

W ILLINOIS WESLEYAN UNIVERSITY

PRESIDENTIAL LEADERSHIP PROFILE





EXECUTIVE SUMMARY

Illinois Wesleyan University (IWU) seeks a strategic and forward-looking relationship builder to serve as its 21st president.

IWU is a private, residential liberal arts and sciences institution in Bloomington, Illinois, that enrolls approximately 1,600 undergraduate students from 35 states and 30 countries. The University offers more academic choices than the traditional liberal arts college, with programming in the College of Liberal Arts, the School of Business and Economics, the School of Nursing and Health Sciences, and the College of Fine Arts, which includes the Ames School of Art and Design, School of Music, and School of Theatre Arts. IWU is known for supporting students to pursue their varied academic and co-curricular interests (including athletics and the arts), and the results are evident in the success of its students immediately after graduation and alumni over the course of their lives and careers.

The University's next president will need to bring the University community together to shape a strategy that leverages the University's strengths and adapts to a drastically changing higher education landscape. This individual must be a skilled communicator and committed relationship builder with the ability to effectively engage the IWU's many constituents in the future direction of the University. The president must be a visible, approachable, and transparent leader who is able to manage change while maintaining a commitment to the University's culture and character.

IWU has experienced some of the same financial challenges that many other institutions have faced in recent years, and the next president will need to work closely with campus constituents to ensure the institution's future financial sustainability. This will require a leader who is skilled at aligning resources with priorities, ensuring the most effective and efficient use of those resources, and creating a culture of agility, adaptability, and urgency. The University will need to explore new offerings and target new student populations that will help to grow enrollment and increase revenue. Finally, the president will play a critical role in communicating IWU's mission and vision to prospective donors, alumni, and community members as a part of the University's upcoming comprehensive campaign.

For information regarding how to apply, submit nominations, or inquire about the role, please see the section "Procedure for Candidacy" at the end of this document.



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OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

The next president of Illinois Wesleyan University will be expected to address the following leadership priorities, among others:

Shape and effectively communicate a vision for IWU's future.

Illinois Wesleyan's strengths and identity are clear: its ability to blend exceptional liberal arts education with strong professional programs; its support of students pursuing their varied academic and co-curricular interests (including athletics and the arts); a small, close-knit community that allows faculty, staff, and students to build personal relationships; and the success of its [students immediately after graduation](#) and alumni over the course of their lives and careers. The next president will need to bring the University community together to shape a strategy that leverages the University's strengths and adapts to a drastically changing higher education landscape. As competition for a declining number of traditional college-aged students continues to intensify, the University must explore new opportunities that align with the desires of future students, the institution's mission, and its strategy. This includes new programs that leverage the strengths of existing programs, offerings, and strategies that attract non-traditional students (e.g., more effective pathways for transfer students, degree completion programs, and continuing education opportunities for adult learners including certificates and graduate programs). As the University's student population continues to change, the University will need to continue its efforts to create an inclusive environment that promotes a sense of belonging for all faculty, staff, and students. (IWU's class of 2027 was the most diverse in its history

with 36% of students identifying as BIPOC.) The next president must bring a demonstrated record of working collaboratively to set a strategy; empowering others in decision-making; ensuring accountability in the implementation of a strategy; encouraging a culture that is nimble and agile; and clearly and consistently communicating efforts and outcomes in pursuit of its strategic goals.

Ensure the future financial sustainability of the University.

IWU has experienced some of the same financial challenges that many other institutions have faced in recent years, leading to an [academic program review process](#) that resulted in the elimination of several programs and majors and cuts in faculty and staff positions. Despite these efforts, further work remains to be done to return the University to a financially sustainable position. This will require a president skilled at prioritizing and aligning resources with the values and goals of the institution – both evaluating the current use of resources as well as investing in areas of opportunity that will grow enrollment and increase revenue. Equally important will be the president's ability to effectively and authentically engage others in decision-making, their commitment to transparency, and their skills in communicating the rationale and outcomes of decisions to all University constituents. The president must be able to manage change, looking at what the University is doing and how it functions. The University's ability to best use its resources and quickly adapt to a rapidly changing environment – while maintaining a commitment to the institution's culture and character – will be essential to its future success.

Lead a comprehensive campaign.

The next president will join IWU in the early stages of its first comprehensive campaign since *Transforming Lives* concluded in 2014, raising \$141 million. The University has a long history of passionate and successful alumni who are committed to the success of the institution, as well as relationships with major corporate partners like State Farm Insurance Companies. As the University embarks on its next major campaign, it will need a president who is an exceptional listener, relationship builder, involved in the community, and able to connect the passions of donors with opportunities for long-term impact on the lives of students and the institution. Critically important will be the president's ability to celebrate the University's history while also demonstrating a vision for the future.

Build trust and connections with and among the IWU community.

Finally, one of the most important roles of the next president will be to unify the IWU community behind a common purpose and common goals. This individual will set the tone for the culture on campus by being visible, approachable, personable, and passionate about how this institution positively impacts the lives of its students. This individual must be committed to listening, prioritizing open communication and transparency, and celebrating the contributions of all constituents – faculty, staff, students, alumni, and others – in the advancement of the University's goals and mission. This individual must have the ability to build strong connections and relationships among the University community, as well as with its neighbors and partners in Bloomington-Normal, Illinois.





PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES

The next president of Illinois Wesleyan University must have a demonstrated record of successful strategic leadership, aligning resources with priorities and assessing and communicating progress towards goals. While higher education experience and a terminal degree is preferred, the University will consider all candidates who demonstrate a capacity to ensure the long-term success of the institution. This individual should demonstrate many of the following qualifications and qualities:

- An understanding of the trends impacting higher education and their effects on an institution like Illinois Wesleyan, and the ability to utilize the University's strengths and identify future opportunities in a dynamic landscape.
- A passion for a University that has a deep commitment to the liberal arts, strong professional programs, a history of supporting student interests across a wide range of academic and co-curricular pursuits, and an environment that allows faculty, staff, and students to build strong personal relationships.
- Experience supporting a vibrant campus experience for students through collegiate athletics, the arts, student organizations, undergraduate scholarship and research, and residential living, among other opportunities.
- A demonstrated record of advancing diversity, equity, and inclusion and creating an inclusive, welcoming campus climate for all faculty, staff, students, alumni, and community partners.
- A record of building strong teams, leveraging the expertise and ideas of others, empowering individuals throughout an organization while instilling a sense of urgency, and celebrating the contributions of those across the University.
- Strong financial and organizational skills, including a record of effectively utilizing resources, examining institutional processes and procedures, and holding individuals accountable to ensure that limited resources have maximum impact and advance the long-term financial stability of an organization.
- The ability to effectively engage donors, alumni, and community partners in the life of the University and achievement of its goals, including skills that would translate into successful fundraising efforts that align donor interests with institutional priorities.
- A leadership style that prioritizes visibility, approachability, meaningful engagement, listening, and personal relationships across all University constituents.
- Strong verbal and written communication skills, the ability to be a passionate and articulate spokesperson for the institution, and a commitment to clear and proactive communication.



ABOUT IWU

The University is a private, selective, independent, residential liberal arts and sciences institution that enrolls approximately 1,600 undergraduate students from 35 states and 30 countries.

IWU offers more academic choices than the traditional liberal arts college, with programming in the College of Liberal Arts, the School of Business and Economics, the School of Nursing, and Health Sciences and the College of Fine Arts, which includes the Ames School of Art and Design, School of Music and School of Theatre Arts.

Illinois Wesleyan University was founded in 1850 by a diverse group of 30 civic and religious leaders who were varied in their cultural and educational backgrounds and in their interests and occupations, but united in their commitment to furthering the cause of higher education. True to its founding roots, Illinois Wesleyan continues to be a diverse and inclusive community.

The liberal arts and sciences have been at the foundation of Illinois Wesleyan's curriculum since its inception, and the fine arts were taught from its earliest years. Today, Illinois Wesleyan is known for its excellence in undergraduate education and its unique academic programs. The University is student-focused, and currently offers only undergraduate degrees.

IWU ranks #7 in the nation and #1 in Illinois on Zippia's 2023 list of "The Best Colleges for Getting a Job," based on Department of Education College Scorecard data. Zippia also has listed Illinois Wesleyan as the "#1 Small School in Illinois for Highest Earning Graduates."

Continuing a longstanding trend, 97.3% of Illinois Wesleyan graduates in the class of 2022 were employed or in graduate school within six months of graduation.

Illinois Wesleyan is ranked #5 in the nation among four-year baccalaureate institutions by the Washington Monthly, based on contribution to the public good in metrics of social mobility, research, and promoting public service.

INCOMING CLASS OF 2023 ENROLLMENT

This year's incoming class of 492 students is comprised of 407 traditional freshmen, 35 international students from 36 countries, and 50 transfers, a University record. The class has an average high school GPA of 3.75. Diversity among the class is at 36%, with a record number of students that identify as BIPOC.

ACADEMICS

One of Illinois Wesleyan's defining characteristics is its curriculum, which combines the traditional liberal arts and sciences with well-regarded professional schools, pre-professional training, and a strong School of Business and Economics.

Regardless of major, program or school, every Illinois Wesleyan student's education is broadened by the liberal arts core requirements. Among the 80+ majors, minors and programs offered, the most popular include business administration, computer science, biology, and nursing. In addition, about 1 in 6 students pursue double majors.

A primary hallmark of the Wesleyan experience is the strong bond formed between faculty and students. This is facilitated by small class sizes that average 16, and a student faculty ratio of 11 to 1.

The University is committed to attracting and retaining top faculty, and to do so, alumni and friends have funded 15 endowed faculty positions. Currently Illinois Wesleyan has 136 instructional faculty, 96 percent of whom hold terminal degrees in their disciplines.

Illinois Wesleyan's undergraduate-only learning environment provides extensive personal attention, with all courses taught by professors. Experiential learning is a primary feature of Illinois Wesleyan, with two-thirds of our students conducting research, 71 percent completing at least one internship, and 41 percent studying abroad.

IWU biology graduates have a 100% acceptance rate to health science programs. The School of Theatre Arts is ranked as the #1 Theatre Design College by Prepler (2021) and College Factual (2022). The Illinois Wesleyan Physics Department was honored in 2023 by the American Physical Society for its excellence in improving the undergraduate experience for those studying physics, based on success in recruiting physics majors, research opportunities, commitment to curricular development, and strong and sustained efforts to increase diversity of majors offered.



THE HIGHER LEARNING COMMISSION

of the North Central Association re-accredited the University in 2023. Illinois Wesleyan is a member of the Annapolis Group and the National Association of Independent Colleges and Universities.



STUDENT LIFE

Illinois Wesleyan University strives to take full advantage of its residential character to afford each student challenging yet supportive opportunities for intellectual, social, ethical, and personal growth. The Division of Student Affairs works directly with students to enhance and complement the University's educational mission, allowing the greatest possibility to prepare students to be active change-makers in a global society. Through policies, programs, and practices, Student Affairs is committed to diversity, social justice, and environmental sustainability. These practices support students, faculty, and staff regardless of race, ethnicity, nationality, religion, ability, sexual orientation, or gender identity.

CAMPUS LIFE

The campus community appreciates diversity in all its many facets and strives to develop the most enriching, vibrant, and welcoming community possible. In fulfilling this purpose, aspects of culture, identity, inclusion, and engagement are infused into all facets of the IWU experience. Illinois Wesleyan University offers many different avenues for community engagement. Living units, sororities and fraternities, athletics, and a diverse array of Registered Student Organizations sponsor local, national, and global opportunities to volunteer and participate in philanthropic and social justice concerns. Opportunities on campus also include more than 100 theatre productions, art exhibitions, and School of Music events. Currently there are 150-plus registered student organizations and teams.





CCM
- 2019 -
MEN'S LACROSSE
TOURNAMENT
CHAMPIONS

TITANS
37

TITANS
40

TITANS
44

ATHLETICS

Academic and athletic excellence are core to the IWU community, with 40% of students participating on an athletic team. IWU athletics has a storied history, including 150 Academic All-Americans, 9 National Championship teams since 1997, and 175 conference championships. Jack Sikma, who graduated from Illinois Wesleyan in 1977 (and went on to be a seven-time National Basketball Association all-star) was inducted in the 2019 class of the Naismith Memorial Basketball Hall of Fame.

Illinois Wesleyan University competes athletically in Division III of the National Collegiate Athletic Association (NCAA) where Titan student-athletes participate in twenty-six varsity sports. Men compete in baseball, basketball, cross-country, football, golf, indoor track and field, lacrosse, outdoor track and field, soccer, swimming and diving, tennis, volleyball, and wrestling. Women compete in basketball, bowling, cross-country, golf, indoor track and field, lacrosse, outdoor track and field, soccer, softball, swimming and diving, tennis, volleyball, and wrestling. Illinois Wesleyan is affiliated with the College Conference of Illinois and Wisconsin (CCIW) whose membership also includes Augustana College, Carroll University, Carthage College, Elmhurst College, Millikin University, North Central College, North Park University and Wheaton College.

IWU is also home to a highly successful Esports program with a state-of-the-art facility housing varsity, academy, and free-play stations in League of Legends, VALORANT, Rocket League, Overwatch, and Super Smash Bros.

Intramural sports, club sports, fitness classes and physical education courses offer a variety of supervised activities for both men and women.





UNIQUELY WESLEYAN

GATEWAY COLLOQUIUM is a first-year writing and discussion-intensive course based on special topics.

THE JOHN WESLEY POWELL STUDENT RESEARCH CONFERENCE, conducted annually since 1990, includes and celebrates all forms of student research and creative activity.

LONDON AND SPAIN PROGRAMS are proprietary study abroad semesters, led by Illinois Wesleyan faculty directors, with the London program occurring each fall and the Spain program occurring each spring.

THE ECKLEY SUMMER SCHOLARS AND ARTISTS PROGRAM is named for a gift from the University's 16th president. Student applicants are selected by the Faculty Development Committee and conduct scholarly or creative projects with faculty mentors during the summer.

MAY TERM is a distinctive month-long experiential learning option during which students focus on a single intensive course, travel, research, or a creative activity.

THE ACTION RESEARCH CENTER engages students in a variety of programs and internships with community organizations, allowing them to create impactful change and address pressing social justice issues.

THE OXFORD UNIVERSITY PROGRAM has chosen Illinois Wesleyan as one of a select group of 13 U.S. colleges whose students are accepted to study for a semester at Pembroke College, Oxford University, UK.

THE CENTER FOR HUMAN RIGHTS AND SOCIAL JUSTICE supports campus initiatives which play a prominent role in the mission and curriculum of the University.

There are seven **UNDERGRADUATE JOURNALS**, published at IWU across a wide variety of academic disciplines.

STATE FARM SCHOLARS is a scholarship program that provides 100 scholarships annually to 25 members of each entering class.

THE SUMMER ENRICHMENT PROGRAM, created for students of color and international students, focuses on three major areas of growth: academic, professional, and personal.

THE BLOOMBERG LAB, Thanks to the generosity of Greg Yess '82, IWU students have access to 12 Bloomberg Terminals, the gold standard in the finance industry. Students manage real assets in a portfolio that is part of the University Endowment.

SMALL BUSINESS DEVELOPMENT CENTER, The Illinois Small Business Development Center of McLean County is housed in IWU's State Farm Hall and provides unique experiences for students to intern with the SBDC and help local small businesses.

The **IDEA CENTER** makerspace, housed in the Memorial Center, provides tools and resources to help anyone on campus foster their entrepreneurial spirit and turn their dreams into reality.



MISSION AND VISION

Illinois Wesleyan University, an independent, residential, liberal arts university founded in 1850, strives to attain the ideal of a liberal education while providing unique opportunities with distinctive curricula and programs.

A liberal arts education at Illinois Wesleyan fosters creativity, critical thinking, effective communication, strength of character and a spirit of inquiry. Our curriculum deepens the specialized knowledge of a discipline with a comprehensive worldview.

The Illinois Wesleyan experience affords the greatest possibilities for realizing individual potential while preparing students for democratic citizenship and life in a global society. As the University pursues this ideal for all of our students, we help students to follow a wide range of career and life paths, offering diverse curricula in liberal arts, fine arts and professional programs as well as opportunities for interdisciplinary study and off-campus learning.

The University, through our policies, programs and practices is committed to diversity, social justice and environmental sustainability. A tightly knit, supportive University community, together with a variety of opportunities for close interaction with excellent faculty, both challenges and supports students in their personal and intellectual development.





HISTORY

Illinois Wesleyan University was founded in 1850 as a non-denominational community venture which quickly attracted the support and patronage of the Methodist church eager to support “an Institution of learning of Collegiate grade.” The original charter was first prepared for Illinois University, and the insertion of “Wesleyan” into the name documents Methodist support in the early years. From the first, there was no denominational restriction on students.

Most famous among early professors was John Wesley Powell, who taught at the University as Professor of Natural Sciences from 1865 to 1868, before he went to the Smithsonian as head of geology and ethnology. His legendary explorations of the west are celebrated in documentaries, and the first expedition in 1867 with Illinois Wesleyan students is probably the earliest in American academic history.

Since the University’s founding, its central program has consisted of a liberal arts curriculum leading to baccalaureate degrees of its graduates. The College of Liberal Arts was organized in 1906, and accreditation of the University by the North Central Association was granted shortly after that association began. In the 19th century, schools of music, art, and oratory were established within the framework of Illinois Wesleyan, and music instruction has been offered continuously since 1863. A separate School of Art was organized in 1946, and the School of Theatre Arts began the following year. Together these schools have provided a concentration of faculty and student interest in the arts that is unique for a university the size of Illinois Wesleyan.

The School of Nursing was established in 1959. During the preceding 35 years, nursing study had been offered in conjunction with the Brokaw Hospital School for Nurses. In the current program, all clinical and liberal arts instruction is under the guidance of the University faculty.

In 2023, the University’s strong programs in business administration, accounting, economics, finance and marketing were organized into the School of Business and Economics. New majors in quantitative finance and professional sales were added. The program boasts a state-of-the-art Bloomberg Lab.





STATE FARM BUILDING

GLENN AND NOTARNE CRENT COMMENCEMENT PLAZA

CAMPUS FACILITIES

Illinois Wesleyan's campus is located in a residential/commercial neighborhood just a short walk north of downtown Bloomington. The northern part of campus, which consists primarily of the Shirk Athletics and Recreation Complex, sits on the border with Bloomington's twin city of Normal.

The 53 campus buildings include a mix of traditional and modern architecture, with teaching, research and performance facilities bordering the tree lined Eckley Quadrangle. Buildings date from the early 1900s to ones constructed over the last few years, and all provide modern and up-to-date learning environments.

STATE FARM HALL features the latest in teaching technologies, flexible classrooms, and student study areas, and is home to business and economics faculty. **THE AMES SCHOOL OF ART AND DESIGN** was renovated in 2010 to include expanded studio spaces. **THE CENTER FOR NATURAL SCIENCES**, which houses classrooms and laboratories, was described as a model building by the National Science Foundation when it opened in 1995, and the building fosters exceptional student/faculty scientific research. **THE AMES LIBRARY**, opened in 2002, is widely recognized as one of the nation's finest collegiate libraries.

Other learning centers include the Center for Liberal Arts, Presser Hall (School of Music), McPherson Hall (School of Theatre Arts), Stevenson Hall (School of Nursing), Shaw Hall (classrooms), Shirk Center (classrooms) and the Mark Evans Observatory.

The **HANSEN STUDENT CENTER** is housed in the former Memorial Gymnasium, which dates back to 1921. This student center serves as a venue for hundreds of events annually and houses student organization offices, Tommy's Grill, and the University Bookstore. The **SHIRK ATHLETIC COMPLEX**, a 155,355 square-foot multi-purpose facility, is home to Illinois Wesleyan Titan teams and student recreation.

The **MEMORIAL CENTER**, located on the Eckley Quadrangle, is a dining and meeting venue that includes the Bertholf Dining Commons, Dugout Food Court, the Young Main Lounge, and the Joslin Atrium.

The **PRESIDENT'S RESIDENCE**, which was completed in 1968 and renovated in 2004 and 2017, is a 12-room, two-story red brick house that sits on a one-acre corner lot, just a short walk from the quad and the President's Office in the **HOLMES ADMINISTRATION BUILDING**.

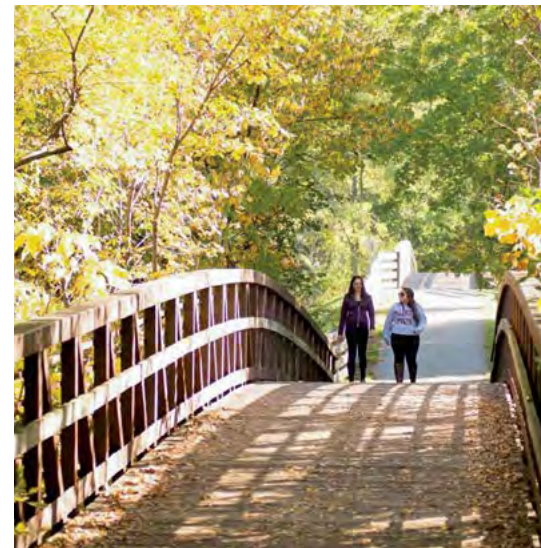


**Downtown
Bloomington**
Welcomes You

BLOOMINGTON-NORMAL

The adjoining cities of Bloomington and Normal are frequently noted among best places to live and work, with a highly educated workforce, energetic cultural and recreational options and a diverse economy. At a combined population of 168,000, the people of Bloomington-Normal offer an open-hearted community and enjoy a remarkable quality of life. Serviced by Amtrak and by one of the fastest growing airports in the country, Bloomington-Normal is centrally located within approximately 2 hours of Chicago, St. Louis, and Indianapolis. Known for a business-friendly environment, it is home to a range of industries including headquarters of insurance giants State Farm and Country Financial. There are two universities, two hospitals, a convention center, performing arts venues, and many restaurants and opportunities for shopping. Bloomington-Normal is home to professional basketball, arena football, and baseball teams; outdoor enthusiasts can take advantage of the Constitution Trail, a 30+ mile trail open to bicyclists, walkers and runners.

The area has earned the no. 1 designation in “Happiest Cities” (Zippia, 2023), as well as the no. 2 “Best Metro Area in the Nation to Live, Work and Have Fun” (Smart Asset, 2023). Other recognitions include, “Top 10 Most Livable College Towns” (Strategistico, 2022) and #1 in “Best American Cities to Live In After the Pandemic” (Business Insider, 2020). Drawing from the AIER list, Huffington Post included Bloomington as one of the “11 Amazing Cities You’ve Never Thought to Live In, But Should.”



Images this page courtesy of Bloomington Normal Advantage.



GOVERNANCE AND LEADERSHIP

THE UNIVERSITY BOARD OF TRUSTEES is made up of 42 members, with the president serving ex-officio. The trustees are both alumni and friends of Illinois Wesleyan and meet three times a year. The 10-member executive committee meets quarterly with the president and cabinet to discuss progress and items to be brought to future meetings of the full board.

THE PRESIDENT'S CABINET consists of 12 members: the provost and dean of the faculty, vice president for advancement, vice president for business and finance, vice president for external relationships, vice president for student affairs and dean of students, vice president of enrollment and marketing, vice president for diversity, equity, and inclusion, associate vice president for institutional research planning and

evaluation, associate provost, chief informational officer, director of athletics, chairperson of council on University programs and policy, and chief of staff.

FACULTY LEADERSHIP includes 34 chairs and directors. In addition, there are ten elected faculty committees: Curriculum Council, Promotion and Tenure Committee, Faculty Development Committee, Council on University Programs and Policy, Assessment Committee, Hearing Committee, Appeals Committee, Nominating Committee, Student Engagement Committee, and Council for Excellence in Teaching and Learning (CETAL).

STAFF COUNCIL is an elected group of nine representing both exempt and non-exempt staff.



PROCEDURE FOR CANDIDACY

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a letter of interest addressing the themes in this profile and a CV or resume. WittKieffer is assisting Illinois Wesleyan University in this search. For fullest consideration, candidate materials should be received by February 9, 2024. Application materials should be submitted using [WittKieffer's candidate portal](#). Nominations and inquiries can be directed to Ryan Crawford, Darrien Davenport, Ed.D., and Maya Holt-Brockenbrough, Ph.D. at IWU-President@wittkieffer.com.

AN EQUAL OPPORTUNITY EMPLOYER

Illinois Wesleyan University supports and is committed to the principle of equal employment opportunity. Illinois Wesleyan University provides equal opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of actual or perceived race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. Illinois Wesleyan expressly recognizes the requirements of Title IX legislation and complaints should be reported to the University's Title IX coordinator, Cynthia Lotz, Director of Human Resources and Title IX Coordinator, 209 Holmes Hall, (309) 556-3120.





ILLINOIS WESLEYAN UNIVERSITY

