



EASTERN OREGON
UNIVERSITY



POSITION PROFILE
PRESIDENT
2023

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DISCOVER THE EASTERN EDGE

Eastern Oregon University invites nominations and applications for its 13th President

Eastern Oregon University (EOU) seeks an energetic and committed higher education leader to serve as its 13th President. The President will lead a stable institution on a sound financial footing that features an effective Board of Trustees, is led by a talented senior administrative team, offers a comprehensive academic program taught by a talented and committed faculty, and enjoys a strong reputation with state policy makers and donors.

The President will lead a dynamic and resilient institution that has innovated to serve students in a beautiful campus setting, through online programs, and at sites throughout the state. EOU serves rural Oregon and beyond with a broad range of programs in the arts, humanities, social sciences, business, education, science, technology, and health science.

Designated by the state as Oregon's Rural University, EOU has pioneered online instruction and satellite student services centers to bring educational and career opportunities to the entire eastern Oregon, Idaho, Montana, and southeast Washington region.

Led by an effective Board comprising individuals committed to the University and the Eastern Oregon region, EOU's strategic plan – *The Ascent 2029* - focuses resources and effort on student success, enriching academic quality, growing enrollment and student access, creating an inclusive and thriving community, sustaining the financial viability and health of EOU, and serving as the engine for educational, economic, and cultural development for rural places, especially Eastern Oregon. The President will work with the Board of Trustees to review and update the strategic plan as it reaches its midpoint.

With clarity about its mission, the University seeks a leader who resonates with its commitments and who can summon the energies, expertise, knowledge, and resources of the University community and its stakeholders to help write the next great chapter in EOU's long history of service and excellence.



ABOUT EASTERN OREGON UNIVERSITY

Eastern Oregon University was founded in 1929. Today it is a center for education, culture, and scholarship for rural Oregon. At EOU, students receive personal attention from their professors while building strong relationships with peers and mentors.

OREGON'S RURAL UNIVERSITY

Nestled in the Grande Ronde Valley at the base of the picturesque Blue Mountains, [Eastern Oregon University](#) is one of the seven state-supported four-year institutions in Oregon, and the only institution on the [eastern side of the state](#).

EOU serves a diverse community of students drawn principally from the intermountain northwest, but with a decades-long tradition of serving students from Micronesia. In addition, EOU was a national pioneer in distance education starting in the 1980s and now provides extensive online learning opportunities for students around the world. The University partners with communities and community colleges throughout the state to provide service access points for students in both urban and rural areas.

EOU's intimate academic learning environments rank high in several national publications as "Best" – best in value, best in quality, and best for students. EOU's faculty and staff are passionate about higher education and excel in understanding and addressing the educational needs of students.

HISTORY

Eastern Oregon University began in June of 1929 as Eastern Oregon Normal School. Two years later, 1931, the first class of 88 seniors graduated from the teacher's college. In 1939, the institution's name was changed to Eastern Oregon College of Education. In 1973, the institution became Eastern Oregon State College. In 1997 the institution's name was changed to the current name of Eastern Oregon University. In 2018, Oregon's governor signed a bill designating EOU as Oregon's Rural University.

MISSION STATEMENT

Eastern Oregon University guides student inquiry through integrated, high-quality liberal arts and professional programs that lead to responsible and reflective action in a diverse and interconnected world.

As an educational, cultural, and scholarly center, EOU connects the rural regions of Oregon to a wider world. Its beautiful setting and small size enhance the personal attention its students receive, while partnerships with colleges, universities, agencies, and communities add to the educational possibilities of the region and state.



EASTERN OREGON UNIVERSITY

IN BRIEF

STUDENTS (Fall 2022)

- Total headcount enrollment: 2,674; 1,587 are enrolled as full-time students; 1,087 are enrolled as part-time students; slightly more than half of students are studying online
- 252 new first-year students enrolled at EOU in fall 2022; 43% of new first-year students are from Eastern Oregon; Business Administration and Health and Human Performance are the most popular majors for new first-time students
- 369 transfer students enrolled at EOU in fall 2022. 20% of transfer students are from Eastern Oregon; Business Administration, Health and Human Performance, and Psychology are the most popular majors for transfer students
- 32% are first-generation college students
- 32% are Pell-eligible students
- 26% are racially or ethnically diverse
- 25% are 18-21 years old; 29% are 21-24 years old; 21% are 25-34 years old; 22% are over 35 years old
- 66% are Oregon residents; 34% are non-residents

ACADEMIC PROGRAMS

The University's liberal arts and professional programs are of high quality. Programs offered by the College of Education; College of Business; College of Arts, Humanities, and Social Sciences; and College of Science, Technology, Mathematics, and Health Science include undergraduate degrees offered on-campus and online, and graduate programs (Master of Science, Master of Business Administration, Master of Arts in Teaching, Master of Fine Arts in Creative Writing, Master of Healthcare Administration) offered in online and in hybrid modes. Additional graduate offerings are being developed. In addition, the University offers certificate programs, pre-professional programs, and partnership programs with Oregon State University (agricultural sciences, rangeland science) and Oregon Health Sciences University (nursing).

ACCREDITATION

EOU is accredited by the Northwest Commission on Colleges and Universities (NWCCU). The next NWCCU evaluation will be in the fall of 2025. Teacher preparation programs in the College of Education are accredited by the Association for Advancing Quality in Educator Preparation. Programs in the College of Business are accredited by the International Assembly for Collegiate Business Education.

FACULTY & STAFF

Total employees: 442

Full-time employees: 334; Part-time employees: 108

Faculty: 112; Online educators: 96

Highest degree/credential earned by members of the faculty:

Doctorate: 74%

Master's: 20%

Bachelor's: 6%

87% of faculty members are White; 11% are Black or African American, Asian, Hispanic, Native American, or Alaska Native.

FINANCES

EOU has an operating budget of almost \$50 million. A little less than 50% of its revenue is provided by a state appropriation. In recent years EOU has produced net surpluses of revenue over expenses that average 4% of revenue, leading to important improvements in the University's Primary Reserve Ratio and Viability Ratio, key indicators of financial health.

GOVERNANCE

EOU is governed by a fifteen-member Board of Trustees, whose members are appointed by the Governor and confirmed by the Oregon Senate. Eleven Trustees are drawn from the general public, one member each is drawn from the students, staff, and faculty of the university, and the fifteenth Trustee is the university President, who serves *ex officio* without the power to vote. The Trustees drawn from the general public serve four-year terms. Trustees are term-limited to two consecutive terms. Trustees selected from the students, faculty, and staff serve two-year terms. The Board has three standing committees that address specific areas of the Board's work: the [Academic and Student Affairs Committee](#), the [Finance and Administration Committee](#), and the [Governance Committee](#). The Board [meets](#) approximately five times per year, as do the committees. Further details of the university's governance are defined in the [Bylaws of Eastern Oregon University](#) and the various [statements and resolutions](#) of the Board of Trustees of Eastern Oregon University.

EOU FOUNDATION



Established in 1964, the Eastern Oregon University Foundation is a public, non-profit foundation, created to support the mission and vision of Eastern Oregon University. Over the past four decades, the Foundation has become a vital force for higher education in eastern Oregon, with assets of approximately \$17.8 million. More than 300 scholarship funds provide over \$800,000 annually to EOU students, and the Foundation continues to grow, seeking philanthropic gifts from alumni and friends.

The Foundation's work is governed by the EOU Foundation Board of Directors, whose membership is appointed by the Foundation Trustees.

EOU ALUMNI ASSOCIATION



The EOU Alumni Association works to promote the University's mission and vision, encourage friendship and communication amongst alumni and friends, promote financial support of the University, encourage alumni participation in social and educational opportunities, and encourage prospective students to obtain an education at Eastern Oregon University. The work of the EOU Alumni Association is led by a sixteen-member Board of Directors.

ACCOLADES

EOU regularly receives state, regional, and national recognition for the quality, value, and accessibility of its academic programs. It has recently been named a College of Distinction (2021-22) and a Military Friendly Top 10 School (2022-23).

See a fuller listing of EOU distinctions here: <https://www.eou.edu/beta-trophy/> .

INTERCOLLEGIATE ATHLETICS

EOU offers 15 varsity sports for men (baseball, basketball, cross country, football, soccer, track and field, wrestling) and women (basketball, cross country, lacrosse, soccer, softball, track and field, volleyball, wrestling). EOU is a member of the [Cascade Collegiate Conference](#) and the [Frontier Conference](#) (football). The athletics program regularly earns recognition and accolades from the Champions of Character program of the National Association of Intercollegiate Athletics (NAIA).





PRESIDENTIAL OPPORTUNITY

THE ROLE OF THE PRESIDENT OF EASTERN OREGON UNIVERSITY

Reporting to the EOU Board of Trustees, the President is the chief executive officer of Eastern Oregon University and is responsible for its strategy, general administration, and day-to-day operations. The President works with the Board to develop and advance EOU's strategic plan, new initiatives, programs, and policies. Under Oregon law, the President is also the president of the faculty.

The President:

- Provides vision and leadership for the University's on-campus and online academic program offerings and works effectively with the faculty to enhance program quality and relevance;
- Exemplifies and supports EOU's commitment to extending educational access to underrepresented populations and is a champion of inclusive excellence at the University;
- Energizes student recruitment and programs that support success for the University's diverse students;
- Works to foster productive and meaningful relationships between the University and Eastern Oregon region and beyond, encouraging productive public-private partnerships;
- Builds and maintains effective relationships with the governor, state legislators, and other state education policy leaders;
- Astutely and attentively oversees the finances and budget of the University, ensuring revenue and spending targets are achieved;
- Actively engages in marketing and promoting the University to enhance visibility and brand recognition;
- Is visible and available on campus and in the community, listening with care and consulting widely;
- Champions EOU with the general public, community and regional leaders, accrediting agencies, and alumni; and
- Ensures competent, ethical performance on the part of all University personnel.

In all things, the President places the University's mission and the education, development, and welfare of EOU students above all other interests.

The President delegates and monitors the administrative and operational functions of the University to an executive leadership team. The team includes the following positions:

- Provost and Senior Vice President for Academic Affairs
- Vice President for University Advancement
- Vice President for Finance and Administration
- Vice President for Student Affairs
- Director of Athletics
- University General Counsel and Board Secretary

For more information on the University's organizational structure, please [click here](#).

PRIORITIES FOR THE NEXT PRESIDENT

Address enrollment challenges. The University's enrollment of full-time students on the residential campus in La Grande has declined in recent years. Its enrollment of online students is stable but needs to grow. Focused efforts in recruitment and retention, branding, marketing, new program development, and strengthening of admission and matriculation processes are needed. These efforts call for a leader who can lead the University community to achieve sustainable enrollment growth. A low percentage of Oregon's college-eligible residents attend college. An institution committed to active outreach and effective service to underrepresented populations can seize new opportunities for growth in enrollment and revenue.

Focus on inclusive excellence and student success. Many of EOU's students must overcome substantial obstacles to achieve educational and career success. The University has responded with a significant investment of institutional funds, and notable success in securing Federal Title III and State of Oregon grant funding, for programs designed to assist students who are the first in their families to attend college, are Pell-eligible, and are from groups that are underrepresented among college students. The University makes important contributions to educational access and social mobility in Oregon and beyond, and the next President should support and energize inclusion and student success efforts at EOU.

Provide astute financial and budgetary leadership. The University's improving financial strength, and the resulting gains in the reputation of the University in the region and with state policy leaders, must not be reversed. The next President must be diligent in monitoring revenue and spending, inventive in seeking new sources of tuition and auxiliary services revenue, and active in seeking philanthropic support for EOU.

Be an effective advocate for EOU with state higher education leaders. The University enjoys a favorable reputation in the state capital, Salem, for effective budget management and committed service to rural Oregon. The next President needs to focus on maintaining effective ties with Oregon's political and policy leaders, advocating for needed changes in the State's funding formula for higher education, which bases support on timely completion of degrees and disadvantages EOU as it serves adult learners and students from underrepresented populations.

Provide continued support for athletics and visual and performing arts programs. Athletics and co-curricular offerings are critical for student recruitment, contribute to the vitality of campus life, and engage the interest and involvement of the community and its leaders.

Embrace the University's comprehensive mission. The EOU community is rightly proud of its comprehensive academic program and its reach to serve the needs of many kinds of students. Careful management of academic program offerings, modalities of delivery to targeted audiences, and resulting streams of revenue are required.

The evolution of EOU to become a comprehensive regional university has created a complex organization in which proactive communication and extensive consultation by the President are essential. The President must ensure that the University's shared governance system effectively engages and channels the energies of all stakeholders of the University, including members of the faculty and staff who are represented by unions.

Balance continuity and innovation in leading the University. The new President will have the opportunity to work with a capable and committed Board of Trustees. Key priorities for the President will be to complete an effective transition in presidential leadership, engage with the Board of Trustees to review and update EOU's strategic plan - [*The Ascent 2029*](#) – at the midpoint of its implementation timeline, and position the University to respond nimbly to emerging opportunities and challenges.

QUALIFICATIONS

EOU's next President will demonstrate strong leadership credentials, including a record of successfully leading a complex organization.

A terminal degree, or a compelling combination of educational attainment and successful leadership experience, is desired. The President will have credentials and professional accomplishments that will earn the respect of the University community, region, and state.

DESIRED ATTRIBUTES

EOU's next President must be a leader with a commitment to and passion for higher education in a rural setting and possess demonstrated experience, knowledge, vision, and interpersonal skills to lead a complex and evolving University.

In addition to these qualities, the next President should have the following:

- Senior level management and administrative experience;
- A strong understanding of the academic environment and knowledge of the importance of shared governance;
- Excellent finance and budgeting skills that yield financial sustainability;
- A demonstrated commitment to serving a diverse student body, embracing equity, inclusion, and belonging;
- Government relations experience and aptitude for working with legislators and other state policy leaders;
- Experience working with governing and volunteer boards and the ability to engage with the Board of Trustees in charting the strategic direction of the University;
- Ability to value and cultivate a productive working relationship with the faculty;
- Respect for diversity in the workplace and a commitment to creating an inclusive and supportive work environment that values the contributions of all employees;
- Creativity, vision, and an entrepreneurial spirit with a tolerance for risk;

- A track record of specific results and accomplishments, especially as they relate to developing and implementing long-term strategic plans;
- Understanding of the rural university setting that produces a sincere commitment to meeting the needs of underserved, first-generation students, including students who are served through online programs;
- An understanding of online and distance education and its interconnectedness to on-campus programs;
- Experience with enrollment management and success in increasing enrollment and improving retention;
- Excellent problem-solving skills and good judgment;
- An ability and appreciation for building close and meaningful relationships and connections with the community and surrounding region;
- A deep respect for the Eastern Oregon region; an appreciation for rural university environments and the importance of EOU to the region it serves; and
- Experience building strong teams as well as an understanding of working within a union environment.

COMPENSATION

The salary range for the President of EOU is \$275,000 to \$350,000.



HOW TO APPLY

Acceptance of inquiries, nominations, and applications will begin immediately and continue until the completion of the search. Interested parties are encouraged to apply by March 12, 2023. Inquiries and nominations can be submitted to [EOU Presidential Search@summitsearchsolutions.com](mailto:EOU_Presidential_Search@summitsearchsolutions.com).

To apply online, go to:

<https://theapplicantmanager.com/jobs?pos=su339>

All applications and nominations will be held in confidence.

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DISCOVER LA GRANDE, OREGON



La Grande, Oregon: Where modern amenities meet grand landscapes and exciting adventures to satisfy all the needs of the contemporary explorer. La Grande and Northeastern Oregon offer a way a life few communities can surpass. From superior healthcare systems and an excellent K-12 school system, to unique cultural experiences, La Grande is a basecamp for unforgettable experiences and unsurpassable community.

Nestled in the Grande Ronde Valley, the breathtaking views of the Blue and Wallowa Mountain ranges and the tranquil patchwork of farmland and park-like landscapes of La Grande's natural beauty never cease to dazzle the senses. EOU is four hours east of Portland and two hours west of Boise, Idaho, with close access to a regional airport in Pendleton, only forty minutes away.

Stemming from a deep agricultural history, La Grande boasts a thriving farmers market and a farm trail offering fresh goods all year long. La Grande is on an arts trail with plenty of artisan shops and visual and performing arts opportunities with multiple theaters and museums offering concerts, plays, exhibits, festivals and more.



Step out your backdoor and world-class outdoor recreation is accessible within minutes in any direction. The Mt. Emily Recreation Area offers nearly 100 miles of motorized and non-motorized trails. Across the valley, Anthony Lakes Mountain Resort offers a base elevation of 7,100 feet and some of the best (non-crowded) powder in the Northwest. If you are looking for Class III rapids, rock climbing, or just want to relax in hot springs, opportunities abound.

To learn more about this beautiful region:

City of LaGrande, Oregon:
<https://www.cityoflagrande.org/>

Travel Oregon:
<https://traveloregon.com/places-to-go/cities/la-grande/>





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