



## **PRESIDENTIAL PROFILE**

On behalf of Eastern Illinois University, the Board of Trustees invites nominations and applications for the position of President. The University seeks an experienced, collaborative, outgoing leader whose resourcefulness, vision and engagement will move Eastern Illinois University forward for years to come.

### **EASTERN ILLINOIS UNIVERSITY**

Situated on the rich, productive plains of Illinois' agricultural heartland, Eastern Illinois University's history and future is one of dedication to the professional preparation and personal growth of students as they become contributing citizens in a diverse world. It is a place where strong relationships are built and where engagement in the life of the University is pervasive and long lasting for students, faculty, staff and the larger EIU community. Eastern Illinois University's engaged educational environment encourages faculty, staff and students to collaborate and learn from one another.

Small enough that classes are taught directly by professors, yet large enough to offer a breadth of majors, an exceptional Honors Program, and the opportunity for student research with faculty, Eastern Illinois University is primarily a residential campus that enrolls over 12,000 students from cities and towns across Illinois and from rural areas of the state and beyond. In recent years, there has been significant growth in international students as well as study abroad opportunities for EIU students. The campus is currently under consideration for membership in Phi Beta Kappa.

Established in 1895 as a normal school, EIU today is a public Master's II, regional comprehensive University that continues its strong heritage in teacher preparation as well as offering very well respected undergraduate programs in business, the arts, sciences, humanities and the professions. Its Graduate School complements and builds upon the undergraduate curriculum, providing programs of excellence at the Master's and specialists' levels.

With a \$165m operating budget, EIU relies on state support, tuition, research funding (\$6.7m in 2005-6) and support from the Eastern Illinois University Foundation and its \$32m. endowment, plus \$9m.in additional assets.

With over 600 faculty members, EIU offers an impressively low student/faculty ratio and small class sizes at the average in-state total annual cost of \$13,500 including room, board, textbooks and program service fees. The campus has a strong commitment to student success in every way, from individualized academic advising, tutoring and career services, to health and well being support.

EIU's attractive 340 acre campus is well planned and houses over 4,000 students in 12 residence halls, University apartments and its Greek Court complex. Student life and activities are robust and are seen as a means of personal growth and development. There is WIFI access across campus, promoting easy use of instructional technology.

As part of the state assisted higher education system in Illinois and supportively governed by its own Board of Trustees, EIU is organized administratively into four areas, each headed by a vice president: [Academic Affairs](#), [Business Affairs](#), [External Relations](#) and [Student Affairs](#). Academic programs are offered through the [College of Arts and Humanities](#), the [Lumpkin College of Business and Applied Sciences](#), the [College of Education and Professional Studies](#), the [College of Sciences](#), the [Graduate School](#) and the [School of Continuing Education](#).

Shared governance is highly valued at Eastern Illinois University where students, faculty and staff participate in University affairs through membership in the Student Senate, Faculty Senate, Staff Senate and academic and administrative councils and committees. These groups develop and recommend policies to the President. Faculty and staff are represented by a number of unions for collective bargaining purposes. A new faculty four year contract was approved by the Board in November, 2006.

In 2005, EIU's academic strength was recognized with a ten year re-accreditation through The Higher Learning Commission of the North Central Association of Colleges and Schools. In addition, numerous programs and disciplines enjoy specialized accreditation, notably from the National Council for Accreditation of Teacher Education (NCATE) and the Association to Advance Colligate Schools of Business (AACSB).

[Charleston, Illinois](#), home of EIU, is the county seat of Coles County in east central Illinois. This is the land of Abraham Lincoln, steeped in significant American history and filled with many buildings on the National Register of Historical Places. With a population over 20,000, Charleston is located 180 miles south of Chicago. There are airports in both Charleston and in Champaign-Urbana fifty miles away, as well as nearby train service in Mattoon, Illinois. Charleston is a two hour drive from both Indianapolis and St. Louis. Coles County is the site of manufacturing and shipping facilities for several major national corporations and many prosperous small businesses.

## **ATTRACTIONS FOR THE NEXT PRESIDENT**

With excellent faculty, engaged students, committed staff and supportive alumni and foundation members, EIU is a strong university with an enviable record of achievement. *U. S. News and World Report* recently rated Eastern Illinois University as the only public university in Illinois in the first tier of the four tiers used to rank the 145 public and private institutions listed in "Best Universities-Master's (Regional/Midwest) category.

Enrollment is at its highest historical level resulting in an effective use of classroom space even as the University continues to offer small class sizes. EIU is a highly efficient university. Its plant is exceptionally well managed and classroom scheduling of space is very effectively used, given enrollment levels. Faculty take great pride in teaching and many actively engage students in their research and creative activities.

A \$60m. architecturally commanding fine and performing arts center is slated to open in 2007 and joins the Table Arts Center as a focus for campus and regional cultural events. The new Doudna Fine Arts Center, designed by renowned architect, Antoine Predock, will feature multiple performance auditoria, concert halls and lecture spaces.

A recent University campaign attracted over \$11m. and a new campaign for \$40m. will be launched in 2007.

The University has a strong partnership with the EIU Foundation and with the University Alumni whose support of the University has been growing in recent years. Community leaders in both Charleston and the east central region of Illinois work closely and well with the University on economic development issues, enjoying a personal relationship with the Office of the President. Town-gown relationships are cordial and work well.

Eastern Illinois University's Board of Trustees has a strong record of collaboration with the entire campus. The campus has enjoyed long, stable, trusted leadership in its Board, President and senior officers.

Given the overall excellent condition of EIU, the next President of Eastern Illinois University will find an outstanding opportunity. Collegiality infuses the EIU spirit which one faculty member described as "imaginatively cooperative." There is academic momentum here and eagerness to keep EIU moving toward even greater levels of achievement.

## **OPPORTUNITIES FOR PRESIDENTIAL LEADERSHIP**

Such leadership and stability pave the way for the University to consider its future in a positive and thoughtful environment, but one in which financial pressures exist. The next President of Eastern Illinois will need to be a leader with academic insight, resource development capacity and executive management ability.

- **Build Even Greater Academic Quality Throughout the University**

EIU aspires to become the best regional, learning centered and student engaged comprehensive university in the Midwest. Presidential leadership is needed to engage the campus in its examination of strategies to steadily increase the number of very well recognized programs while looking at EIU's mission and holding as a high value its excellence in teaching and scholarship. Connecting students to the intellectual life of the faculty through student engagement in research and other scholarly and creative work is a desirable goal in strengthening students' academic experiences. In the words of a student leader, "Keep in mind that we want fresh ideas about the direction of our University and we want to grow."

Continuous clarification of activity related to mission will need to underpin this goal.

- **Strengthen Community Ties and Regional Economic Growth**

Eastern Illinois University serves not only its students, but the well being of its locality in many ways. The relationship between business and political leaders and the University is expressed in a personal relationship with EIU's President. He or she must be a visible,

active and engaged partner who works to enhance the economic and cultural life of the area.

In addition to ongoing activities, greater engagement opportunities will be possible with the opening of the Doudna Fine Arts Center, a major cultural addition for the campus and the larger community. Performances, lectures and exhibitions will draw additional people to Charleston with all its attendant economic implications.

Coles County is under serious, final stage consideration as a location for the \$1b. FutureGen energy research project involving the conversion of coal to clean energy production and geologic sequestration of carbon dioxide. If selected as the host site for this economic development demonstration project, a large number of high technology jobs would be created along with the attraction of related high technology industries, providing opportunities for collaborative research and education opportunities for EIU.

More traditionally, EIU needs to continue its close relationship with area community colleges to ensure ease of transfer. Transfer enrollments are growing at EIU and are an important part of the University's educational accessibility mission.

- **Strengthen Funding for the University from Public and Private Sources**

In the past four years, the State of Illinois has reduced its support of higher education, amounting to almost \$8m. reduction in EIU subsidy. Reduced and flat budgets from state sources have led to tuition increases, even as EIU, a highly efficient university, has endeavored to keep these in check.

The next President of EIU will need to be skilled in reading the political landscape, working individually and collectively with other Illinois presidents to ensure the highest possible support for the University from the State of Illinois. This will require broad citizen education as well.

Moreover, the President will need to lead University efforts with the EIU Foundation to encourage private giving. Donor support is rising at EIU and needs to be nurtured.

Continued attention will need to be given to reducing deferred maintenance issues.

- **Embody the University's Values to its Many Constituencies**

Eastern Illinois University prides itself in its close personal attention to individual students as they learn and grow intellectually and personally. The President of EIU should be a visible, active presence whom students, faculty and staff see as an approachable leader and mentor.

## **DESIRED CHARACTERISTICS FOR THE NEXT PRESIDENT**

As Eastern Illinois University builds on its past strengths to increase its academic quality, it does so in an environment of significant budgetary constraint. EIU presents an exceptional opportunity for a wise, resourceful leader capable of using its relationship based value system and

intellectual capacity to move it forward. In light of this, the Search Committee and Board of Trustees seek a President with the following qualities:

- A learning centered leader who values and stimulates an optimal academic and personal educational environment for students, engaging both faculty and staff in their development.
- A strong leader who can listen well and engage faculty, staff and students, the Board of Trustees, the Illinois Board of Higher Education, the body politic and the community in support of the University's aspirations and needs.
- A respected academic leader who will first learn what EIU is at its core, but who also can bring fresh ideas and perspectives to the University.
- A forward thinking leader who appreciates the benefits of stability and tradition, but is also strong enough to introduce change which will benefit the University.
- A resourceful leader who can stimulate University progress even during a time of constrained resources.
- A successful administrator with a track record of skillful and responsible management, effective budgeting and planning.
- A committed leader in fund raising and institutional development.
- A persuasive, articulate advocate for higher education both on campus and in larger regional, state and national settings.
- A strong communicator who is warm, approachable, direct, honest and open.
- A believer in shared governance who has the ability to work effectively in a collective bargaining environment.
- A knowledgeable observer of trends in globalization who supports international education.
- A willing, active partner in regional economic development.
- A supporter of the promotion and enhancement of diversity, committed to attracting and retaining a culturally diverse faculty, staff and student body.
- An experienced leader within higher education with an earned doctorate or terminal degree preferred.

### **Application Process**

While the search will remain open until the position is filled, for best consideration, candidates should submit their applications prior to January 26, 2007. Applications should include a letter describing the candidate's interest in the position and how his or her qualifications match those described in this Position Profile, along with the candidate's curriculum vitae and a list of at least

six references, including all necessary contact information. All names of candidates will remain confidential except those finalists invited for campus interviews.

All nominations and applications should be submitted in Microsoft Word format. They should be filed electronically, addressed to Dr. Robert Webb, Search Committee Chair and Member of the Board of Trustees at:

[EIUpresident@academic-search.com](mailto:EIUpresident@academic-search.com)

Preliminary inquiries may be directed to:

**Dr. Elaine H. Hairston, Senior Consultant**  
**Academic Search, Inc.**  
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Additional information may be found at [www.academic-search.com](http://www.academic-search.com) under “Current Searches” or at the EIU website at [www.eiu.edu](http://www.eiu.edu).

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