

ILLINOIS WESLEYAN UNIVERSITY

Provost and Dean of Faculty Leadership Profile

January 2025



WittKieffer

Executive Summary

Illinois Wesleyan University (IWU) seeks a collaborative, communicative, and strategic academic leader to serve as its next Provost and Dean of Faculty.

IWU is a private, selective, independent, residential liberal arts and sciences institution located in Bloomington, Illinois. The University enrolls approximately 1,600 undergraduate students from 35 states and 30 countries and 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 Educational Studies; 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 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, and 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.

As Illinois Wesleyan prepares to embark on a strategic planning process under the leadership of its [recently appointed President](#), Dr. Sheahon Zenger, it will need a forward-looking Provost with the ability to understand IWU's context, a leadership approach that engages the entire University community, and a record of identifying, implementing, and assessing strategic goals. As Dean of the Faculty, this individual must be an effective advocate for faculty, staff, and the academic mission of the University, demonstrating an ability to communicate academic needs and decisions to the Board, President's Cabinet, and campus community.

The next Provost and Dean of the Faculty must have a record of significant, successful, and stable higher education leadership and a demonstrated ability to work with all campus constituencies within an environment committed to shared governance. This individual must have an understanding of and passion for an institution that has a strong liberal arts foundation and exceptional professional programs. The successful candidate must also have an academic record suitable for appointment as a full professor in one of the University's academic departments.



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.

Opportunities and Expectations for Leadership

The next Provost and Dean of the Faculty will be expected to address the following priorities, among others:

- **Shape a strategy that guides academic priorities.**
As Illinois Wesleyan prepares to embark on a strategic planning process under the leadership of its [recently appointed President](#), Dr. Sheahon Zenger, it will need a forward-looking Provost with the ability to understand IWU's context, a leadership approach that engages the entire University community, and a record of identifying, implementing, and assessing strategic goals. While the University has been without a strategic plan for several years, it has had a number of significant initiatives unfold recently: the formation of [The Petrick Idea Center](#), an institution-wide effort to infuse entrepreneurship and innovation across all disciplines; the creation of a teaching-focused track for faculty; and the [creation of several new majors](#) that began this academic year. These examples, along with other projects and initiatives, provide an opportunity for the next Provost to engage faculty and staff in thinking through their structure and implementation in a way that ensures successful results. More broadly, there is a desire among faculty and staff to engage in strategic planning and set priorities that are guided by the [University's mission](#) and drive IWU's actions, decisions, and resource allocation.

This individual must have an understanding of IWU's history as a strong liberal arts institution that also has exceptional professional programs and the ability to support its future as it serves an increasingly diverse student population. The next Provost must be highly collaborative, recognizing the interconnected nature of IWU's academic programs, aligning the work of academic affairs with divisions across the institution, and ensuring coordination across a wide range of faculty and staff as the University pursues new opportunities. IWU has a strong culture of shared governance, and the next Provost must embrace that culture while also adeptly navigating changes that position IWU for a bright future.

- **Advocate for and ensure an exceptional academic enterprise.**
IWU is recognized for the quality of its academic programs, the success of its faculty who are recognized scholars in their fields, and the personal attention from faculty and staff that defines the student experience. The University takes pride in providing many opportunities to students, including shaping degree paths that draw upon a diverse range of disciplines, engaging in high-impact learning practices like study abroad, and participating in a wide range of co-curricular opportunities like athletics, the arts, and community engagement. These experiences translate into the success of [students immediately after graduation](#) and alumni over the course of their lives and careers. This individual must have an academic record that is respected by IWU's faculty and demonstrate a connection to the experience of faculty. Additionally, as Dean of the Faculty, this individual must be an effective advocate for faculty, staff, and the academic mission of the University, demonstrating an ability to communicate academic needs and decisions to the Board, President's Cabinet, and campus community. Key to success in this role will be this individual's ability to balance the administrative responsibilities of a provost, faculty advocacy responsibilities of a dean of the faculty, and forward-looking leadership that ensures the long-term health of the institution.
- **Align resources with priorities, ensure transparency, and communicate proactively.**
IWU saw declining enrollment from 2015 to 2022, dropping approximately 17% over that time. This has created financial pressures that have required challenging decisions, and the next Provost will need to be sensitive to the University's recent history and current realities, while also helping to shape a plan to ensure a firm financial foundation and vibrant future for IWU. The University has seen enrollment increases over the last two years and is in the early stages of a comprehensive fundraising campaign, both positive steps towards enhanced institutional resources. These positive trends and initiatives are in their early stages and require strong leadership from the Provost if they are to succeed.

IWU's reputation for personalized attention to students has historically been one of its great strengths and will be important to its future, but also requires effective use of faculty and staff time and the institution's resources. The next Provost must have a demonstrated record of successful financial management and fiscal discipline in a challenging revenue environment and the ability to work with the campus community to set priorities that drive resource decisions. Of equal importance is this individual's commitment to proactive and

transparent communication and engagement with constituents across the institution as decisions are made. The University seeks a provost who values this engagement, demonstrates an ability to make difficult decisions, and ensures consistency in decision making. This individual should also be able to help support the identification and evaluation of opportunities to obtain new resources, including revenue from new academic programs, grants, and fundraising.

Professional Qualifications and Personal Qualities

The next Provost and Dean of the Faculty must have a record of significant, successful, and stable higher education leadership and a demonstrated ability to work with all campus constituencies within an environment committed to shared governance. This individual must have an understanding of and passion for an institution that has a strong liberal arts foundation and exceptional professional programs. The successful candidate must also have an academic record suitable for appointment as a full professor in one of the University's academic departments. Additionally, the next Provost should have:

- A demonstrated record of working collaboratively to shape a collective vision for the future, ensuring decisions and priorities are connected to that strategy, and assessing and adapting a strategy as circumstances change.
- A leadership approach that balances meaningful engagement with campus constituencies with the ability to synthesize many different perspectives, make decisions in the best interest of the institution, and maintain clear and transparent communication with campus constituencies during that process.
- Experience serving as an advocate and mentor for both faculty and staff and creating an environment that supports their professional development and success.



- The ability to understand the role played by each academic unit in the broader context of a liberal arts institution, represent the needs of a diverse range of academic disciplines and support services, and ensure their connection to each other and the goals of the University.
- A record of advancing student learning outcomes and development through their curricular and co-curricular experiences.
- Strong problem-solving skills; an ability to analyze institutional, regional, and national data and analyze trends; and a record of collaborative, data-informed, and transparent decision making.
- A record of effectively aligning resources with institutional priorities, including experience managing personnel and budgets and identifying new resources that support an institution's goals, including revenue from new academic programs, grants, and fundraising.
- A commitment to transparency, accountability, and consistency in decision making.
- Strong verbal, written, and interpersonal communication skills.

About Illinois Wesleyan University

Overview

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 Educational Studies; 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 have been a vibrant and thriving part of the curriculum 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 has also listed Illinois Wesleyan as the "#1 Small School in Illinois for Highest Earning Graduates." Continuing a longstanding trend, 98.7% of Illinois Wesleyan graduates in the class of 2023 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 2024 Enrollment

This year's incoming class of 498 students is comprised of 443 traditional freshmen, 18 international students from 10 countries, and 37 transfers. The class has an average high school GPA of 3.82. Diversity among the class is at 38%, 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-plus majors, minors, and programs offered, the most popular include business administration, computer science, biology, and nursing. In addition, about one in six 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 students, and a student-faculty ratio of 12 to one.

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 127 instructional faculty, 95% 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 its students conducting research, 71% completing at least one internship, and 41% 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.

Campus Life

Illinois Wesleyan University maximizes its residential character to afford each student challenging yet supportive opportunities for intellectual, social, ethical, and personal growth. The Division of Student Affairs works closely 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, IWU is committed to diversity, social justice, and environmental sustainability.

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. Currently there are 150-plus registered student organizations and teams.

Opportunities on campus also include more than 100 theatre productions, art exhibitions, and musical performances. Such events not only draw students, faculty, and staff, but engage the larger community in a significant aspect of campus life.

Staff and faculty collaborate to support a vibrant, engaging experience both in and out of the classroom.



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, nine 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 27 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, flag football, 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.

The Barcelona Program is a proprietary study abroad semester, led by an Illinois Wesleyan faculty director each spring.

The Eckley Summer Scholars and Artists Program is funded by a gift from the University's 16th President. Student applicants are selected by the Undergraduate Research Advisory Committee and conduct scholarly or creative projects with faculty mentors during the summer.

Summer Term offers faculty-led travel courses and online courses in a condensed format.

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.

Technos International Week is an opportunity each June for one faculty member and two students to travel to Japan where they are hosted by Technos International College.

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 several **undergraduate journals**, published at IWU across a wide variety of academic disciplines.

State Farm Scholars is a scholarship program that provides scholarships annually to 30 members of the 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 provides 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.

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. IWU's 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 its 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 its 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. In fall 2024, IWU added three additional majors: sociology-criminology, supply chain management, and communication.

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 the 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.

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 per year. The 13-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 38 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.



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 community population of approximately 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 two 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, and outdoor enthusiasts can take advantage of [the Constitution Trail](#), 50-plus miles of 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). Bloomington-Normal is also listed among "Top 100 Best Places to Live in the U.S." (Top in Illinois and Top 10 in the Midwest) and is ranked the no. 1 "Most Affordable City in Illinois" and among "Top 10 Most Affordable Cities in the U.S." (Livability, 2024)



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 26, 2025. Application materials should be submitted using [WittKieffer's candidate portal](#). Nominations and inquiries can be directed to Ryan Crawford and Maya Holt-Brockenbrough, Ph.D., at IWU-Provost@wittkieffer.com.

The salary range for this position is \$200,000 – \$220,000 with a competitive benefits package and relocation assistance.

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.