




Marietta College



PRESIDENTIAL SEARCH PROSPECTUS



Marietta College, a co-educational liberal arts college with pre-professional programs located in historic Marietta, Ohio, invites nominations and applications for the position of [President](#). The College seeks an engaging and innovative President with the ability and experience to build and articulate a comprehensive unifying vision among all constituents. This is a pivotal and transformational moment for higher education and requires a results-oriented leader committed to transparency, accountability, and building trust. The next President will draw upon Marietta's rich history and provide leadership to meet the challenges of the 21st century. The next President will bring decisiveness; emotional intelligence; collaboration; a commitment to diversity, inclusion, and belonging; and exceptional leadership in mobilizing the operating path forward.

The President will engage in the community and region and build relationships with other civic, business, and educational leaders to continue raising the institution's profile. The President will work with a dedicated Board, administration, faculty, staff, alums, friends, and the community to ensure student success and the continued financial viability of the College.



ABOUT MARIETTA COLLEGE

Industry leaders, educated citizens, difference makers — Pioneers.

For nearly two centuries, Marietta College has stood as the beacon on the hill for young adults seeking to better their lives and turn their passions into actionable good in the world. Marietta provides students with a quality liberal arts education at an affordable price. The College offers more than 40 undergraduate programs, including one of the best liberal arts-based Petroleum Engineering curriculums in the nation and an Education program that boasts a 100 percent job placement for its graduates. The College also offers graduate programs in Physician Assistant (PA) Studies, Sustainability Leadership, and Psychology.

At Marietta, students learn from talented faculty members respected in their fields and wholly dedicated to teaching the next generation of leaders. These professors share their knowledge with students and challenge them to develop their skill sets through serious research, experiential opportunities, and internships. Every student completes Marietta's rigorous General Education Curriculum, which builds strong communication skills and exposes students to new ideas and interests.

More than 25,000 living members of The Long Blue Line proudly support their alma mater and help current students gain internships and connections into their chosen industries. This support, in addition to the vibrant growth on campus, is one of the reasons why *The Chronicle of Higher Education* named Marietta College one of the Great Colleges to Work For.



Marietta College has been recognized by leading publications, including:

- *U.S. News & World Report* ranked Marietta ninth in the 2023 Best Midwestern Regional Colleges. Marietta has been ranked in the Top 15 every year since the rankings started in 1985. Marietta is also ranked the No. 7 Best Value School in the region.
- *The Brookings Institute's* Beyond College Rankings ranked Marietta in the top 15 institutions in the nation for "Highest Value Added with Respect to Mid-Career Earnings."
- Marietta is ranked 310th out of 797 colleges and universities that even received consideration in the 2022 *Wall Street Journal/Times Higher Education* rankings.
- *Washington Monthly* ranked Marietta 19th out of 259 Baccalaureate Colleges nationwide in the 2022 rankings.
- The Education program was recognized by the Ohio Board of Regents as the top teacher education program in the state, based on metrics that measure the performance of graduates and innovative program design.

Marietta's timeless education began in 1797, when descendants of pioneers of the Northwest Territory established the Muskingum Academy. The institution was chartered in 1835 by the state of Ohio, and in 1860, Marietta College became the 3rd chapter in Ohio and the 16th chapter in the nation of the most prestigious academic honorary, Phi Beta Kappa. From its earliest moments until well into the future, Marietta College cherishes its role in educating individuals and inspiring them to Bring Forth a Pioneer!

Total enrollment for the 2023-24 academic year is 1,122 students from 32 states (including Washington, D.C.) and 14 countries. More than 80 students are pursuing their master's degree. The College sits on 90 picturesque acres in Marietta, Ohio, just two blocks from downtown. The campus includes the Anderson Hancock Planetarium and the state-of-the-art Dyson Baudo Recreation Center, equipped with fitness and training facilities, a climbing wall, basketball courts, and racquetball courts.



A hub for students is the [Legacy Library](#), with over 200,000 print volumes, access to digital materials, and areas for study, collaboration, and research. Special Collections holdings include the following papers documenting the Early Settlers of the Northwest Territory:

- *Manuscripts and Documents of the Ohio Company and Associates*
- *Rufus Putnam Papers*
- *Samuel Hildreth Collections*

The Special Collections also houses rare books, including a 1491 Latin Bible from Basel, Switzerland, a 1660 English translation of Euclid's Elements, and a first edition of Isaac Newton's Optics. David McCullough, born and raised in Pittsburgh and author of "The Pioneers," stated, "*I love this College and the town. The longer I stay, the more I love it. I love the lay of the campus. I love the trees, and that's my river.*"

"*I've lost track of how many times I've been here, but I love coming back because the Special Collections are phenomenal and Linda Showalter (Special Collections Associate) is fantastic,*" the two-time Pulitzer-Prize-winning author shared after his time on the campus.

Since the turn of the century, significant investment has been made in the campus, including upgrades to the Legacy Library, Rickey Science Center, Dyson Baudo Recreation Center, Don Drumm Stadium, Don and Sue Schaly Baseball Field at Pioneer Park, and the soccer/women's lacrosse facilities adding to the incredible beauty of the Marietta campus. An impressive 92 percent of alumni — Marietta College's Long Blue Line — describe their experience as "good" or "great," and 94 percent of respondents described their opinion of Marietta College as either "good" or "excellent."

The College recently ended a comprehensive campaign, *This Is The Time*, exceeding the \$100 million goal. Among the many generous donors, Bank of America provided a seven-figure gift to fund the Center for Earth, Energy, and Environment. People’s Bank provided a seven-figure gift to the McDonough Center for Leadership and Business.

The College supports student research through summer grants that allow students to work with faculty. These projects often lead to peer-reviewed published research. The College hosts an annual Student Leadership Conference – the largest leadership conference in the nation organized by undergraduates and focuses on undergraduate students. Graduates have gone on to highly selective graduate programs, including California Institute of Technology (CalTech), Columbia, Harvard, Yale, Stanford, and the Sorbonne Université, and have been invited to participate in programs at the Clay Mathematics Institute.

Marietta offers students the opportunity to pursue their passion for engineering while benefiting from a liberal arts education. The Engineering Dual Degree program allows students to earn two undergraduate degrees within five years. The 3+2 program partners with Case Western Reserve University, Washington University in St. Louis, and West Virginia University. Students can also apply for a 3+3 with Washington University in St. Louis to earn a master’s degree in engineering.

Students interested in earning a law degree can apply to a 3+3 program with Cleveland State University and the University of Toledo. Students earn a B.A. from Marietta College and a J.D. from the partner institution.

Marietta College is serving as a partner institution in the Appalachian Semiconductor Education and Technical (ASCENT) Ecosystem through grant funding awarded by Intel. The ASCENT program will create an inclusive workforce development and training program to cultivate the next generation of skilled technical professionals for Ohio’s emerging semiconductor industry. The funding is part of the Intel ©Semiconductor Education and Research Program for Ohio. The grant funds scholarships and internships for students and provides opportunities to conduct mentored research.





MISSION AND VALUES

Mission: Marietta College provides a strong foundation for a lifetime of leadership, critical thinking, and problem-solving. We achieve this mission by offering undergraduates a contemporary liberal arts education and graduate students an education grounded in advanced knowledge and professional practice. Intellectual and creative excellence defines the Marietta experience.

Seven Core Values: At the center of a Marietta education are Seven Core Values that form the foundation for all the College does. They are:

1. Liberal Arts Foundation
2. In-Depth Programs of Study
3. Global Perspective and Diversity
4. World of Work
5. Community
6. Leadership
7. Service

The College is implementing initiatives from its strategic plan, Marietta Forward, as it positions itself for the future.

GOVERNANCE

A Board of Trustees governs the College. The College currently has 23 trustees, including the President, with no maximum on the size of the Board. Of the 23 trustees, 83 percent are alums of the College. Terms for elected Trustees run for five years with a two-term maximum. The officers of the Board of Trustees are elected at the annual meeting, typically during May, and serve for a term of one year. The officers are the Chair of the Board, Vice Chair, Treasurer, Secretary, and President. The standing committees of the Board are Academic Activities, Administrative Operations, Advancement, Audit, Campus Life, Compensation, Enrollment, Finance, Investment, and Trusteeship. There is an Executive Committee comprising the Trustee officers of the Board, the Chair of each standing committee, and the President. The Trustees meet four times a year in person and have Executive Committee meetings seven times yearly.

STRATEGIC PLAN

The Marietta Forward plan includes five strategic initiatives that will help to ensure increases in new student enrollment, student retention, student persistence, and student success.

Marietta Forward represents the College's strategic priorities as approved by the Board of Trustees. These five strategic initiatives reflect the President's Cabinet's response to internal study and external review of the College, its current finances, and its ability to deliver the education promised to Marietta students. We believe that implementing these initiatives is necessary to ensure the College's financially sustainable future.

Executive Summary

The five Marietta Forward strategic initiatives include:

- SI-1: Fully Implement the Student-Ready College Initiatives.** This Strategic Initiative aims to increase student success and persistence and return Marietta's degree completion rates to those comparable to benchmarks.
- SI-2: Strengthen Current Academic Programs.** The goal of this Strategic Initiative is to reduce the number of, and expenses associated with, low enrollment academic program offerings to allow for 1) the redistribution of resources to support new programming that is in high demand and 2) greater investment in current programs that require more resources to maximize their enrollments. This initiative requires the review of all current academic offerings.
- SI-3: Develop New Educational Programs focused on Non-Traditional Student Education and Workforce Development.** This Strategic Initiative aims to generate and steadily increase net revenues through regional executive education and workforce development.
- SI-4: Identify and Launch New Academic Programs.** The goals of this Strategic Initiative include raising student enrollments and net tuition revenues, increasing the College's reputation for the delivery of relevant and high-quality programming, and improving student satisfaction, persistence, and graduation rates through an increase in perceived and realized educational value.
- SI-5: Create a campus culture of support for individual leadership, inclusion, and belonging.** This Strategic Initiative is designed to return Marietta's degree completion rates to those comparable to benchmarks. The associated initiatives will enhance the student experience and increase student success and persistence of both students and employees by providing essential personal support with the goal of greater engagement and a sense of belonging.

DIVERSITY, INCLUSION, AND BELONGING

Marietta College embraces a shared commitment to diversity, inclusion, and belonging, supporting our mission of providing a foundation for critical thinking, problem-solving, and leadership.

As a campus community, we promote practices, behaviors, and attitudes that are just and inclusive. Creating and sustaining a respectful and inclusive environment prepares our students to become citizens, leaders, and professionals in the 21st century's global society. Our engagement with diversity fosters mutual understanding and reaches beyond tolerance to produce a transformative view of diversity as a positive value. The investment by the College in the multicultural house is an essential commitment to these values for our campus community.

THE PRESIDENT'S CABINET

The membership of the Cabinet is determined by the President, and members serve at the pleasure of the President. The current Cabinet includes several new members who have brought new energy and ideas and others seasoned with extensive long-term institutional knowledge. The Cabinet currently consists of the Provost and Dean of Faculty, (Interim) Vice President for Administration and Finance/CFO, Vice President for Advancement, Vice President for Enrollment Management, Vice President for Student Life and Diversity, Vice President for Communication and Brand Management, Director of Athletics, Director of Human Resources, Associate Provost/Chief Compliance Officer, and Associate Provost/Chief Retention Officer.

INTERIM PRESIDENT

Dr. Margaret L. Drugovich is the 20th president of Marietta College and will serve as the interim president throughout the 2023-24 academic year. Dr. Drugovich most recently served as President of Hartwick College, retiring in 2022 after 14 years. Her career in higher education spans more than four decades, and she brings to Marietta proven strengths in strategic planning and implementation, enrollment management, and fundraising. A native of Geneva, Ohio, she was the first in her family to attend college. She holds a bachelor's degree from Albertus Magnus College, a master's degree from Brown University, and a doctoral degree from Case Western Reserve University. Previously, Dr. Drugovich served in senior leadership roles at Ohio Wesleyan University and Bryant University and was a healthcare policy researcher at the Brown University Center for Gerontology and Health Care Research.

Mary Studders Korn '82, Chair of the Marietta College Board of Trustees, stated, "The Board's goal was to find someone who could have a transformational impact on Marietta while setting the groundwork to ease the transition for the next permanent president when they start sometime in 2024."





ACADEMICS

Marietta offers more than 40 undergraduate majors. [Areas of Study](#) include Arts & Humanities, Natural Sciences, and Social Sciences. Programs include a broad range of options, providing students with boundless opportunities for field experience, professional internships, and study abroad. In addition to undergraduate offerings, students can earn graduate degrees in Physician Assistant Studies, Psychology, and Sustainability Leadership.

As a Phi Beta Kappa institution, Marietta College emphasizes the liberal arts as the enduring foundation of the student educational experience. The College is committed to effective assessment to ensure continuous improvement in its services, programs, and curricular offerings.

Academic affairs is led by [Provost and Dean of Faculty Kathleen Poorman Dougherty, Ph.D.](#), who joined Marietta in 2023 and is supported by an [Associate Provost/Chief Retention Officer](#), an [Associate Provost/College Compliance Officer](#), and other academic administrators, including [Chairs and Program Directors](#).

[Academic Departments](#) include Art; Athletic Training and Sports Medicine; Biology and Environmental Science; Business and Economics; Chemistry and Biochemistry; Communication; Education; English; History, Philosophy, Religion, and Gender and Sexuality Studies; Mathematics and Computer Science; McDonough Center for Leadership & Business; Music; Petroleum Engineering and Geology; Political Science; Psychology; Physician Assistant Studies; Physics; and Theatre.

The Office of Academic Affairs works closely with the Office of Advancement in developing gifts and grants to support the institution's academic mission.

Marietta College has 105 full-time faculty members, approximately 82 percent holding a Ph.D. or terminal degree in their field, and 72 part-time faculty. The College has a 9:1 student-faculty ratio and an average class size of 12 and is working to attain a 12:1 student ratio by July of 2027.

ACCREDITATION

The College is accredited by the Higher Learning Commission (HLC). The Music program is accredited by the National Association of Schools of Music, the Teacher Preparations program by The Council for the Accreditation of Education Preparation (CAEP), the Physician Assistant program by the Accreditation Review Committee of Education for the Physician Assistant (ARC-PA), and the Petroleum Engineering program is ABET accredited.

Preparations for the next HLC visit started in the summer of 2023. The process will culminate with a team visit in the 2025/26 academic year. The new Provost and Dean of the Faculty is working alongside colleagues preparing for this process to ensure a successful visit.

BUDGET

The College is operating on a balanced budget for Fiscal Year 2023/24. Annual net revenues for the college total \$33 million. Fixed assets are valued at \$74 million. The total debt for the College is \$38.5 million.



FUNDRAISING AND ENDOWMENT

Marietta College has long benefitted from the generosity of its alums, friends, faculty, staff, students, and families. After several years of laying the groundwork, the College publicly launched its [This Is The Time](#) comprehensive campaign during Homecoming 2021 and, in the summer 2023, exceeded the \$100 million goal.

The campaign focused on four areas: preparing students to be leaders in the community and the world; preserving and creating facilities where future members of The Long Blue Line will learn, play, and prosper; investing in faculty so they can further develop their expertise and make more meaningful investments in students; and increasing experiential learning opportunities for students.

The College endowment stands at \$89.4 million, of which \$86.3 million have donor restrictions. The next President will be expected to lead an endowment campaign and engage with the Board of Trustees in activities to fund the Marietta Forward Plan, furthering the financial strength of the College and providing necessary support for the core initiatives that will lead to a reduction in the dependency on net tuition revenue.

The Marietta College Alumni Association Council (MCAA-C) works with the Office of Advancement to promote the continued well-being and excellence of Marietta College and its alums, building the common bond of enthusiasm, loyalty, and service. The MCAA-C actively supports the College's campus life, fundraising, career center, and enrollment efforts.



STUDENTS

Marietta College is a residential campus with 86 percent of students living on campus in traditional and apartment-style residence halls, creating the opportunity for students to actively engage in the life of the institution and create lasting memories and friendships. Students live in 16 traditional or apartment-style residence halls, four fraternity houses, or three sorority houses.

Students can choose from more than 80 student organizations, including [fraternities and sororities](#), academic clubs, political groups, cultural groups, religious groups, and more. Campus organizations such as the [Pioneer Activities Council \(PAC\)](#) are instrumental in planning social events such as sporting event viewing parties, movies, concerts, and comedians, as well as special events such as [Homecoming](#), [Family Weekend](#), the [Esbenshade Series](#), and [Doo Dah Day](#). Many students enjoy attending athletic events with friends or participating in an intramural league or tournament. If students go beyond campus for weekend fun, they don't have to go far. The city and surrounding area of Marietta, Ohio, offers many activities, from outdoor concerts to casual dining to outdoor activities like hiking, camping, rock climbing, and biking. The annual Sternwheeler Festival each September attracts over 100,000 visitors to Marietta, Ohio. The college recently celebrated the 150th year of rowing as a team sport, with one of the oldest programs in the country, established in 1871.

The First Year Experience helps students to engage in academics by providing awareness of campus resources, promotes participation in activities on campus and in the community, and sets students on a path of self-discovery as they set goals for their majors and careers, including exploring opportunities for study abroad and internship opportunities.

The affinity groups that students engage with during their time at Marietta extend into lifelong bonds of friendships and are celebrated at various events during the year — Homecoming, regional alumni gatherings, fundraising — all draw upon the critical network connections. This is a vital strength of The Long Blue Line.

ATHLETICS

[Varsity athletic teams](#) compete in NCAA Division III and the Ohio Athletics Conference (OAC). Marietta's baseball team has won six national championships and made 23 World Series appearances. The Pioneers have won 61 conference titles, including an OAC-record five consecutive men's basketball titles (2014-19). They have made 10 NCAA tournament appearances, including the Final Four in 2022. In the past six years, women's basketball has made three NCAA tournament appearances, including the Sweet Sixteen. Marietta College is a charter member of the Dad Vail Regatta, with men's rowing earning 39 gold medals, including five heavyweight golds. Women's rowing has made appearances in the NCAA National Championship regattas, and softball has made three NCAA tournament appearances.

Nearly 500 student-athletes compete in 23 varsity sports.



Athletics Department Vision: Intercollegiate athletics will be an integral part of the education and personal development of all students at Marietta College.

Athletics Department Mission: Provide a source of pride and enthusiasm for Marietta College and the Marietta Community by helping student-athletes strive for excellence in athletics and academics while demonstrating good sportsmanship in competition at the highest level of the OAC and NCAA Division III.

The Pioneers Women's teams compete in basketball, cross country, esports, golf, lacrosse, rowing, soccer, softball, tennis, indoor track and field, outdoor track and field, and volleyball. The Pioneer Men's teams compete in baseball, basketball, cross country, esports, football, golf, lacrosse, rowing, soccer, tennis, indoor track and field, and outdoor track and field.

MARIETTA, OHIO

[Marietta, Ohio](#), is located in southeastern Ohio at the confluence of the Muskingum and Ohio Rivers. Established in 1788 by Revolutionary War veterans led by Gen. Rufus Putnam, [Marietta](#) is the oldest city in Ohio and known as the "Riverboat Town." The riverboat legacy continues with the Ohio River Sternwheeler Festival held the weekend after Labor Day and with river cruises from spring through autumn on the Valley Gem Sternwheeler. Located 11 miles northeast of Parkersburg, West Virginia, Marietta has a population of over 13,000 people. Marietta is part of a much larger Mid-Ohio Valley metropolitan area, including Parkersburg, with a combined population of around 133,000. The area offers boating, hiking and biking, parks, arts and entertainment, farm markets, and museums. Marietta is only a few hours from Columbus, Cleveland, and Pittsburgh. In 2019, the Travel Channel selected Marietta as the most charming small town in Ohio to visit.

Located in downtown Marietta is the [Peoples Bank Theatre](#), a 940-seat facility beautifully restored to its early 20th-century splendor. The theatre contributes to the Mid-Ohio Valley's quality of life and is an economic driver for the region with a full calendar of national headline entertainers, movies, and theatrical productions.

OPPORTUNITIES AND CHALLENGES

Marietta College is a dynamic institution with high-quality programs and dedicated faculty and staff. The President will need to address opportunities and challenges, including:

Strategic Transformation. Marietta College is a community committed to further enhancing its programs and achieving a strengthened economic future. The new President must provide innovative and energetic leadership and be an inspiring collaborator who can bring together multiple constituencies to execute the Marietta Forward plan, focusing on the College's current strengths while building a sustainable model for the future.

Resource Development. A key priority for the next several years will be easing traditional undergraduate tuition dependency and continuing to build new resources to achieve long-term financial sustainability. The President will be expected to invest considerable effort in seeking financial support from alums, corporate donors, foundations, and other friends of the institution.

Profile Enhancement. Marietta College operates in a highly competitive marketplace, competing with private and public institutions for fewer students. The College is distinguished by its engagement with and support for students. The President will be expected to pursue strategies to enhance the College's image and recognition and pursue strategies to become a college of choice for students in the region, state, country, and globally.

Program Development. For continued success, Marietta College must sustain and create attractive and academically strong programs that are market-responsive and in high demand. As a Phi Beta Kappa institution, Marietta College emphasizes the liberal arts as the enduring foundation of the student educational experience while also valuing professional programs. In addition to new programs every year planned for in Marietta Forward, the President must support the evaluation of existing programs yearly and continued efforts to maintain academic quality.

Financial Sustainability. Like many small private institutions, Marietta College faces the challenges of changing demographics and the current economic environment. These challenges are expected to impact enrollment over the next few years. A challenging enrollment climate, along with increased costs and other pressures, will require the President to be a data-informed decision-maker who can make and clearly articulate difficult decisions, processes, and desired outcomes to a broad audience.

Communication. The College's relative size and the extent of its program offerings of majors and minors have been a core strength. In addressing new and old issues, it is essential for the President to be an excellent communicator and continue to play an active, engaged, and transparent role with the students, staff, faculty, Board, alums and with the local community and business leaders. The President will need to represent the entire College effectively.

THE ROLE OF THE PRESIDENT

The President is the College's chief executive officer and reports to the Board of Trustees. The next President must be a strategic thinker with a strong, yet transparent and collaborative leadership style. The President must be an articulate and inspiring communicator, a successful fundraiser, with a demonstrated track record of successful execution of mission and model, have the ability and desire to guide the implementation of Marietta Forward, and be a seasoned, responsible financial manager. Candidates will possess significant intellectual and administrative accomplishment, a broad understanding of liberal arts education and professional programs, the desire and ability to embrace and foster inclusion and belonging, a keen appreciation for the values and traditions of Marietta College, and the ability to work effectively with the Board of Trustees.

Foster Mutual Appreciation and Shared Governance. The College’s extraordinarily dedicated faculty and staff are the heart of the enterprise. Building a productive and collaborative relationship and nurturing a culture of mutual respect with all constituents through listening and communicating will be vital. It will be necessary for the President to foster a culture of mutual appreciation, shared authority, accountability, respect, and trust.

Optimizing Enrollment. As a tuition-dependent institution, Marietta College’s financial future depends on highly effective strategic enrollment management. The College must conduct effective marketing, achieve strong admissions with institutionally affordable discount rates, and increase retention, persistence, and graduation rates. The President must be committed to continuing a strong focus on enrollment, creating a welcoming environment for transfer students, and establishing the campus-wide priority of being a student-ready college as outlined in Marietta Forward.

Student Success. Marietta College is committed to transforming students’ lives through education and provides a robust living and learning environment that celebrates curiosity, inspires independence, and praises perseverance. The College is committed to meeting its students where they are to fully support their educational needs and future goals. The President should be familiar with proven, evidence-based practices in teaching and learning, and work with the entire College community to further the College’s work to break down barriers to success for its students.

Strengthening Diversity and Inclusion. Marietta College is committed to building diverse student populations, including students of color and international students, which is an area for growth. The College has an Office of Diversity and Inclusion housed within the Student Life Division. Achieving the increased levels of diversity within the staff, faculty, administration, and student body requires the leadership and commitment of the President.

Fundraising and Building Relationships with Alumni. Marietta College has an impressive and supportive alumni base. The College’s commitment to the future is in part dependent upon the support of its graduates. The President must build upon the College’s relationships with its alums and encourage their involvement in the future of the College.





DESIRED QUALIFICATIONS AND CHARACTERISTICS

The next President of Marietta College must be a visionary leader who will embrace the character, values, and traditions of the Marietta community and carry them forward in new and exciting ways.

The ideal candidate for the Presidency of Marietta College should have the following qualifications and demonstrated experiences and qualities:

- An appreciation for the centrality of student success when measuring the success of the College;
- The ability to shape and communicate a collaborative institutional vision in ways that are compelling to prospective donors, public officials, media, community members, and other friends of the institution;
- Substantial executive leadership experience;
- The ability to build and support a strong leadership team;
- Strong budgeting and financial acumen, an understanding of a tuition-dependent institution and the constraints of seasonal cash flow, and the ability to use data to drive decisions;
- An open, transparent, and positive communication and leadership style;
- Capacity to lead and mentor an effective team, to delegate effectively, to foster collaboration and shared purpose, and to make fair, sometimes difficult and timely decisions;
- Leadership in the implementation of the College's strategic plan, Marietta Forward, including ongoing communication, guidance, evaluation, and accountability for results;
- A record of leading change in today's challenging higher education environment;
- Leadership in empowering teams to achieve measurable goals (including increasing enrollment, retention, and graduation rates);
- Substantial experience and demonstrable success in fundraising;
- Collaboratively identify and successfully foster innovation that generates new revenue sources;
- Respect for the teaching and learning environment and the ability to advance excellence in teaching, scholarship, research, and curriculum development;
- Experience with undergraduate, graduate, and online degree programs, and with blending arts and humanities with professional programs, social sciences, and STEM;



- Experience to help with strengthening the College's commitment to international relationships and the globalization of the curriculum;
- A strong awareness of and engagement in national trends in higher education, including seeking opportunities to partner with other organizations and institutions to ensure the success of the College's mission;
- A demonstrated commitment to strengthening diversity within the workforce, programs, and culture of an institution or organization;
- Experience and capacity to work effectively with a governing board; and
- Advanced degree from an accredited institution (terminal degree preferred).

There is an openness to nontraditional candidates who, through previous experience and leadership in transformational undertakings and commitment to excellence in higher education, would garner the respect of the campus and broader communities.

Concerning personal qualities, the ideal candidate will possess the following:

- Integrity;
- Visionary and imaginative leadership;
- Enthusiasm, persistence, and high energy;
- Entrepreneurial drive;
- Flexibility and openness to new ideas;
- Commitment to academic freedom and the full exchange of ideas;
- Passion for learning, and caring for students, staff, and faculty;
- A dedication to Marietta's mission and values;
- Enjoyment of interaction with diverse members of the College community, including students, staff, faculty, alums, families, and friends; and
- A sense of humor while carrying out the demanding leadership role of a college president.

REVIEW OF APPLICATIONS

Review of applications will begin immediately and continue until the position is filled.

All nominations and applications shall be confidential. Please send a cover letter, curriculum vitae/résumé, and the names and contact information for five professional references to:



Steve Leo, Managing Director
Vicki Henderson, Senior Associate
Storbeck Search
MariettaPresident@storbecksearch.com

This is a full-time position that will be performed on-site in Ohio. Salary commensurate with experience with a generous benefits package.

Marietta College is an equal opportunity educator and employer that values diversity. The College seeks to enhance the diversity of its faculty and staff. People of color, women, veterans, and persons with disabilities are strongly encouraged to apply. Marietta College does not discriminate on the basis of age, race, color, national or ethnic origin, disability, sex, gender identity, gender expression, sexual orientation, or religious affiliation.

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www.marietta.edu



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