

# SEARCH PROFILE:

VICE PRESIDENT FOR FINANCE AND  
ADMINISTRATION AND TREASURER



Ohio  
Wesleyan  
University

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## THE OPPORTUNITY

Ohio Wesleyan University (OWU) invites inquiries, applications, and nominations for the position of Vice President for Finance and Administration and Treasurer (VPFA). Located in Delaware and close to the state capital of Columbus, Ohio Wesleyan University (OWU) is a private, liberal arts, residential institution with a distinctive purpose of providing every student with transformational experiences that prepare them for the causes, careers, and graduate school opportunities they want to pursue.

Reporting to President Matthew vandenBerg, the VPFA is the institution's senior finance and administrative leader and partners with the president,

provost, and other senior leaders to provide strategic fiscal and comprehensive operational leadership across the University to ensure that planning, operational, and budget activities support institutional goals. The VPFA stewards the long-term financial sustainability of the University and its mission to provide a premier liberal arts education and residential campus experience. As a member of the President's Cabinet, the VPFA works in close collaboration with other senior administrators in financial and administrative strategy across the institution. The new VPFA will take office in Summer 2024.



## ABOUT OWU

Ohio Wesleyan University is an independent, undergraduate liberal arts institution that has positioned itself for 21st-century learning and teaching through a new general education program, enhanced academic programs, a dynamic faculty recruitment and retention initiative, and an innovative and holistic commitment to student formation and learning. This commitment is fulfilled through the OWU Connection, the Bishop Elevate program to support first-generation students, and a dynamic Career Connection office that works throughout each student's time at the University to prepare them for their next journey.

OWU comprises more than 1,450 students, almost equally men and women, from 40 states and 27 countries. Students of color make up approximately 25% and include both U.S. multicultural students and international students; the University is strongly committed to racial, ethnic, cultural, and socioeconomic diversity. In 2022, 96% of reporting graduates were employed and/or in graduate school within six months.

OWU confers the Bachelor of Arts, Bachelor of Fine Arts, and Bachelor of Science, and in partnership with a number of select institutions, offers combined-degree programs in fields such as nursing, engineering, and occupational therapy. Degrees are offered through

19 academic departments, 70 majors, and 11 interdisciplinary and pre-professional programs.

An exciting sense of energy at Ohio Wesleyan is based largely on the [OWU Connection](#), the University's signature experience, which provides extensive curricular-based opportunities for independent research, internships, service, and off-campus study. The OWU Connection helps students *think big* by allowing them to understand issues from multiple academic disciplines. It encourages them to *do good* by serving the local and global community. It inspires them to *go global* by gaining an international perspective through travel-learning and study away. And it provides them an opportunity to *get real* by translating classroom knowledge into real-world experience through internships and externships. The OWU Connection includes Travel-Learning Courses that give students an up-close look at issues discussed in class and a competitive Theory-to-Practice Grant program that enables them to write grant proposals for research, internship, service, and cultural-immersion projects and carry them out in locations throughout the world.



## ACADEMIC PROGRAMS

Ohio Wesleyan is an innovative leader in liberal arts education committed to preparing students to be engaged and effective global citizens and leaders.

### HONORS PROGRAM

Ohio Wesleyan's Leland F. and Helen Schubert [Honors Program](#) consists of honors seminars and tutorials, honors courses, and mentored independent research or creative projects. Students also are eligible to live in the 27-bed on-campus Gillespie Honors House, which opened in 2017. Ohio Wesleyan is among the 10% of the nation's colleges and universities with a [Phi Beta Kappa](#) chapter. OWU's Eta chapter was established in 1907.

### HIGHER EDUCATION PARTNERSHIPS

Ohio Wesleyan has several academic partnerships with other higher education institutions. These include guaranteed admission for Columbus State Community College graduates with 3.0 GPAs, [pre-nursing pathways](#) that enable OWU students to earn Bachelor of Science in Nursing degrees at Mount Carmel College of Nursing, and 3-2 engineering and other [post-graduate pathways](#) for OWU students at schools including the California Institute of Technology, Carnegie Mellon University, Case Western Reserve University, and Washington University in St. Louis. OWU recently expanded an agreement

with Case Western Reserve University to create an early admission pathway for students seeking master's degrees at CWRU's Weatherhead School of Management in the areas of Business Analytics, Supply Chain Management, and Finance. OWU also partners with Lake Erie College of Osteopathic Medicine, allowing qualified OWU students to gain provisional early acceptance into LECOM's medical school.

### ACCREDITATION

OWU is accredited by The Higher Learning Commission. OWU's next review for reaffirmation of accreditation takes place in 2028-2029. Appropriate departments are approved or accredited by the American Chemical Society, the National Association of Schools of Music, the Ohio Department of Education (for licensure of elementary and secondary school teachers), and the Council for the Accreditation of Educator Preparation (CAEP).

The University is a member of the Great Lakes Colleges Association of 13 leading independent institutions in Indiana, Michigan, Pennsylvania, and Ohio; a member of The Annapolis Group of Liberal Arts Colleges; a member of the Association of Independent Colleges and Universities of Ohio (AICUO); and a member of the Five Colleges of Ohio, a consortium of the state's leading private, undergraduate institutions.

## FACULTY AND STAFF

Outstanding teaching is a hallmark of the University, which is best known for the quality and accessibility of its faculty. OWU's 103 full-time faculty members, of which nearly 46% are female, are consistently rated highly by students for their teaching quality, their excitement about their academic disciplines, and their willingness to mentor, commit, and be accessible.

The OWU full-time faculty is 17% from traditionally underrepresented groups. The University is actively working to make this better align with national demographics. A total of 30% of faculty hired since

2020 have been from underrepresented groups. Ohio Wesleyan has an 11:1 student-faculty ratio and an average class size of 17.

OWU's 345 full-time staff members serve students and the University with dedication and professional expertise. They are represented by a Staff Council, which serves as a voice to the administration and as a focal point for sharing information with staff across the University. OWU has established [community standards](#) along with guiding principles and a [code of conduct](#) that are directly tied to the institutional mission.

## STUDENT LIFE

Ohio Wesleyan fosters a diverse community of more than 1,450 students, where 25% of students are multicultural or come from other countries. Approximately 83% of students live on campus each semester, creating a close-knit community and vibrant living and learning community.

[Housing options](#) include traditional residence halls, fraternity houses, small living units (SLUs) that allow students to live with others who share their passion around a common mission, senior student apartments, an Honors House, the House of Black Culture, a Panhellenic community, the Bigelow Reed Economics House, and a custom-designed residence hall intended to help first-year students make friends and persist to graduation. More than \$75 million has been invested in improving campus housing over the past decade, with two-thirds of the beds on campus in rooms built or remodeled during these 10 years.

Campus life includes opportunities to develop and hone leadership skills, including through OWU's Leadership Fellows program, Wesleyan Council on Student Affairs, fraternity and sorority life, student organizations, peer educator programs, and involvement in the national LeaderShape Institute. Ohio Wesleyan students may choose to participate in nearly 100 organizations, including music and vocal groups, spiritual and service organizations, an active LGBTQIA+ community, fraternities and sororities, and even a medieval combat club.

In addition, Ohio Wesleyan has 24 [Battling Bishop varsity athletics teams](#), with 12 for women and 12 for men. Approximately 39% of Ohio Wesleyan students are varsity athletes, and OWU is a competitive member of the NCAA Division III and the North Coast Athletic Conference (NCAC).

The Bishops have won five NCAA national championships, with titles in men's basketball and men's and women's soccer. OWU also has won the All-Sports Trophy in the highly competitive NCAC nine times. OWU's varsity athletes also are serious students with 128 scholar-athletes named to the NCAC Academic Honor Roll in 2022-2023.

Ohio Wesleyan has a [marching band](#) that adds energy and excitement to campus and community events and an [Esports team](#) that competes through the National Esports Collegiate Conference (NECC).





## DIVERSITY, EQUITY, AND INCLUSION

Ohio Wesleyan launched a [Diversity, Equity, & Inclusion Action Plan](#) in June 2020 to create meaningful and immediate change on campus. The initiative includes support from OWU's [Diversity, Equity, and Inclusion Council](#), led by the University's full-time chief diversity officer, who reports directly to the president. In May 2022, the Board of Trustees adopted a [DEI resolution](#) with a commitment to inclusive excellence and building a diverse community along with an equitable and inclusive culture.

LGBTQIA+ students are supported through the Office of Multicultural Student Affairs (OMSA), and other affirming offices and programs at the University. The Sexuality and Gender Equality (SAGE) small

living unit also enables students to create a friendly, welcoming home for friends and allies. Students of color are supported by OMSA and able to participate in organizations including Black Student Union, Sisters United, and Black Men of the Future. Unique living opportunities include the House of Black Culture and LA CASA, a small living unit established by Latinx students.

Bishops of Color and Mosaic are affinity groups that bring together faculty and staff who identify as BIPOC (Black, Indigenous, People of Color) and/or LGBTQIA+, respectively. The goals of the groups are to build collegiality, foster a sense of belonging, and create intentional connections.

## FINANCIAL OVERVIEW

Ohio Wesleyan has a solid financial foundation. For the fiscal year ending June 30, 2023, modest endowment growth and continued investment in University facilities maintained total assets at \$489 million, while long-term bonds and notes payable equaled \$52 million, with a Standard and Poor's rating of A-. Total revenue for FY23 was \$70.7 million, with net tuition and fee revenue at 27.3% of total revenue. As of June 30, 2022, the University had \$24 million in short-term financial assets available, and the University has an unsecured line of credit of \$10 million at a local financial institution.

The University's seven-year "Connect Today, Create Tomorrow" campaign, which concluded on June 30, 2021, was the largest fundraising campaign in Ohio Wesleyan's history. The seven-year, comprehensive campaign raised nearly \$238 million, surpassing the original goal of \$200 million. The campaign supports

scholarships and financial aid, experiential learning through the OWU Connection, faculty development and recruitment, investments in the physical campus, and OWU's Annual Giving programs. More information about the successful campaign can be found in this [OWU Magazine article](#).

The market value of the University's endowment pool was \$288.8 million as of July 2023. Since 2012, OWU's endowment has grown by approximately 64% (\$176 million to \$289 million).

Tuition for the 2024-2025 academic year is \$53,264, with room and board averaging an additional \$14,684. In 2023-2024, students received an average of \$45,000 in institutional merit- and need-based financial aid, and more than 99% of students received institutional financial assistance.

## RECENT CONSTRUCTION AND RENOVATION

Ohio Wesleyan invested significantly in student housing and campus buildings during the past three years. Today, more than two-thirds of students live in new or renovated housing.

In addition, the University completed a \$4.2 million renovation of Branch Rickey Arena in November 2020. In May 2021, OWU secured philanthropic support

to fund the complete renovation of historic Slocum Hall, and that project was completed in September 2022. The renovated Slocum Hall houses the Offices of Admission and Financial Aid as well as offices overseeing the OWU Connection, including the Career Connection (career services), International and Off-Campus Programs, and Community Service Learning.

## STRATEGIC PLAN

Ohio Wesleyan's leadership is currently engaged in a collaborative, campus-wide process to identify a distinctive, compelling, and defensible market position and will engage in strategic planning, right as the new VPFA is taking office.

In a separate "Moving the Needle" initiative, developed in collaboration with CREDO, Ohio Wesleyan has undertaken one of the most comprehensive student success initiatives in its history. Launched in August 2021, the five-year program is a coordinated effort to remove barriers that unnecessarily impede students as a way to increase retention and graduation rates.

With the September 2023 census, Ohio Wesleyan celebrated its highest student retention numbers in 14 years. Overall, OWU's first-to-second-year retention was 84% – nearly 3 percentage points higher than the year prior and 6 percentage points higher than the year before that. Among first-generation students, retention was up 10 percentage points. Among Pell-eligible students, retention was up 7 percentage points. For second-to-third-year students, retention increased 7 percentage points over 2022-2023, to about 94%. The strong numbers earned Ohio Wesleyan national media coverage from [Inside Higher Ed](#).





## SENIOR LEADERSHIP

The President's Cabinet, composed of a group of dynamic, creative, and energetic senior leaders, provides primary leadership support for strategic priorities and initiatives and functions as an advisory body to address and assist with matters of substantial importance to the University. This experienced team meets weekly and includes the provost, vice

president for enrollment, vice president for finance and administration/treasurer, vice president for student engagement and success, and vice president for university advancement. The cabinet also includes the chief communications officer, chief diversity officer, and director of athletics, all of whom report directly to the president.



### PRESIDENT MATT VANDENBERG

Dr. Matt vandenberg became OWU's 17th president and took office July 1, 2023. vandenberg came to OWU from Presbyterian College, where, as one of the nation's youngest college presidents, he led the work of the South Carolina-based college to redefine itself with distinction and propel its recognition in the higher education landscape.

Prior to joining Presbyterian College, vandenberg served as the vice president for advancement and external relations and as the vice president for advancement at Alma College, as the associate vice president for development at Albion College in Michigan, and as the assistant dean for development and alumni relations at the Indiana University School of Informatics and Computing (Bloomington and Indianapolis campuses).



## LIFE IN THE AREA

Ohio Wesleyan University benefits from its location in the Greater Columbus region of central Ohio, an 11-county metropolitan area described as being “in the midst of unprecedented economic growth.”

According to [One Columbus](#), an economic development organization: “The Region is home to today’s business leaders and is at the forefront of the industries of tomorrow, from advanced manufacturing to smart mobility research and development. Centrally located between Chicago and New York, the Columbus Region boasts the greatest market access of any major metro—with 45% of the United States population within a 10-hour drive. With one of the youngest and most-educated populations in the country—the median age is 35.9 and 36% of residents 25+ hold a bachelor’s degree or higher. The Region offers a steady pipeline of young talent with one of the highest concentrations of college students in the nation. Columbus is among the top 10 metros in the United States for concentration of young professionals (age 25-34) and is the only metro with this distinction located in the eastern half of the country.”

**Columbus**, Ohio’s capital and largest city, is vibrant, growing, and progressing at the forefront of technology, becoming the Silicon Midwest. America’s 14th largest city, Columbus is known for its open attitude, smart style, and entrepreneurial spirit, and it offers unlimited internship and career opportunities for OWU students. With 11 colleges and universities and world-class science and technology organizations, the area has built a diverse and highly educated workforce, attracting major corporations, including a \$20 billion Intel production site announced in 2022. Intel’s investment includes \$100 million toward partnerships with educational institutions to build a pipeline of talent and bolster research programs in the region. As a result of Intel and other economic development efforts in the region, Columbus and the surrounding areas are attracting a lot of new businesses, and current projections are for the population to grow by 800,000 over the next 10 years. As the central Ohio region has grown, the City of Delaware and southern Delaware County have shifted from a rural, more isolated community, to become more of a suburb of Columbus. OWU is well positioned to benefit from and leverage opportunities from the growth generated by the economic prosperity of the region.

Additional accolades: Columbus has been named one of the Top 10 Places for Young Professionals to Live by *Forbes*; one of the Best Midwest Cities for Gen Z by *The New York Times*; one of the Best Urban Parks and Trails for City-Dwellers Seeking Green Spaces by *Men’s Journal*; and one of the 30 Most Fun Places to Live in the U.S. by *U.S. News & World Report*. Read more Columbus accolades at [Experience Columbus](#).

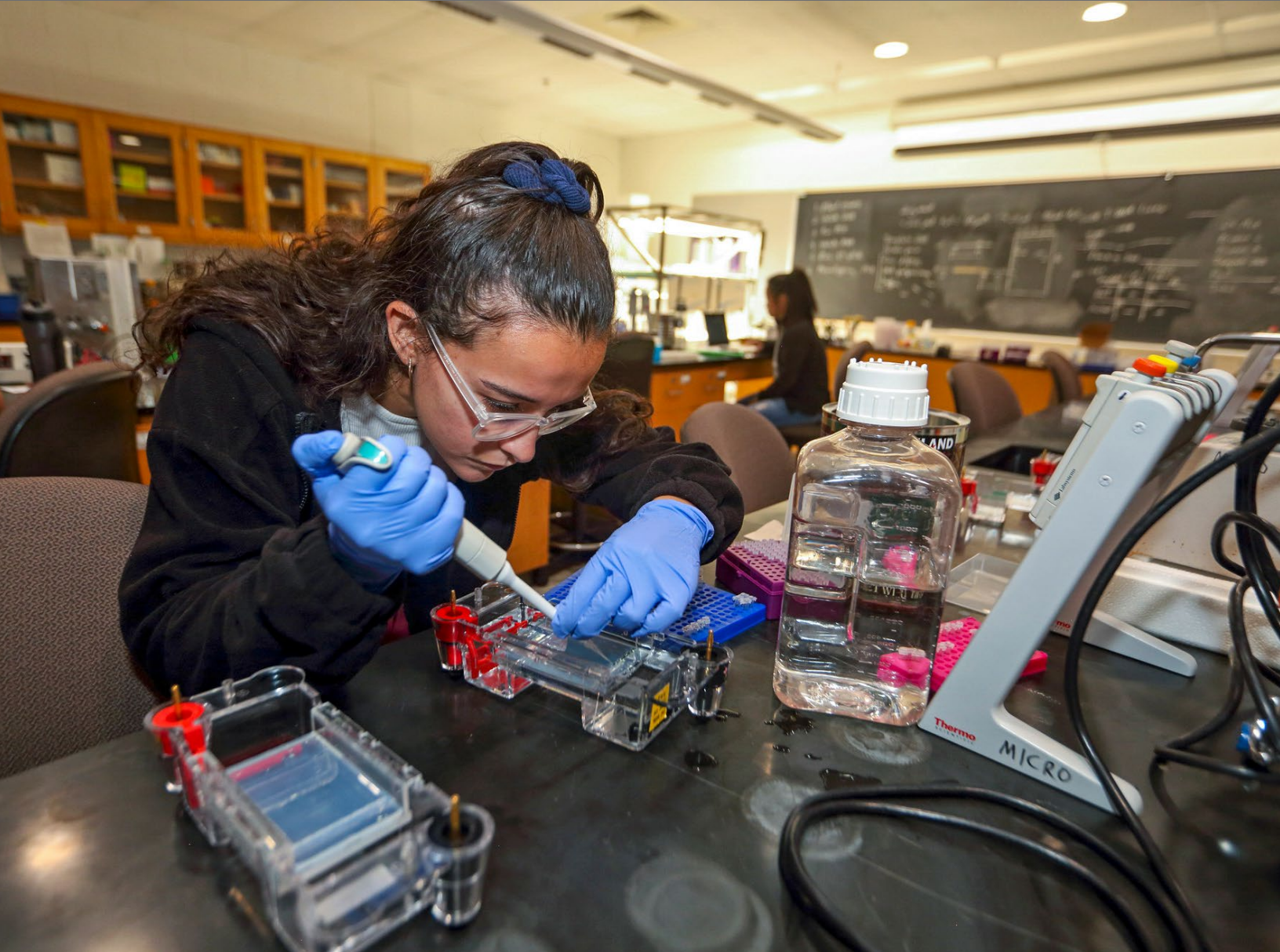


More specifically, Ohio Wesleyan is situated in the heart of the city of Delaware, Ohio, the county seat of Delaware County. The city currently has nearly 44,000 residents and is one of the fastest-growing areas in the state and nation, while the county has more than 214,000 residents.

**Interesting facts about Delaware:** The median age for city residents is 34.5, skewing slightly younger than the county at 39 years and the state at 39.3 years. (Nationally, the median is 38.1.) Delaware is the only county in Ohio where more than half (57%) of the adults have a bachelor’s degree or higher (U.S. average is 38%). About 97% of the county’s adult residents have earned a high school diploma (U.S. average is 91%).

Furthermore, the median household income is \$123,995 in Delaware County and \$86,387 in the city. That compares with \$76,330 in the U.S. The rate of home ownership in Delaware County is 81.4% while the U.S. average is 65.8%. White-collar jobs make up 88.6% of the jobs in the county and 82.3% in the city. The county has about 6,500 businesses and an unemployment rate of about 2.4%.

The city reports growing jobs by 35.27% in the last 10 years, with the largest employers including the Kroger Company, Delaware County, OhioHealth Grady Hospital, Delaware City Schools, and OWU. Entrepreneurship is thriving in the city and county, with both entities collaborating with Ohio Wesleyan in the Delaware Entrepreneurial Center at Ohio Wesleyan. The city also has a COhatch shared workspace next to City Hall.



## THE DIVISION OF FINANCE AND ADMINISTRATION

The following areas, comprising 41 employees, report to the VPFA:

- Accounting Office (5 employees)
- Office of Student Accounts (2 employees)
- Office of Financial Planning and Budgeting (1 employee)
- Office of Human Resources (5 employees)
- Office of Procurement (2 employees)
- Summer Conferences and Events (2 employees)
- Campus Reservations (1 employee)
- OWU Campus Store (contract vendor Barnes & Noble College)
- Risk and Insurance (1 employee)
- Buildings and Grounds (20 employees)
- Dining Services (contract vendor AVI Foodsystems)
- Custodial Services/Groundskeeping (contract vendor ABM Industries)
- Mail Room and Print Services (2 employees)

The VPFA is responsible for the overall budget process at OWU and has direct responsibility for a budget of \$15.2 million. The VPFA will also be responsible for the capital project budget that is approved each year.



## ESSENTIAL DUTIES AND RESPONSIBILITIES

Reporting to the President, the VPFA is the chief fiscal officer, working in partnership with senior leadership and the Board of Trustees on business and financial management, strategic planning, investments, financial planning, financial systems, risk management, human resources, facilities management, construction and design, dining operations, and bookstore operations. The Vice President will lead, manage, and build a dynamic, strategic, and integrated finance and administration team that encourages collaboration, fosters innovation, and provides leadership in the development and execution of strategies, approaches, and solutions to address both short- and long-term complex, multi-factor, and intricate financial and operational issues of the institution.

OWU seeks an individual with strong strategic communication and leadership capabilities who has the vision and capability to anticipate and respond to the current financial challenges and opportunities in higher education in general and small liberal arts institutions in particular. The VPFA will operate with the highest levels of integrity, honesty, and transparency, and create strong and enduring collaborative relationships with leaders across the University as well as with faculty, staff, and external constituencies. As Treasurer to an engaged and expert Board of Trustees, the VPFA will work closely with the Finance Committee and the Facilities, Investment, and Audit Subcommittees.

The incoming VPFA will have the opportunity to re-conceptualize budgeting methodology in response to dynamically changing academic and administrative needs. The VPFA will develop and implement new analytical tools to harness and utilize the growing body of data available to academic and administrative leaders on campus. A major commitment has been made to address issues related to enrollment sustainability, retention, and academic program mix. The VPFA will provide significant leadership related to financial analysis and decision support as plans evolve to accomplish enrollment and programmatic sustainability. The development of a strategic financial plan to support the long-term goals of the University will be a primary opportunity for the new VPFA and make this an excellent time to create an impact on the long-term financial health of the University.

As a senior leader and thought partner, the VPFA will be a strategically focused, solutions-oriented financial executive who is invigorated by the mission of Ohio Wesleyan.

Key priorities include:

- Advising the president and Board of Trustees (as appropriate) on institution-wide strategic and financial policy, frameworks, parameters, risks, and direction; working with the president and other leaders on the development and implementation of strategy, goals, desired solutions, and outcomes;

## ESSENTIAL DUTIES AND RESPONSIBILITIES (CONT.)

- Serving as the institution's chief financial officer on financial matters and guiding the financial positioning of the institution and all of its components;
- Working closely with the committee chairs of the Board of Trustees, serving as the primary liaison to the finance committees, and the audit, investment, and facilities subcommittees to set agendas, recommend improvements, and implement changes;
- Providing management and oversight of care for the physical campus;
- Partnering closely with the Committee on University Governance (UGC), a faculty committee charged with working with the administration on fiscal planning and budgeting, providing counsel on the size of the faculty and the administration and serving as a liaison on matters of faculty welfare;
- Leading, overseeing, and mentoring a team of leaders responsible for finance and accounting, endowment, facilities, human resources, and auxiliary services, including the bookstore and dining services; and
- Providing leadership, direction, and strategic advice regarding the execution of strategies for the capital needs of the institution, and in providing the financial strategies to support the full realization of the plan's objectives; and seeking efficiencies through innovation and technology that improve administrative processes and allow for the strategic reallocation of financial resources.

### REQUIRED AND DESIRED QUALIFICATIONS AND EXPERIENCES

The ideal candidate will have at least ten years of progressively responsible financial leadership and management within higher education or a similarly complex nonprofit or business enterprise, and a proven record of accomplishment and leadership in financial operations, budgeting and forecasting, risk management, fund accounting, investments, and administrative systems. The VPFA will also bring a demonstrated ability to develop and oversee multiple capital and construction projects. A bachelor's degree is required; a CPA is preferred, but not required.





## PROCESS FOR NOMINATIONS AND APPLICATIONS

Maya Ranchod Kirkhope, Vice President and Senior Consultant at Academic Search, is assisting Ohio Wesleyan University in this national search. Applications, nominations, and inquiries may be sent in confidence to [OWUVPFA@academicsearch.org](mailto:OWUVPFA@academicsearch.org). When submitting a nomination, please include the nominee's name and contact information.

Applications should consist of (in 2 separate PDF documents) (1) a detailed cover letter addressing the expectations of the position and (2) a current CV or resume.

The Search Committee will begin reviewing applications in early April and will review applications as they are received. Though applications will continue to be accepted until the position is filled, only those materials received by **April 30, 2024** are assured full consideration.

*As an equal opportunity institution, OWU has a commitment to diversity, equity, inclusion, and anti-racism. We do not discriminate on any basis including race, religion, color, culture, national origin, sex and/or sexual orientation, gender, gender identity and/or expression, age, marital status, veteran status, disability status, economic barriers, or any other legally protected factor.*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Ohio Wesleyan University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

