



CHOOSE OHIO

Grow your career and further your impact at Ohio University

OHIO
UNIVERSITY

A message from
**DR. HUGH
SHERMAN**
President of Ohio University



GREETINGS!

Thank you for taking the time to review the opportunity profile for this critical leadership role at OHIO. As I noted in my investiture ceremony, I believe wholeheartedly that Athens is the perfect University town and I am deeply committed not only to Ohio University and our surrounding communities, but to the students, faculty, staff, and community members who make OHIO such a wonderful place to thrive.

As a leader, I am proud to share in the collective experience and successes of all who call OHIO home, and to steer OHIO into the future by prioritizing continuous improvement of student experiences and success. This top priority inherently connects not only to our commitment to academic excellence, but also to community connectivity, diversity, equity, inclusion, and engagement. As a fellow leader in higher education, you understand well how deeply integral student affairs efforts are to these goals and certainly recognize the role that student affairs has on shaping and enhancing the University experience for students and their families.

At OHIO, we are eager to welcome a leader who shares our institutional mission, our unwavering commitment to integrity, our strive for excellence, and our persistent promise to all that OHIO is more than a University – OHIO is an experience that will become part of you forever. This leader, who will be part of my President's Council, will serve an essential role for our entire University community. It is our hope that the information included in this opportunity profile will provide you with a glimpse into OHIO, our surrounding communities, the Division of Student Affairs, our amazing students, and this exciting professional opportunity. We recognize that our more than 200-year history of success can be attributed to the committed, talented, and inspired professionals – like you – who are excited to call OHIO home.

As you consider this opportunity to lead and grow at Ohio University, please feel free to reach out with any questions you may have. We look forward to your application!

Sincerely,

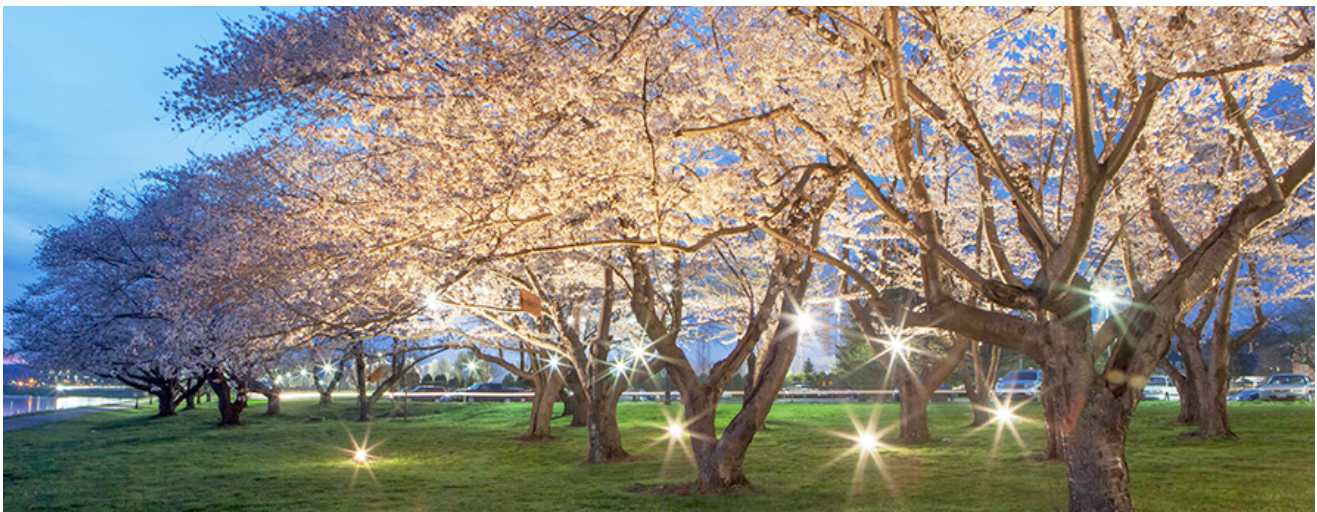
A handwritten signature in black ink, appearing to read "Hugh Sherman". The signature is fluid and cursive, with a long horizontal line extending to the right.

HUGH SHERMAN, PH.D.
President, Ohio University

About **OHIO** **UNIVERSITY**



Ohio University (OHIO) strives to be the best student-centered, transformative learning community in America. Now into its third century, OHIO has become one of the nation’s premiere regional universities, educating nearly 30,000 students annually within 11 colleges on eight campuses, including a thriving eCampus. OHIO is committed to fostering, embracing, and celebrating diversity in all its forms. Our Athens campus offers students a residential learning experience in one of the nation’s most picturesque academic settings. Additional campuses and centers serve students across the state, and online programs further advance the University’s commitment to providing educational access and opportunity. Visit www.ohio.edu for more information.





About

THE DIVISION OF STUDENT AFFAIRS

Ohio University's Division of Student Affairs comes down to two words — we care. We exist to educate and empower students, to foster inclusive communities and make OHIO strong. With 12 departments, more than 300 professional and graduate-level staff and 2,000+ undergraduate student employees, the team aims to support and challenge students to discover their potential and make a meaningful impact in the world. The Division offers a wide array of activities, services, and opportunities designed to help students get involved and grow as student leaders, both on campus and off.

The Division's portfolio currently includes the Bobcat Depot, Campus Involvement Center, Community Standards & Student Responsibility, Conference & Event Services, Counseling & Psychological Services, Culinary Services, The Office of the Dean of Students, Housing & Residence Life, Sorority & Fraternity Life, Survivor Advocacy Program, Well-Being & Recreation, and The Office of the Vice President for Student Affairs. With oversight of 2.4M square feet of space and a total budget exceeding \$93M, the Division of Students plays a critical role at Ohio University.

Following a 15-month strategic planning process, the Division launched a [strategic plan](#) in 2018 that continues to guide decision-making, informs investments, and directs the day-to-day work of Division staff. The three key breakthrough objectives include: Equity and Social Justice, Learning Goals, and Retention and Graduation. During the spring and summer of 2021, the Division embarked on a strategic plan refresh, primarily utilizing a well-being framework. Visit the [strategic planning website](#) for more information on the work the Division has completed.

Our MISSION

The Division of Student Affairs believes that centering on the well-being of our students, faculty, staff and community members is essential to realizing our vision. We believe in our work, in each other, and most importantly, in our shared purpose to support the well-being of the OHIO community.

The mission is the foundation, and it is what we do on a daily basis. In our division's role at the University, we care, educate and empower, foster inclusive communities, and make OHIO strong.

The vision is the cupola, and it reflects our greatest aspirations. At Ohio University, every Bobcat will discover their potential and make a meaningful impact.

The well-being framework makes up the structure's four pillars. Each pillar represents an essential aspect of well-being, and they are how we organize and evaluate our work. They guide us to intentionally, collectively and comprehensively make progress toward our vision. These pillars provide us a common agenda and language for connecting our mission to our vision.

THE FOUR PILLARS OF BOBCAT WELL-BEING



FUNDAMENTAL
Access to food, housing, safe environments and financial security.



PERSONAL
An active process of making positive choices, engaging in meaningful experiences, and connecting with others.



SOCIAL
Advocate for the well-being of yourself and others and reject prejudice and bias.



UNIVERSITY-WIDE
OHIO provides opportunities for its community to thrive.

FOUR ELEMENTS OF PERSONAL WELL-BEING

PURPOSE
Recognizing the meaning of what one does and value of how it impacts others.

RESILIENCE
Believing in oneself and managing adversity through good choices and by utilizing surrounding opportunities.

RELATIONSHIPS
Building positive relationships and belonging to a greater community through active engagement.

ACHIEVEMENT
Accomplishing worthwhile goals by engaging in experiences that provide the means to thrive in all areas of life.

Student Affairs

DEPARTMENTS

Bobcat Depot

Located in Baker University Center, at the heart of campus, The Bobcat Depot is OHIO's shop for technology, gifts, and apparel. It connects the university community and campus visitors to superior tech at educational pricing, provides on-site tech support, and a wide variety of products and services.

Campus Involvement Center

A hub of student life, the Campus Involvement Center provides opportunities for students to connect with one another through programs, student organizations, leadership and experiences that foster practical application of classroom learning.

Community Standards & Student Responsibility

Through the conduct review process, Community Standards & Student Responsibility provides meaningful opportunities for students to learn what it means to be a member of the Ohio University community, addressing individual and organizational misconduct according to the student code of conduct.

Conference & Event Services

Creating memorable experiences for OHIO faculty, staff, students, and the surrounding communities is the mission of Conference & Event Services. It provides outstanding customer service and innovative event solutions for major university events, on-going programs, and visiting conferences.



Counseling & Psychological Services

Mental health and adjustment services are offered by Counseling & Psychological Services. In addition to counseling, group therapy, workshops and support for students, the department also offers consultation to faculty, administrators, and parents of students.

Culinary Services

OHIO's Culinary Services is one of the largest self-operated college dining services in the nation. It aims to provide the finest quality food and service at reasonable cost to students and guests on campus. The department operates 19 venues including cafes, dining halls, and markets.

Student Affairs

DEPARTMENTS

The Office of the Dean of Students

The Dean of Students advocates for students, coordinates response to student crises, and provides outreach and engagement to parents and families. It aims to advance the university mission of supporting the intellectual and personal development of OHIO students through ongoing advocacy and care through such programs as the Student Review & Consultation Committee, Bobcats Helping Bobcats and the Margaret Boyd Scholars Program.



Housing & Residence Life

As one of the largest departments at OHIO, Housing & Residence Life is responsible for the overall operation and administration of all campus housing, the university's residential education program, and on-campus student enrichment and engagement.

Sorority & Fraternity Life

More than 175 years ago the first Greek organization was chartered at OHIO. Today, Sorority & Fraternity Life touts 29 recognized social organizations and four governing councils. The community stands at nearly 3,000 members, which represents roughly 12% of the undergraduate population on the Athens Campus.

Survivor Advocacy Program

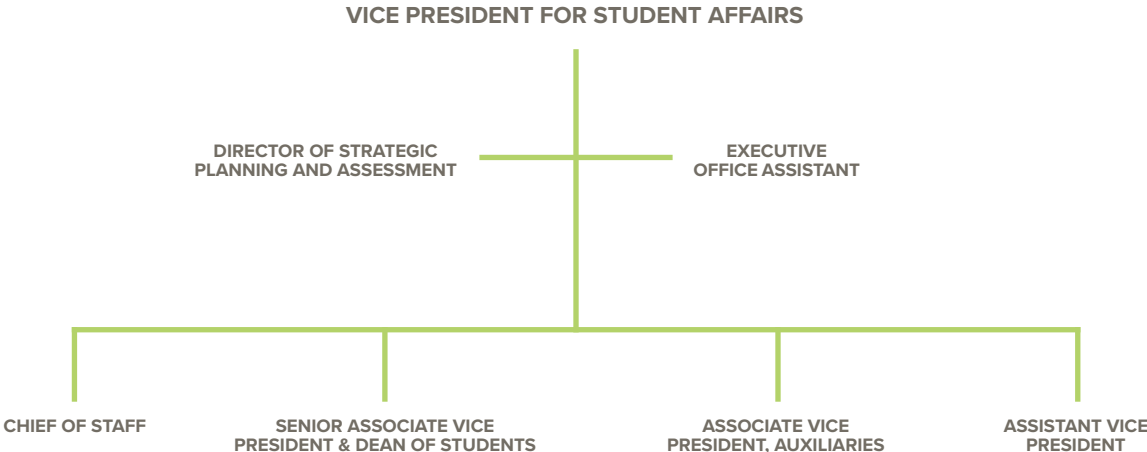
A valued resource on campus, the Survivor Advocacy Program provides confidential support and advocacy services to student survivors of sexual assault, sexual harassment, dating/domestic violence, and stalking. Its work aims to increase student survivors' access to support and resources through survivor-centered advocacy and empowerment.



Well-Being & Recreation

The newly re-named Well-Being and Recreation department offers quality, inclusive recreation experiences designed to positively impact the intellectual and personal development of OHIO students and the vitality of the OHIO community. Additionally, its work has expanded to include and promote a broader definition and actionable criteria to assess and inspire investment in the well-being of all members of the OHIO community.

Student Affairs **ORGANIZATION HIERARCHY**



Student Life STATISTICS



BASIC NEEDS

6,300+
Occupied beds across
34 residence halls

6,500+
Active meal plans

2,000+
Student employees

\$265,852
Raised in 2020 to
support pandemic relief
for 590 students
average grant size of \$450



INVOLVEMENT

644
Active student
organizations

27,000+
Students, alumni,
and staff engaged in
membership across
interest areas

12%
of the undergraduate
population is affiliated
with Sorority &
Fraternity Life

Safety & Resources

By-the-numbers in 2020

800

INTERACTIONS WITH
STUDENTS SEEKING
SURVIVOR ADVOCACY

17,000

TELEHEALTH COUNSELING
APPOINTMENTS, REACHING
MORE THAN 1,900 STUDENTS

2,700

FIRST-YEAR STUDENTS
PARTICIPATED IN PROGRAM
THAT EXAMINES ALCOHOL,
SEXUAL ASSAULT, CONSENT,
AND BYSTANDER INTERVENTION

250

OHIO EMPLOYEES
TRAINED THROUGH
BOBCATS WHO CARE
SUICIDE PREVENTION
PROGRAM



ACCESS & INCLUSION

100%

of Student Affairs job
descriptions revised to
focus on equity and
social justice

Diversity First LEADERSHIP AWARDS

Fifteen students presented
with awards totaling \$30,000
in scholarship funds for
underrepresented populations.

ohio.edu/visible

FOUR TIME

recipient of the Higher
Education Excellence in
Diversity (HEED) Award
from *Insight into Diversity*
magazine.

University Collaborations and Data

- Make Respect Visible: ohio.edu/respect
- Academic Integration: ohio.edu/student-affairs/academic-integration
- Bobcat Network: ohio.edu/student-affairs/career-and-leadership/bobcat-mentorship-network
- Institutional Effectiveness and Analytics: ohio.edu/iea



Vice President for Student Affairs

Position Summary

Ohio University invites applications and nominations for the position of Vice President for Student Affairs (hereafter VPSA).

With its historic main campus in Athens; five regional campuses; three extension campuses in the Columbus, Cleveland, and Dayton areas; and one of the largest enrollments of online students among public universities in Ohio, the University has a collective enrollment of over 33,000 students. The stunning 1,740-acre main campus is located in what has been named one of America's best college towns. The campus seamlessly merges with Uptown Athens, which is rich with local food culture and walking distance from historic neighborhoods. Established by the Northwest Ordinance of 1787 and chartered in 1804, Ohio University is the state's first institution of higher education and one of America's oldest public universities. Today, OHIO is classified as a research university with high research activity by the Carnegie Foundation.

Key Responsibilities

The Vice President for Student Affairs (VPSA) reports to the President and with a strong commitment to equity and social justice will lead, promote, and direct an accomplished, dynamic, and respected student affairs division.

Specifically, the position provides leadership and oversight in the following areas:

- Assist University leaders in achieving the OHIO mission of advancing the intellectual and personal development of OHIO students.
- Manage a portfolio of more than 2.4M square feet of space and a total budget exceeding \$93M. This includes \$79M in auxiliary spending and University funded departments account for \$14M of the overall budget.
- Actively engage with the University senior leadership team to set University policies and capital and facility planning.
- Oversee programs, services, and facilities designed to create a supportive learning environment that is strategically aligned with the University's strategic plan.
- Provide oversight of the Division of Student Affairs, including 12 departments, ~300 professional and graduate staff, and 2000+ student employees.

Continued on next page

- Lead student success and student engagement initiatives in partnership with academic partners supporting retention, persistence, and graduation outcomes.
- Guide a high functioning leadership team.
- Operationalize diversity, equity and inclusion efforts across the Division of Student Affairs.
- Create and maintain partnership with a broad array of internal and external constituents.
- Initiate and implement student success projects, which facilitate and improve the financial, administrative and service productivity for Division of Student Affairs units.

Qualifications

Qualifications for this position include an earned doctorate at the time of appointment, a record of dynamic and visionary accomplishments with a deep understanding of the mission and functions of student affairs in a large comprehensive university, and experience working collaboratively with campus partners. Successful candidates will bring to the position a high degree of energy and integrity while inspiring a shared vision; an advocate and champion for student success; experience in strategic planning and financial management including budget and resource development; innovative leader who develops creative solutions within a complex institutional infrastructure; the ability to work with diverse constituents; knowledge of student development theory, current issues, and trends in student affairs; interest in external fundraising; experience in designing, undertaking, and applying an assessment based approach to Student Affairs programming and practices; extensive supervisory experience; and excellent interpersonal and written/oral communication skills.



Employee **BENEFITS AND RESOURCES**

Our Robust Benefits Package

Ohio University is proud to offer a robust healthcare plan that includes maternity care, transgender care, counseling and mental healthcare, and more.

Our robust benefits package also includes generous paid time off, paid parental leave, adoption reimbursement, 100% tuition coverage for eligible employees and dependents, and more.

For more information, visit ohio.edu/hr/benefits.

Employee Involvement Opportunities

As part of our constant effort to foster an inclusive, welcoming workplace, OHIO is home to various involvement opportunities for faculty and staff including a number of employee affinity organizations; a wide array of on-campus programming; shared governance opportunities; and a variety of mentoring, professional development, and continuing education opportunities.

For more information, visit ohio.edu/hr/additional-resources/employee-involvement.

On-Campus Employee Resources

We are proud to meet the needs of our diverse workforce, students, and community members with an ever-growing list of resources including lactation spaces, prayer and meditation spaces, and a variety of campus centers and offices including the Office for University Accessibility and several centers housed within the Division of Diversity and Inclusion.

For more information, visit ohio.edu/hr/resources/accessibility-and-accommodations.



Student Affairs **LINKS**

Student Life at OHIO

ohio.edu/students

Student Success Assessment & Reporting

ohio.edu/student-affairs/assessment/reports

Bobcats Helping Bobcats Basic Needs Support Programs

ohio.edu/bobcats-help

Student Leadership Awards

ohio.edu/leadership-awards

Student Involvement

ohio.edu/involvement

One-Stop Student Resources

ohio.edu/student-resources

Be Safe Bobcats Coronavirus Resource

ohio.edu/coronavirus

Ohio University Leadership Endorsement

ohio.edu/student-affairs/leadership-endorsement

One OHIO

ohio.edu/one-ohio

Academic Colleges

ohio.edu/academics/colleges

Diversity Dashboard

ohio.edu/diversity/about/diversity-dashboard

President's Strategic Priorities

ohio.edu/president/presidential-priorities

Ohio University Facts

ohio.edu/ohio-facts

Bobcat Wellness

ohio.edu/wellness

Ohio University Forever OHIO Campaign

ohio.edu/forever





About the **ATHENS COMMUNITY**

What strikes most newcomers to Athens is the area’s dedication to cultivating community. Founded in 1797, Athens was an important stop on the Underground Railroad, and the United Mine Workers of America started as a gathering of coal miners in the area. A nationally recognized local food scene, a location near some of the state’s best hiking trails and parks, a place in the Top 100 Art Communities in America, and a long history of campus and city activism related to sustainability and social justice have all helped to establish Athens as one of today’s “50 Best College Towns to Live in Forever.” Annual local events like the Pawpaw Festival and the Nelsonville Music Festival celebrate the area’s natural beauty and reputation for not only being a growing tourist destination, but also a family-friendly and safe place to live.

More information on Athens and its surrounding area can be found at www.athensohio.com.

Athens, Ohio

BEYOND THE BRICKS



INTERNATIONAL STREET FAIR • PAW PAW FESTIVAL • HOCKING VALLEY SCENIC RAILWAY • NELSONVILLE FINAL FRIDAYS • NELSONVILLE MUSIC FESTIVAL • OHIO BREW WEEK • ATHENS FARMERS MARKET • 30 MILE MEAL • WAYNE NATIONAL FOREST • STROUDS RUN STATE PARK • BAILEY'S TRAIL SYSTEM



ATHENS AND THE SURROUNDING AREA
COLUMBUS, OH - 76 MILES
CHARLESTON, WV - 90 MILES
CINCINNATI, OH - 157 MILES
LEXINGTON, KY - 184 MILES
PITTSBURGH, PA - 201 MILES
CLEVELAND, OH - 217 MILES
INDIANAPOLIS, IN - 250 MILES
DETROIT, MI - 277 MILES
NASHVILLE, TN - 423 MILES
CHICAGO, IL - 431 MILES

City of Athens
ci.athens.oh.us
Athens County Visitor Bureau
athensohio.com
Athens City Schools
athenscsd.org
Athens Farmers Market
athensfarmersmarket.org
Hocking Hills
hockinghills.com
Strouds Run State Park
parks.ohiodnr.gov/stroudsrun



**FOREVER
OHIO**