



## **Dean and Director – The Ohio State University at Lima**

The Ohio State University recognizes that the regional campuses play a critical role in the overall mission of the university; they provide access for any student to develop the skills, knowledge and attitudes to be a successful, contributing member of society. Key to this success is a leader who will help lead Ohio State Lima in providing the best educational experiences for the 21st century. We seek a dynamic, energetic leader with a record of accomplishment in building strong collaborations and coalitions, who has been successful in creating a shared vision, and who is prepared to engage in critical discussions and decision-making that will positively impact students, faculty, staff, the campus advisory board, and the community. Our next leader must be a proficient communicator who is comfortable engaging with constituency groups, including media, must be able to lead campus-wide initiatives, be an active participant in the community, address challenging enrollment demographics in west central Ohio in the near future, and should offer a visionary message to students, faculty and staff.

### **Position Overview**

The dean and director is the administrative leader of the Lima campus, has faculty status, and works collaboratively and consultatively with faculty, staff, and university administrators. The dean and director reports to the executive vice president and provost of The Ohio State University, and is responsible for performing the following duties:

- Promoting, directing, and supporting the academic mission, educational activities and research opportunities, and community engagement programs of the campus
- Supporting and enhancing a viable system of academic support services and student-life programs
- Supporting the strategic mission, vision, and values of the university
- Maintaining high morale among the faculty, staff, and students
- Promoting diversity and inclusivity
- Fostering faculty excellence in teaching, research, and service
- Reviewing faculty for promotion, tenure, and salary adjustments
- Supervising senior staff
- Administering the campus's budget
- Strategic planning
- Fundraising
- Facilitating alumni engagement
- Representing the Lima campus within the local and regional communities
- Developing and implementing outreach and engagement programs
- Consulting with the Ohio State Lima Advisory Board
- Overseeing the campus facilities
- Working cooperatively with Rhodes State College, the independent institution that shares the Lima campus

## **Organizational Overview**

Ohio State Lima is one of four regional campuses, in addition to the Columbus Campus and the Agricultural Technical Institute at Wooster, that comprise The Ohio State University. Over 66,000 students are enrolled at all six campuses, over a thousand of which are attending the Lima campus. The Lima campus is co-located and cost-shared with Rhodes State College, an independent two-year state college.

The Ohio State University is ranked 16<sup>th</sup> in the nation for public institutions and 1<sup>st</sup> in the state of Ohio. Ohio State is also a Research I institution, where faculty members perform cutting-edge research in their fields of study. Excellence in research, teaching, and service encompasses all six campuses. Here at Ohio State Lima, for example, eight of our current faculty members have won the University's prestigious Alumni Award for Distinguished Teaching. Only 10 awards are given annually to the 2,788 tenure-track faculty in the entire Ohio State University system. This means that Ohio State Lima students learn from professors who are at the forefront in their academic fields and are tenured in their Columbus departments. Students also receive—regardless of their major—the opportunity to be involved in research, allowing for them to build their résumés for the job market or graduate school. The Lima faculty is comprised of 12 full, 19 associate, and five assistant professors. The 25 associated faculty who are highly recognized for their dedication to students further enhances the Lima academic experience.

Ohio State Lima has 38 endowed funds as part of the larger university endowment portfolio. The current market value of over \$6.5 million supports student success through of a variety of mechanisms, primarily focused on scholarships and financial aid.

Faculty and staff members at Ohio State Lima work closely with students and strive to create a welcoming and supportive environment that allows students to succeed and graduate as Buckeyes. Students of all six campuses join The Ohio State University network of over 500,000 living alumni all over the world.

Located on the I-75 corridor in Ohio, the Lima campus is easily accessible from Cincinnati, Dayton, Toledo, Detroit, and Fort Wayne, and is only 90 minutes from Columbus.

Lima has a population of nearly 39,000, which allows for industry and corporate internship opportunities in the city and surrounding area. For example, Ohio State Lima students have taken part in internships with Fox Television, Procter & Gamble, St. Rita's Hospital, Lima/Allen County Chamber of Commerce, Allen County Fair Office, and Allen County Soil and Water. The Lima Metropolitan Statistical Area has a population of approximately 100,000 residents.

Ohio State Lima offers all coursework for 11 Ohio State bachelor degrees and four completion programs. Outside the classroom, the campus offers over 30 student clubs and organizations, as well as intramural and club athletic teams.

## **Performance Objectives**

The ideal candidate will have effective, positive interpersonal skills and strong leadership and management ability, and will be someone who is deeply committed to the following:

## University Education in a Regional Campus Setting

- Within this area we seek a leader who will do the following:
  - Understand and embrace the regional-campus concept;
  - Articulate a clear vision for the campus that defines its place among institutions of higher learning;
  - Work to improve the success of underrepresented students, including first-generation college students;
  - Understand the campus's role within the university;
  - Express genuine passion about and deeply value education;
  - Communicate the benefits of higher education to students and the community;
  - Build enrollment at Ohio State Lima by developing programs that make it the regional campus of choice for a greater number of students in Ohio.

## Campus and Community Involvement/Engagement

- Within this area we seek an exemplary citizen:
  - Someone who will take a leadership role in the community, be excited about engaging in community activities, being a visible leader and who will seek and value community input;
  - A leader who will interact with the community, business, and industry to build relationships; who will market Ohio State Lima to the community; and who will communicate effectively with the media;
  - A leader who demonstrates an understanding of rural, small and mid-size communities and who understands and appreciates the unique circumstances of a university where many of the students are first-generation college students, may be working while attending college, or may have other external commitments (36% first generation, 40% Pell-eligible, 14% students of color, 10-15% non-traditional);
  - A leader willing to be engaged on campus with students, faculty, and staff, who will actively attend and support the wide array of student activities, and who will support student development in a broad sense.

## Disciplined Fiscal Management and Development

- Within this area we seek a strong financial steward:
  - A leader who is financially astute and creative, savvy with respect to state and university fiscal processes, and will demonstrate responsible stewardship of human, financial, and physical resources;
  - A leader with an innovative approach to development and fundraising, who has the experience to be a strong and successful advocate for Ohio State Lima, and who can garner the private support needed to help implement Ohio State Lima's strategic plan and framework plan.

## Leadership and Relationship Building

- Within this area we seek:
  - An innovative leader who can establish a strategic vision for the campus and is willing to collaborate with others;
  - A "bridge-builder" who is diplomatic, collaborative, and a good negotiator, and who can develop collaborative partnerships and strengthen relationships with Rhodes State College

and other area institutions while effectively representing Ohio State Lima within the University;

- A leader who is charismatic, personable, dynamic, and outgoing, has progressive leadership qualities, and can think “out of the box”;
- A leader who will work with others to find solutions and who can make tough decisions;
- A leader who is sincere and truthful, values and implements transparency, and is willing to engage staff, students, and faculty;
- A leader who is approachable and inclusive, a good listener who encourages and values diversity, and who will take a fair and balanced approach in working with all campus constituents.
- A leader who will, in coordination with the appropriate University efforts, represent and advocate for the campus at the state level.

### **Experience Requirements**

1. Doctoral degree or other terminal degree.
2. Experience as a dean, director, and/or chair of an academic unit and/or campus is preferred.
3. Distinguished record of research and teaching.
4. Demonstrated leadership and administrative ability.
5. Strong commitment to success in building diversity.
6. Demonstrated experience with community service, outreach, or engagement.
7. Experience with stewardship and fundraising preferred.
8. Ability to meet requirements for tenure, preferably at the full professor level, in an academic unit at Ohio State.
9. Experience at a college or university serving many first-generation students or those with outside commitments or employment.

### **Closing Statement**

To build a diverse workforce, Ohio State encourages applications from individuals with disabilities, minorities, veterans, and women. EEO/AA employer.

Review of applications will begin immediately and continue until the position is filled. Applicants should submit a letter describing relevant experiences and interest in the position, a vita, and the names of five references to:

**Steve Leo, Partner**  
**Vicki Henderson, Senior Associate**  
**Storbeck/Pimentel & Associates, LP**  
**610-572-4296**  
[OSUDeanLima@storbecksearch.com](mailto:OSUDeanLima@storbecksearch.com)

To nominate a candidate, submit a letter of nomination that includes the name and complete contact information for the nominee.

### **Salary**

Negotiable