

The cover sheet for this document may be viewed on page 2 of the [docket](#).

The Opportunity

Transformative Change

Western Oregon University's Board of Trustees (WOU) and campus community are excited to recruit and welcome WOU's next president during a time of positive transformation. The President will have a career-defining opportunity to elevate the university's impact as an accessible institution uniquely tailored to the needs of its student body.

Certainly, as a public, mid-sized, regional comprehensive university, WOU, like other post-secondary institutions, is experiencing competition for enrollment and resources, demographic changes, COVID-19 and its impact on employee and student morale.

A supportive board and resilient campus community will ensure the President is well-positioned to successfully lead WOU as it thoughtfully navigates through the remainder of the pandemic while furthering efforts to grow enrollment, innovate for sustainability, and advance diversity, equity, and inclusion.

Inspiring Mission and Vision

WOU's mission statement and vision capture the core of its character and the essence of this leadership opportunity: "Western Oregon University creates lasting opportunities for student success through transformative education and personalized support." This ethos is amplified by WOU's strategic vision "to become Oregon's campus of choice for students, faculty and staff who seek a student-centered learning community."

Commitment to Diversity, Equity, and Inclusion

With a student enrollment of nearly 25% Latinx and 37% students of color, the university has created space intentionally for diversity, equity, and inclusion to reside at the forefront of the WOU experience. WOU is the first and only public university in Oregon to have formed a standing Board committee on Diversity Equity and Inclusion to ensure these values are manifest at all levels. WOU's next president will exemplify these values and incorporate them into their leadership of the campus.

A robust Diversity Action Plan is in motion thanks to the tireless efforts of WOU's Diversity and Inclusion Advisory Committee. The Plan includes hiring WOU's first Executive Director for Diversity, Equity, and Inclusion, reporting to the President. WOU is expanding upon its long-standing outreach and service to underserved communities, including students of color, rural students, veterans, LGBTQIA+ students, first-generation students, and returning adult learners. For decades, WOU has served these communities, including the sizeable Latinx population in the greater mid-Willamette Valley and beyond. Examples of WOU's commitments include the Multicultural Student Services and Programs Office, the Cesar E. Chavez Leadership Conference (link [here](#)), an innovative Bilingual Teacher Scholars program, a new Freedom Center inspired by student voices, and recognition as an Emerging Hispanic-Serving Institution.

Distinctive Academic Programs

WOU is changing the lives of students and contributing to the vitality of the State of Oregon through high quality, relevant, and unique academic programs. WOU's College of Education produces more teachers than any post-secondary institution—public or private—in the State of Oregon. The recently revised general education curriculum, with the liberal arts experience at its core, prepares students to succeed and thrive. WOU's largest majors—education, business, psychology, criminal justice, and exercise science—demonstrate the impact and reach of a public, regional, mid-sized comprehensive university. WOU enjoys a nationally recognized reputation in deaf and hard-of-hearing programs, including American Sign Language programs and substantial grants for Deaf-Blind initiatives. WOU's new facility in Salem, Oregon is primed to facilitate degree completion, reach thousands of adult learners in the region, advance key graduate programs, and cultivate meaningful partnerships with the State and beyond.

In collaboration with WOU's dynamic and able faculty, the President will have the opportunity to ensure the curriculum and programs resonate with WOU's students of the future, making the necessary changes to attract students and serve Oregon for years to come.

The Role of the President

As the university's chief executive officer, the President is responsible for the overall management and oversight of the University's vision, strategy, and operations. The President reports directly to the Board and works closely with them to develop strategy, key initiatives, programs, and policies. The President delegates and monitors administrative and operational functions to the executive leadership team. Under Oregon law, the university president is also the President of the Faculty.

The President is not only the leader of the campus community, but also the visible representative of WOU in the local community, organizations of higher education, and the face of the organization for alumni, parents, and friends of the University. The President conveys the voice of WOU and its mission, raising its profile in the community, state, and nation to enhance recruitment and continue financial support necessary to sustain and build the future of WOU.

With this profound and unique opportunity, the next President must bring and demonstrate the leadership skills necessary to advance the mission, vision for WOU, and in concert with others, create a bright and vibrant future for WOU and the students it serves.

To perform successfully, WOU's next President will:

- Assess the needs of the organization, understand, and appreciate the role and importance of a public, mid-sized, regional comprehensive university and further the transformative change that has begun for WOU's short- and long-term success.
- Demonstrate a commitment to the concept of a student-centric institution, with a strong student orientation and dedication to preparing students for success in an increasingly global environment.

- Be a visible leader, role model and advocate for diversity, equity, inclusion and accessibility for the university's climate, employees, students, curriculum, community partnerships, business practices, and facilities and physical plant.
- Ensure the institution acquires and sustains the necessary public and private resources for achievement of the University's goals and objectives. Engage in fundraising activities that continuously improves the University's financial position and opportunities for students. Interface with Alumni Association to keep the extended WOU community engaged and inspired.
- Ensure a high-quality faculty and educational curriculum that is relevant and responsive to student needs and success, including the role of on-line, virtual, and hybrid modalities.
- Drive growth in student enrollment, student retention rates, academic programs, graduation, and career readiness.
- Continuously foster and maintain support from city, county, state and federal elected officials and governmental entities. Establish, maintain, and expand excellent community relations and partnerships.
- Appreciate and work effectively within a shared governance framework.
- Build positive relations and work effectively with unions that represent faculty and staff.
- Promote the establishment of K-12 and community college partnerships.
- Work in concert with other universities and colleges to foster and grow mutually beneficial relationships.

Key Attributes

WOU's Next President Will Be:

- A passionate advocate for higher education and forward-thinking visionary.
- A strong supporter of student success and advocate that recognizes the needs and obstacles faced by traditionally underrepresented and first-generation students aspiring to higher education.
- An inspiring communicator with the skill and intuition necessary to hear, understand, and unify multiple perspectives of the complex issues facing students, campuses, and public higher education.
- An individual with the highest personal integrity, ethics, and an executive presence demonstrating a strong moral compass with kindness and humility.

- An engaging and visible presence on campus and in the community; approachable by students, faculty, staff, alumni, parents, the local community, and other friends of the University.
- An individual who possesses the financial acumen required to develop a sustainable business model and manage a financially complex institution.
- Knowledgeable about key issues and trends affecting public universities, including enrollment, the impact of demographic changes, retention strategies and innovation in higher education.
- A leader with organizational insight to facilitate change, one who is industrious and resourceful, with an understanding of where resources exist and how to access and leverage them.
- An astute listener who makes it a priority to know the faculty, staff, students, and needs of the students and institution and a motivator who leads by inspiring commitment to the institution and its objectives.
- Conscientious of the impact that the University has on the economic climate of the city, state, and nation.
- A champion for fundraising; knowledgeable of large comprehensive fundraising campaigns and how to help them succeed.
- A leader who demonstrates diversity, equity, inclusion, and accessibility as paramount values and insists on their incorporation and reflection throughout university priorities, actions, and initiatives.
- A strategic, critical thinker who incorporates a combination of data and perspectives to inform decisions for the benefit and future of the university.
- Effective working at a high strategic level, developing and empowering other leaders to perform with excellence and accountability.

WOU's Next President Should Possess:

- A record of successfully leading a complex organization through change.
- A record of generating resources through means such as enrollment growth, creation of innovative programs, and fundraising.
- A record of creating organizational distinctiveness and sustainability - evidence of creative problem solving, successful entrepreneurial activities and initiatives.
- High emotional intelligence, and strong interpersonal skills, with an inclusive, transparent communication style, both written and spoken.

- The ability to build deep and lasting relationships with donors and the philanthropic community, articulating the case for supporting WOU with enthusiasm.
- An earned doctorate, a comparable terminal degree, or an equivalent combination of education and experience.

Key Attractors to the Role

- An unprecedented opportunity to lead a distinctive university through transformative change and have a meaningful impact of the lives of students, their families, the greater community, and state.
- Empowerment to create a new path, rather than simply modeling another institution.
- Working with talented, courageous, caring, curious and cooperative people who are open to continuous improvement and change.
- Immersion in a diverse campus community where students say they feel seen and heard by professors – a community where there is a palpable sense of hope for the future.
- Experience a supportive board that appreciates the President and shares responsibility for tough decisions.

Quality of Life - Monmouth, OR

WOU's location in the mid-Willamette Valley also presents unique opportunities for the next President. Just west of the State Capitol in Salem, 63 miles south of Portland, 50 miles from the spectacular Oregon coast, and 100 miles from mountain recreation, the vibrant community of Monmouth is in the heart of Oregon's wine growing and hop growing region. Monmouth and its connected sister city of Independence boast small-town charm with antique shops, local restaurants, galleries, and outdoor amphitheaters, community celebrations and musical performances, many of which are hosted on WOU's campus and Rice Auditorium (link [here](#)). The cities are surrounded by miles of bike trails, mountains for hiking, and watersports such as canoeing, kayaking, and fishing on the Willamette River. The community also offers world-class connectivity, with local fiber optic internet to every home and business. Monmouth is known as a great place to host friends and raise a family. There is something in Monmouth for just about everyone.

About Western Oregon University

Quick Facts

Year founded: 1856
 Total enrollment: 4019
 Number of undergraduate students: 3606

Number of graduate students: 413
Location: Monmouth, Oregon and Salem, Oregon
Miles from Portland: 63
Campus size (acres): 157
Number of majors: 42
Largest majors: Education, Psychology, Business, Criminal Justice, Exercise Science
Student-to-faculty ratio: 13:1 (including credit by arrangement courses)
Average class size: 15
Acceptance rate: 79%
Students receiving financial aid: 74% (degree-seeking undergraduates)
Geographic origins of undergraduate students
In-state: 80%
Out-of-state: 19%
International: 1%
Gender distribution: 32% men, 66% women
Students of color: 37%
Athletics: NCAA Division II; Great Northwest Athletic Conference

Key Web Links

The university's website is www.wou.edu.

Information on the Board of Trustees may be viewed at www.wou.edu/board.

WOU's current Strategic Plan—Forward Together—may be viewed [here](#).

WOU's academic programs may be viewed [here](#).

WOU's Board Statement on Diversity, Equity, Inclusion and Accessibility may be viewed [here](#).

Accreditation

UNIVERSITY ACCREDITATION

WOU is accredited by the Northwest Commission on Colleges and Universities (NWCCU).

PROGRAM ACCREDITATION

Council for Accreditation of Educator Preparation (CAEP), the Oregon Teacher Standards and Practices Commission (TSPC), the Council for Accreditation of Counseling and Related Educational Programs, Commission on Collegiate Interpreter Education, and the National Association of Schools of Music (NASM).

Nominations & Applications

The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive. Correspondence should include a curriculum vitae and a letter of

interest describing relevant experience and interest in the position, and should be submitted to Scott Watson, Michael Ballew, or Florene Stawowy at:

WOUPresident@AnthemExecutive.com

While applications and nominations will be accepted until a new President is selected, interested parties are encouraged to submit their materials to the address below by **ADD DATE** 2021, to assure optimal consideration. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.

Anthem
Executive

AnthemExecutive.com

Western Oregon University is committed to providing equal access and opportunity to employees, applicants for employment, and service providers without regard to age, disability, gender, genetic information, national origin, race, religion, sexual orientation, or status as a Vietnam War Era Veteran.

If any candidate requires disability-related accommodation, please notify the Board's Office at 503-838-8809 or hagemannr@wou.edu and the university will coordinate with Anthem Executive on appropriate and accessible accommodations.