inch reflecting telescope.

The centrally located Beeghly Library has 503,000 volumes, one of the largest collections in the country for a college of Ohio Wesleyan's size. The library's federal document depository is among the nation's oldest and largest with an additional 200,000 reference documents. The collection is further enhanced by memberships in OhioLINK and CONSORT.

CHALLENGES

Like many national liberal arts colleges, especially those in Ohio and the Midwest generally, Ohio Wesleyan is facing challenges in terms of the declining pool of college-going students, the University's financial aid discount, and its dependence on tuition. The University has made strides in admissions and has in recent years reduced the tuition discount, but it looks to continued improvement in these areas. The campus has begun a focus on retention, adding an Associate Dean for First Year Students and initiating the StART OWU campus-based program in which incoming students register during the summer.

The campus has significant deferred maintenance and technology needs. The residence halls in particular need to be updated. Over time, Ohio Wesleyan also hopes to improve its student to faculty ratio and increase the size of the endowment, specifically adding new endowed chairs and building financial aid endowment.

CONTEXT AND HISTORY

Founded by Methodists in 1842, Ohio Wesleyan maintains an active affiliation with The United Methodist Church and is recognized internationally for welcoming students of all religious faiths. Ohio Wesleyan's 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." There is no religious requirement for the president, the faculty, or the staff. In the spirit of its heritage, the University defines itself as a community of teachers and students devoted to the free pursuit of truth. It develops in its students qualities of intellect and character that will be useful no matter what they choose to do in later life.

Known early in its history as the "West Point of Missions" because of the number of graduates who served abroad as missionaries, OWU continues to emphasize service to society. As a result, OWU has been recognized for the number of alumni who served as Peace Corps Volunteers. The life-long commitment of alumni to social justice is epitomized by Branch Rickey (OWU 1904), who integrated major league baseball and who was named ESPN's Most Influential Sports Figure of the 20th Century.

Ohio Wesleyan has throughout its history also been recognized for academic excellence. In 1906, it stood first among all universities in the number of alumni doing graduate work at Harvard. A study by the National Research Council in the 1970s, updated in 1980, ranked Ohio Wesleyan 17th among America's 867 four-year, private, primarily undergraduate institutions in terms of the number of alumni in all fields who earned Ph.D.s in the years since 1920. In a similar study in 1982 by Standard and Poor's Corporation, OWU ranked 15th among the same 867 institutions in terms of producing U.S. business leaders from among their undergraduates. A 1986 study, titled "Educating America's Scientists: The Role of the Research Colleges," identified the University as one of 48 highly selective "science-active" liberal arts institutions in the nation.

In addition to Branch Rickey, alumni from all generations have distinguished careers in economics, medicine, education, journalism, business, and the fine arts--among them Theodore Roosevelt's Vice President Charles Warren Fairbanks 1872; clergyman Norman Vincent Peale '20; Former President of CBS and of the American Red Cross, Frank Stanton '30; Pulitzer Prize winners playwright and lyricist Robert E. Lee '39 and journalist Susan Headden '77; US District Court Judge Charles Richey '45; 1995 Nobel Laureate in Chemistry, F. Sherwood Rowland '48; best-selling novelist Richard North Patterson '68; Professor and Director of Harvard's US-Japan Program, Ezra F. Vogel '50; President and CEO of Geico Corporation Louis Simpson '58; Filmmaker, actor and writer, Melvin Van Peebles '53; Chairman and CEO of Akamai Technologies George Conrades '61; former Ambassador of US Delegation to the UN Commission on Human Rights Shirin Tahir-Kheli '61; Actresses Wendie Malick '72 and Emmy winner Patricia Wettig '74; Oscar-winning film producer Fred Baron '76; Tony Award-winning actor Ron Leibman '58 and CBS news correspondent Byron Pitts '82. At least nine OWU graduates have become college presidents: Elden T. Smith '32 (Ohio Wesleyan); Thomas Wenzlau '50 (Ohio Wesleyan); Richard Rosser '51 (DePauw University); Melvin Vulgamore '57 (Albion); Bruce T. Alton '61 (Rocky Mountain College); John Bassett '63 (Clark); Wesley Poling '68 (Kentucky Wesleyan); Thomas Tritton '69 (Haverford); and Dan DiBiasio '71 (Wilmington College). Three alumni have served or are serving in Congress: David Hobson '58, Paul Gillmor '61, and Jo Ann Emerson '72.

Ohio Wesleyan University is a member of the Annapolis Group (an organization comprised of the nation's top liberal arts colleges), the Great Lakes Colleges Association (a consortium of 12 private liberal arts colleges located in Indiana, Michigan, and Ohio) and the Ohio Five, a consortium founded in 1995 with the support of the Andrew W. Mellon Foundation. The other Ohio Five Colleges are Wooster, Denison, Kenyon, and Oberlin.

MISSION

Ohio Wesleyan judges itself successful when it has accomplished three objectives in its work with students:

- 1) To impart knowledge. Ohio Wesleyan offers students the chance to participate in an ongoing dialogue about society's cultural past, in the belief that a liberal education communicates what great minds have thought, great artists have created, and great leaders have done. Also included in this aim is new knowledge creation; a liberal education communicates what is being acquired on the frontiers of contemporary inquiry and current advances of the human spirit. The objective of imparting knowledge begins with the conviction that it is intrinsically worthwhile to possess the knowledge and insight transmitted through the humanities, arts, and sciences.
- 2) To develop and enhance certain important capabilities of students. As they progress through the curriculum of the University, students make secure the foundation skills of reading, writing, and quantitative analysis. They build on these skills the capacity to think critically and logically, to employ the methods of the different fields of inquiry, and to understand the symbolic languages used to codify and communicate knowledge in today's society. They may develop aesthetic sensibilities or creative talents in several fields. Many students learn to integrate theory with practice by preparing for careers within various disciplines and through pre-professional and professional programs.
- 3) To place education in the context of values. Liberal education seeks to develop in students understanding of themselves, appreciation of others, and willingness to meet the responsibilities of citizenship in a free society. It recognizes that trained sensitivity to ethical issues, both private and public, combined with a sound grasp of various cultural heritages, is important for maturation and for living a good life. It accords high honor to intellectual honesty. Consistent with the University's Methodist tradition, Ohio Wesleyan encourages concern for all religious and ethical issues and stimulates its students to examine their own views in light of these issues.

THE ACADEMIC PROGRAM

The University provides an undergraduate curriculum that is rigorous, balanced, and contemporary. It confers the Bachelor of Arts, Bachelor of Fine Arts, and Bachelor of Music, and offers combined-degree (3-2) programs in medical technology, optometry, physical therapy, and engineering with outside institutions, such as Cal Tech and Rensselaer. Degrees are offered through 24

academic departments and several interdisciplinary programs. Distinctive features of the academic program include the Arneson Institute for Practical Politics and Public Affairs; the Woltemade Center for Economics, Business and Entrepreneurship; the Sagan National Colloquium; a four-year Honors Program; and extensive opportunities for independent research, internships, and off-campus study.

The Honors Program

The Leland F. and Helen Schubert Honors Program intellectually challenges Ohio Wesleyan's most talented students through first-year special-topics Honors Tutorials in which students work one-on-one with a faculty mentor or in very small groups of two or three students. Honors Scholars are invited to participate in Honors Seminars throughout their four years at OWU. They can earn University Honors or Departmental Honors by completing a yearlong research project, an oral defense of their work, and a thesis that becomes a permanent part of the library's collection.

Service Learning

Ohio Wesleyan has the longest operating community service program among universities in the state. True to the University's motto "Education for Leadership and Service," students volunteer in the Delaware community, tutor in local schools, and do internships with local businesses. They also serve as mentors in middle schools in Columbus, participate in Habitat for Humanity, and join service-oriented spring break trips. In 2003 the Lilly Foundation awarded OWU a \$2-million challenge grant to promote the "Theological Exploration of Vocation" on campus.

Research Opportunities

Students have many opportunities to conduct original research beginning as early as the freshman year. Science students have summer research opportunities in an OWU-funded program on campus as well as at major research universities, hospitals, and government agencies. Former students have joined research teams at the Mayo Clinic, Duke University, and Emory University; worked at The National Institutes of Health (NIH) and the Ohio Division of Wildlife; and conducted research across the country and internationally, from France to Borneo. Ohio Wesleyan has been awarded several Howard Hughes Medical Institutes grants and recently received a three-year grant from the National Science Foundation to support summer research opportunities for undergraduate college students and high school teachers through 2009.

Off-campus Programs

Approximately 20% of the student body takes part in off-campus programs. These include apprenticeships and internships which provide students with local, national, and international opportunities to apply their education through experiential opportunities tied to their courses. These opportunities enable them to test their interest in a particular field while diversifying their background. For example, students have participated in Ohio Wesleyan's New York Arts and Wesleyan in Washington programs. The Arneson Institute for Practical Politics and Public Affairs offers students unusual full-time internship opportunities in the nation's capital with, for example, Congress, the Federal Courts, the White House, the National Endowment for the Arts, and CNN. Students choose from over 40 approved foreign and domestic programs, administered by OWU or affiliated universities, including the OWU-run Salamanca Program in Spain.

STUDENT AFFAIRS

Student Activities

Ohio Wesleyan students contribute to their own education by routinely taking on significant leadership roles, often in one of over 100 clubs and student organizations, or in the Wesleyan Council on Student Affairs, the student legislature and policy organization. The latter is composed of students, with a few faculty members and administrators serving as advisors. Students also are encouraged to start new clubs and organizations. They may help organize events or host some of the numerous speakers brought to campus by departments and programs, or they may play primary roles in theatrical or other productions. In all these endeavors, students are supported by the administration, faculty, and peers.

Greek Life

Founded in 1853, the OWU fraternity and sorority system today includes 17 fraternities and sororities to which 33% of the student body belong. Most fraternities have houses on the residential side of the campus. There are no residential sororities. Greek life at OWU is inclusive; all non-Greeks are welcomed to participate in Greek-sponsored activities and many do. In addition to sponsoring social events, the Greek community is also involved in a wide range of service initiatives.

Athletics

The Ohio Wesleyan Battling Bishops compete in the North Coast Athletic Conference (NCAC), one of the premier leagues of Division III Athletics. Men compete in basketball, tennis, baseball, football, lacrosse, soccer, golf, cross-country running, sailing, track & field, and swimming and diving. Women's sports include basketball, tennis, volleyball, field hockey, lacrosse, soccer, cross-country running, sailing, track & field, softball, and swimming and diving. The

most successful sports team has been the women's soccer team, which recently won consecutive NCAA Division III titles. Men's soccer has also performed well, recently winning five straight NCAC titles and a national NCAA Division III title. In 2006-2007 Ohio Wesleyan was awarded its seventh All-Sports Title by the North Coast Athletic Conference. Between 60 and 75% of the student body participates in intercollegiate and/or intramural athletics each school year.

GOVERNANCE

The University is governed by a Board of Trustees, whose mission is to "perpetuate Ohio Wesleyan as a distinctive liberal arts College that ensures its place as an institution of choice by providing a superior academic and educational life experience."

The role of the Board includes, in particular:

- Hiring, encouraging, and overseeing the president while entrusting him/her with the management of the institution.
- Ensuring institutional financial integrity.
- Overseeing and participating in fundraising.
- Defining and differentiating Ohio Wesleyan's program.
- Providing the necessary fiscal, physical, and human resources to meet present and future needs.

The Board of Trustees currently is composed of 18 trustees at-large, 15 trustees from the Alumni Association, three trustees from the East Ohio Area Methodist Conference, four trustees from the West Ohio Area Methodist Conference, and three ex-officio trustees, including the president. There are also 24 emeritus or life trustees. The standing committees of the Board include the Executive, Academic Affairs, Audit, Endowments, Facilities, Finance, Marketing, Organization, Religious Life, Student Affairs, and University Relations Committees.

The president is the academic and administrative leader of the University. At present, four cabinet officers report directly to the president: the provost, the vice president for business affairs and treasurer (who also serves as treasurer to the Board); the vice president for strategic communication and university enrollment; and the vice president for university relations.

Ohio Wesleyan has a strong tradition of shared governance. Faculty, administrators, and students actively participate in trustee, faculty and University committees and contribute to the crafting of both long-term institutional priorities and short-term objectives. As a consequence, members of the campus community are genuinely knowledgeable about the actual challenges and opportunities the institution faces and contribute valuable ideas in meeting

those challenges. The faculty is involved in the governance of the institution through such committees as the University Governance Committee, the Academic Policy Committee, and the Faculty Personnel Committee which ultimately make recommendations to the president or in some instances to the provost who then recommends to the president. The president, for his or her part, depending on institutional policy, either makes the final decision or recommends to the Board. Members of the faculty committees are elected by their colleagues. Students also participate in the governance process and serve on and have voting rights on many faculty committees. Each academic department has a student advisory committee, and students serve on departmental committees including search committees for faculty members.

The four-member University Governance Committee of the faculty meets regularly with the president and the administrative officers, sits with the Executive Committee of the Board (with the exception of legal and personnel matters), and participates in budget discussions, making recommendations to the president in a range of budgetary areas including the size of the faculty, the faculty salary pool, and compensation packages. The Academic Policy Committee oversees the academic program, making recommendations to the administration regarding academic departments and programs, and to the entire faculty regarding new courses proposed by departments. The committee also makes recommendations about the allocation of full-time faculty positions in response to departmental requests. In similar fashion, the Academic Policy Committee makes recommendations with respect to establishing faculty positions and to developing new programs or departments. The Faculty Personnel Committee makes recommendations with respect to tenure, retention, promotion, and merit as well as other personnel issues.

Untenured faculty members participate fully in the governance process, including assessing fellow department members for tenure, promotion, and merit pay. Faculty members, regardless of discipline, are compensated on the same pay scale.

DELAWARE, OHIO

The University maintains an interest in the historic Strand Theatre in downtown Delaware and a number of other civic partnerships. The Central Ohio Symphony Orchestra has its headquarters on campus and performs there. University lectures, concerts, athletic events, and plays are open to members of the community, many free of charge. The Bishop Backers are community members who strongly support OWU's programs, including athletic events.

Delaware hosts the Arts Castle, the home to the Delaware County Cultural Arts Center (which offers classes ranging from ballet to fine arts) and the annual

famous Little Brown Jug Harness Race. Delaware has a community hospital. The downtown streets that border campus reflect the historic nature of the city and offer a number of shops and restaurants including a music store, clothing stores, gift shops, and a number of antique shops. In recent years, \$60 million of private money has funded the development of the downtown.

ADMISSION AND FINANCIAL AID

For the class of 2011, 3,800 first-year students applied for approximately 565 positions. The yield for the class was 26%. The estimated total cost for 2007-08 residential students is \$39,960. (Tuition is \$31,510, a standard room is \$4,000, average board is \$4,030, the information technology fee is \$200, and the student activity fee is \$220.)

Due to the very competitive nature of liberal arts institutions in Ohio, coupled with Ohio Wesleyan's commitment to attain the highest quality of students, the University has offered very generous need-based and merit-based financial aid packages. Ninety-five percent of freshmen receive some form of financial assistance. Ohio Wesleyan offers financial aid to international students as well. The University has lowered its discount rate significantly between 1998 and 2007 while simultaneously increasing and then stabilizing the size of the freshman class.

FINANCES AND FACILITIES

Ohio Wesleyan has reached an increasingly positive balance in matching its resources, expenses, and ambitions. It has turned important corners in its budget and in the management of its investments in people, plant, and endowment. Today's financial outlook is positive.

OWU's finances are generally driven by tuition/fee income on the revenue side and by financial aid plus instructional/student costs on the expense side. The net operating, unrestricted budget, after deducting roughly \$22 million in unfunded financial aid, runs at about \$55.5 million. That amount is raised in net tuition and fee income (\$45 million), unrestricted gifts (\$3.8 million), endowment income (\$6 million), and "other" (\$0.7 million).

Last year, the University spent an additional roughly \$7 million on the physical plant and other specific activities from funds it received with various restrictions. Ohio Wesleyan audits are in good order, its debt load is reasonable, and its self-insured health benefit plan is stable.

THE ALUMNI AND FUNDRAISING

Ohio Wesleyan has a worldwide alumni base of 34,000. The Annual Fund (a budgeted line item) met its 2006-07, raising just over \$3.8 million. Thirty-one

percent of alumni contributed in the past year, although 64 percent of all alumni have given over the years. Ninety-one million dollars of the \$105 million contributed to the last campaign was secured in cash before the official end of the campaign. The campaign's top priorities were endowment (\$51.7 million); the Annual Fund (\$16 million); the Science Center (\$13.5 million); the Streetscape Project, including the Corns Building, Edgar Hall, and Haycock Hall (\$9.4 million); the Raise the Roof of University Hall project (\$1 million); and Roy Rike Field renovations (\$865,000). There was an additional \$7.3 million in undesignated monies received and \$4.9 million in gifts falling outside the stated priorities.

THE SEARCH PROCESS

Review of candidates will begin immediately and continue until a new president is appointed. Submissions received by October 23 will be assured full consideration. Applications should include a cover letter that takes into account this institutional profile, a résumé or *curriculum vitae*, and an annotated list of five references (noting the relationship to the candidate and including an email address, a phone number, and an address). Nominations and expressions of interest will be treated in confidence. Applications and nominations (preferably in MS Word) should be sent to:

OWUPresident@academic-search.com

Ohio Wesleyan University is being assisted by:

Dr. Susan Resneck Pierce, Senior Consultant
Academic Search, Inc.
srp@academic-search.com

Ohio Wesleyan University is strongly committed to diversity within its community and encourages all interested applicants, including women and minorities, to apply.