The opportunity

The Board of Trustees of Central Michigan University (“CMU”) invites nominations and applications for the position of President. The successful candidate will succeed Dr. George E. Ross, who will be stepping down from the presidency in July 2018 after serving the university with distinction since his appointment as President in 2010.
Central Michigan University is a nationally ranked research university that fosters the transformative power of advanced learning while embracing a sense of community among its students, faculty, staff and more than 225,000 alumni around the world. From its roots as a teachers’ college, CMU has grown to offer nationally acclaimed programs in areas ranging from the health professions and engineering, to business and communications, and science and technology.

CMU’s student and faculty researchers help preserve the earth’s resources, discover new ways to treat diseases, advance innovative ways to improve teaching and learning methods, and much more. Its alumni are doctors, physical therapists and physician assistants. They are CEOs, lawyers and policymakers. They are top broadcasters and journalists, fashion designers and teachers.

Established in 1892, CMU has more than 23,000 students on its Mount Pleasant campus, online and at more than 30 locations across North America. Among just five percent of U.S. universities in the highest two Carnegie research classifications, CMU offers more than 300 academic programs at the undergraduate, master’s, specialist and doctoral levels. In addition, CMU has established the nation’s 137th College of Medicine to address a growing shortage of primary care physicians in Michigan. The inaugural class of students graduated in May 2017.

The President will express a passion for the mission of public higher education and will champion the “value proposition” that this education provides to students and their careers. The President will serve as a persuasive advocate for the university at the local, state and national levels, and lead efforts to raise untapped resources from the university’s varied and growing constituents.

CMU’s next President will have the opportunity to lead a special and vibrant university toward future successes and will be presented with the opportunity to achieve the following professional and personal accomplishments:

» Lead an institution with financial stability and positive momentum into its next chapters of success;

» Serve as a passionate advocate of that mission to enhance the university’s resources, reputation, and quality;

» Personally oversee the implementation of a thoughtful and comprehensive strategic plan that will further build the university’s mission, relevance and resources;

» Partner with a cohesive and collaborative senior leadership team and a dedicated and energetic corps of faculty and staff and engaged student body;

» Work closely with a Board of Trustees fully committed to the success of the university and its President;

» Be an active and influential leader within central Michigan and across the state, and meaningfully impact the quality of life of the region, the State of Michigan, and the nation.

For information regarding how to make a nomination or express personal interest in this position, please see the section entitled “Procedure for Candidacy”.

CMU’s 15th President
Central Michigan University —
Created 125 years ago to fill unmet needs... Still responding to students, communities and businesses

Central Michigan University celebrated its quasquicentennial on September 13, 2017, marking 125 years of meeting the needs of students, communities and businesses.

CMU started as a normal school in 1892 for 31 students aspiring to be teachers and fill a void in Michigan’s schoolhouses. Fast forward to May 2017, when we graduated our first class of physicians, from a medical school that was created because of significant unmet need for doctors in rural and medically underserved urban communities.

CMU was a pioneer in distance education back in 1972, and that leadership continues today, with inclusion on the U.S. News and World Report “Best Online Programs” lists.

CMU student and faculty researchers help preserve the earth’s resources, discover new ways to assess and treat diseases, and advance innovative ways to improve teaching and learning methods. Our alumni are doctors, physical therapists and physician assistants. They are CEOs, military officers, engineers, neuroscientists, biochemists, forensic accountants and entrepreneurs. They are top broadcasters and journalists, fashion designers, teachers, lawyers, and policymakers.

Each year, about 90 percent of our freshmen on campus hail from the Great Lakes state. About 80 percent choose to stay in Michigan upon graduation, contributing to the well-being of its businesses, communities, residents, environment, and unique and diverse culture. The other 20 percent are sought by employers across the Midwest and nation and are valued for their leadership, willingness to roll up their sleeves and work hard, and ability to focus on innovative solutions and work in teams.

At Central Michigan University, faculty and staff foster the transformative power of advanced learning while creating a sense of community — a hallmark trait that engages and includes more than 225,000 alumni around the world. Students, parents and alumni alike speak of the “feeling” they had the first time they stepped on campus — a sense that they mattered and that they would be supported in finding their unique path forward.

CMU is among only 5 percent of U.S. universities in the highest two Carnegie research classifications. Our research philosophy means even undergraduates, often starting their freshman year, work beside faculty, immersed in learning and discovery experiences that employers value. At the same time, we uphold the belief that a foundation in the liberal arts allows students to achieve more success in their careers, contribute more to their employers and lead more fulfilled lives in their communities.

Through the combined efforts of our faculty, staff, alumni and partners, Central Michigan University achieves its vision of being an inclusive community of scholars and a national leader in higher education, inspiring excellence and innovation.

So, too, does it uphold its mission as a community committed to the pursuit of knowledge, wisdom, discovery and creativity. We provide student-centered education and foster personal and intellectual growth to prepare students for productive careers, meaningful lives and responsible citizenship in a global society.

Fire Up Chips!
At the end of the day, we graduate leaders

A view of some of the programs, partnerships and developments that help define CMU
CMU offers more leadership programming than any other university in the state, and arguably in the nation. The Sarah R. Opperman Leadership Institute celebrated its 20th anniversary in 2017. Its Leadership Safari immerses two-thirds of each freshman class in a five-day experience that teaches students to be successful in college and life. Leadership experiences across campus are designed to reach all students throughout their time at Central, helping them to identify personal values, explore diverse viewpoints and consider the impact of their actions.

More than 155 U.S. flag officers hold CMU degrees, and the university annually earns the “Military Friendly” designation by Victory Media. Our Military Science and Leadership program prepares students to pursue commission as an Army officer or simply to improve their leadership skills. Our Global Campus provides onsite learning at 16 military installations.

CMU is a diverse community of learners and educators. A search is underway for a new vice president and chief diversity officer who will develop strategies to make campus a more welcoming, inclusive and supportive place. The Office for Institutional Diversity and Inclusion, home to programs such as Multicultural Academic Student Services, Native American Programs and LGBTQ Services, provides the campus with educational programming and engaging events.

More than 800 international students representing 55 countries called CMU their academic home last year. Supported by programs in our Office of International Affairs, these students contribute to our diverse community of learners in many ways. The CMU Global Ambassadors program trains international students to make presentations about their cultures and customs. The Peer-to-Peer program connects students for conversation and cultural exchanges.

CMU has a strong relationship with our neighbors, the Saginaw Chippewa Indian Tribe. The partnership creates educational initiatives, cultural events and speakers, and Native American educational resources for the campus and community. CMU’s nickname, “Chippewas,” is used with support from the Saginaw Chippewa Tribal Council as a sign of pride, honor and respect for the tribe’s rich heritage.

The President’s Cabinet has approved six leadership standards to maintain and strengthen our hallmark culture and guide the actions of leaders across campus. These standards show that we are team builders, thoughtful and open communicators, and service oriented. They set the expectation that we are proactive, responsible and accountable, courageous and effective, as well as focused on students and passionate about CMU. Nearly all supervisors have participated in training on the standards.

The Central Michigan University Research Corp. is a business incubator with offices in Mount Pleasant, Bay City and soon, Saginaw. Among such entities funded by the Michigan Economic Development Corp., CMURC is No. 1 in terms of jobs created and companies formed.
» CMU received grants totaling more than $3 million last year to offer pre-college programming in Detroit. Our Upward Bound, TRIO and Educational Talent Search programs reach into middle and high schools to provide tutoring, advising, counseling, test preparation and other services that support students on their journeys toward degrees.

» CMU offers students almost 150 opportunities to study abroad. Options range from faculty-led experiences to yearlong exchange programs with partner universities. Students see the world, experience new cultures, hone language skills, explore career opportunities, and develop new levels of independence and self-awareness.

» CMU’s Interdisciplinary Center for Community Health and Wellness pools resources from five CMU colleges to prevent disease and promote health through education, outreach and service learning. The center last fall hosted a forum on the opioid drug crisis and its impact in Michigan.

» Beginning this fall, students from health care-related disciplines will visit rural homes in three local counties to check the health of elderly residents. This Healthy Aging Initiative has a $422,455 grant from the Michigan Health Endowment Fund.

» CMU students make a difference in the lives of others. Last year, more than 800 students volunteered at sites around the community, across Michigan and in several states. Students participated in activities such as tutoring children, building homes and stocking food pantries, logging more than 48,000 hours of service.

» High-achieving students can pursue academic excellence in the CMU Honors Program. The Centralis program awards 150 scholarships annually and provides opportunities for students to participate in academic, leadership, volunteer and civic engagement experiences.

» Now in its sixth year, the CMU National Scholarship Program office assists students in applying for national and international scholarships and fellowships such as the Fulbright and Goldwater awards.

» A second year of our Campus Identity Project begins after commencement in May. This project includes branded wayfinding, impressive gateways and open spaces designed to advance connectivity among students, faculty and staff.

» WCMU Public Media has provided television and radio programming for more than 50 years across central and northern Michigan and portions of Ontario. With four TV and eight radio stations, WCMU is the largest university-owned public broadcasting network in the nation.
CMU’s updated strategic plan, “Advancing Excellence,” was approved by the Board of Trustees on June 29, 2017, and continues a 125-year tradition of preparing students to enhance the economy and quality of life in Michigan, the Midwest and beyond.

The five-year plan outlines three imperatives: Nurturing Student Success, Fostering Scholarly Activity, and Strengthening Partnerships in Michigan and Beyond. Each imperative includes strategies for meeting specific targets during the next five years.

Each imperative also requires us to foster shared governance, diversity and inclusion, and fiscal and environmental sustainability.

Advancing Excellence directs outcomes through 2022, including:

- More students graduating in four years;
- A university structured efficiently and effectively for student success; and
- Expansion of corporate and community partnerships leading to ever more internships and jobs for CMU students and graduates while also enhancing business outcomes and residents’ lives.
Nurturing Student Success

The first imperative — nurturing student success — focuses on providing a transformative education to prepare students for successful careers and fulfilling lives. Strategies within this imperative include:

» Review and modification of all undergraduate degree programs to require no more than 120 credits — unless mandated by accreditation standards — in order to allow more students to graduate in four years.

» Examination of the organizational structure of the academic and administrative divisions for ways to increase efficiency and effectiveness to enhance student success.
Fostering Scholarly Activity

The second imperative — fostering scholarly activity — recognizes how essential research and creative activities are to the intellectual life of a university and its accreditation.

This imperative’s strategies include the recruitment and retention of talented, diverse students, faculty and staff. It also calls for an expansion of research and creative endeavors. CMU is widely recognized for the access it gives students — including undergraduates — to hands-on experiences and research they conduct beside, with and under the direction of expert faculty.
Strengthening Partnerships in Michigan and Beyond

Strengthening partnerships in Michigan and beyond — the third imperative — emphasizes partnerships with alumni, communities, corporations, governmental agencies and nonprofit organizations, leading to mutual growth and enhancement in Michigan, the U.S. and around the world.

The related strategies focus on increasing, identifying benefits of and promoting external partnerships, especially those that create jobs and provide public service.

This third imperative also calls for CMU to secure an official community engagement endorsement through the renowned Carnegie Classification process, just as it is among only 5 percent of U.S. universities in the highest two Carnegie research classifications.
Student Success and Support

» CMU’s Office of Student Success focuses on increasing student retention, success and graduation. First-to-second year retention is higher for students who receive success coaching than for those who do not, 79.2 percent compared with 76.9 percent.

» Our residence life curriculum focuses on four learning outcomes: identity, relationships/community, equity/justice and social responsibility. CMU has 22 residence halls and within those, it has six residential living and learning communities.

» CMU’s Sexual Aggression Peer Advocates is a 24/7 survivor-centered and trauma-informed, paraprofessional student organization that serves those affected by sexual aggression. Founded at CMU 20 years ago, SAPA has become the foremost program of its kind in the country.

» CMU’s Capital City Internship Program has supported more than 600 students since 2008 in gaining experience with the state of Michigan or Senate and House legislators.

» The CARE team and reporting system involves staff and faculty in developing individualized plans to support students who are struggling. Students, faculty and staff can submit a report to inform the CARE team coordinator that they have seen or heard something that causes significant concern about a student’s health, well-being, safety and/or academic success.

» Our new Financial Wellness Collaborative provides education and programming to assist students with money management and financial literacy.

» CMU prepares students for career success. Beginning their first day on campus, CMU students can start to explore their future with staff and peer advisors in our Career Services office. Students receive help with interest assessment, résumé writing, interview skills and job searching. CMU has hosted eight career fairs this year, bringing more than 500 employers to campus to meet with more than 3,000 students.

» The First Impressions store at CMU provides students with free professional clothing for interviews and career fairs. This year, the store’s student stylists provided one-on-one consultations and free business or business-casual attire to more than 600 students.
Contributing to Michigan’s economy and creating jobs

Central Michigan University’s impact is felt throughout the mitten state.

According to a study by the Anderson Economic Group, CMU’s economic impact on Michigan was $1.2 billion in fiscal year 2016. What’s more, CMU accounts for the creation of nearly 12,000 jobs in the state.

To give this context, $1.2 billion a year is more than the $908 million it would cost to build the Mackinac Bridge today.

The report starts with four measures of economic activity: university operations and construction spending, student spending, spending by CMU affiliates, and earnings by CMU alumni in Michigan. Satellite locations and affiliates further extend CMU’s reach beyond the main campus in Mount Pleasant.

Report results emphasize how the university’s growth and Michigan’s growth are intertwined and how residents, businesses and communities benefit. As such, Michigan is advancing along with CMU. The Michigan Chamber of Commerce’s 2017 Economic Competitiveness Study ranks Michigan 21st in the nation, up from 47th in 2012.
Budgeting with students as the priority

We at Central have a profound sense of responsibility to Michigan’s taxpayers and a commitment to giving students and families access to high-quality educational experiences. As a result, CMU has held the line and adopted the lowest cumulative tuition increase among all 15 public universities in the state the past eight years. At the same time, we have increased our scholarship funding 87 percent.

These are not easy deliverables. State appropriations fund 17 percent of our operating budget, versus nearly 32 percent in 2002. Michigan’s high school population is shrinking faster than all but one other state in the nation. And in fiscal years 2016 and 2017, we adjusted our budget by 4 percent, primarily through cost-cutting measures and the elimination of vacant positions.

We operate with diligent, student-focused, conservative fiscal management. Our employees work hard and endeavor to advance top priorities. We’re also a statewide leader in energy savings.

CMU remains a financially strong and stable university with credit ratings by Moody’s and S&P of AA3/A+, respectively.
The public phase of Central Michigan University’s second capital campaign goes public in late April, two years ahead of schedule. The Fire Up for Excellence $100 million campaign and our advancement team are creating a new, energized culture of philanthropy that will have long-term value for students and support key initiatives across the university.

Key highlights from CMU’s Alumni and Advancement areas:

» CMU has more than 225,000 living alumni. Forty percent of those who attend an alumni event give back to their alma mater and its students, compared to a national average of 8 percent.

» Popular alumni events include Grandparents University on campus, CMU Weekend on Mackinac Island, Alumni Village during homecoming and CMU Night with the Detroit Tigers at Comerica Park in Detroit.

» CMU has had more gifts of $1 million or more in the past year than throughout the rest of our history, combined.

» The most donors in university history — nearly 32,000 — supported CMU last year.

» A special online fundraising event on Sept. 13, 2017 — our 125th anniversary — engaged 1,150 donors and generated $103,000.

» Giving Tuesday in November raised more than $105,000 for our Student Emergency Fund. This was a 160 percent increase over the previous year.

» CMU’s Annual University Campaign generated nearly $2 million from 1,345 donors, including a record 38 percent of faculty and staff.

» In each of the past two years, our gift average has been up $8.5 million compared to contribution levels of the past five years.
Athletics

More than 450 student-athletes participate in 18 men’s and women’s Division I sports at Central Michigan University.

They are pursuing 66 different academic majors and have a cumulative grade point average of 3.2. CMU student-athletes have maintained a GPA of 3.0 or higher for the past 38 semesters. For 15 consecutive years, CMU athletes have had the highest GPA in the MAC.

The CMU Chippewas won the Mid-American Conference’s top recognition, the Cartwright Award — given to the university deemed best for all-around excellence in academics, athletics and citizenship — in 2009 and 2015.

CMU has captured more than 80 conference championships. Most recently, the women’s basketball team was the regular-season and MAC Tournament champions. The team went 30-5 and in March reached the Sweet Sixteen of the NCAA Women’s Basketball Tournament.

CMU coaches and student-athletes are active in the community, volunteering annually for Special Olympics, elementary school reading programs, United Way projects and more.

Other recent highlights:

» CMU earned its third consecutive MAC Institutional Sportsmanship award in 2017.

» The gymnastics team captured the regular-season and MAC championship meet titles and will compete in the NCAA Tournament.

» The softball team is the defending regular-season MAC champion.

» The football program has participated in a bowl game eight of the past 11 seasons.

» The baseball team is the defending MAC West champion.

» The men’s basketball team recently completed a 21-victory season.

» Seven CMU wrestlers reached the NCAA Tournament.
A Portrait of Mount Pleasant

» The county seat of Isabella County, Mount Pleasant is home to about 27,000 residents. The area offers small-town charm with many big-city amenities.

» Historic downtown Mount Pleasant has more than 100 locally owned businesses. Enjoy specialty shops, art galleries, lively bars, fine dining and events such as holiday parades, art installations, and movie and concert series.

» More than 15 local parks provide opportunities for hiking, picnicking, kayaking, fishing, swimming, sledding, cross-country skiing and creative outdoor play for children. Golfers have access to almost a dozen courses within a few miles of the city center.

» Isabella County is home to nearly 1,000 local farms. Purchase home-grown produce at the farmers market or visit one of several u-pick farms.

» Enjoy performances from national touring comedians and musicians, try your hand at the gaming tables, or splash in the family friendly waterpark at the Soaring Eagle Casino and Resort.
The College of Business Administration at Central Michigan University prepares students for professional success through rigorous academic coursework, hands-on learning and transformative experiences such as study abroad, academic competitions and internships.

Many students earn a professional certification while completing their coursework, making CMU graduates especially attractive to employers at the state and national level. We are a preferred recruiting site for hundreds of companies. Almost 90 percent of our students are placed in a career position within six months of graduation, and many receive full-time employment offers before commencement.

More than 4,000 students are enrolled in the college’s undergraduate and graduate degree programs. Undergraduates choose from 17 majors and 15 minors, and graduate students complete specialized master’s degrees in economics, information systems or our nationally ranked MBA.

» Grawn Hall, CMU’s longest-serving academic building, underwent a $10.8 million renovation in 2017. The new space includes flexible classrooms, laboratory spaces for sales and entrepreneurship programs, and meeting and dining spaces.

» CMU is North America’s leading SAP University Alliance program, producing more enterprise resource planning certifications than the next three universities combined. Several students travel to Germany each year to visit SAP headquarters. CMU hosts an annual ERPsim event that pairs hundreds of students with mentors from dozens of national companies in a competitive business simulation game. The mentors often make internship and job offers on the spot to participating students.

» CMU is home to the world’s first Master of Entrepreneurial Transactions degree. The online program teaches students how to form business entities, finance emerging ventures, build and motivate teams, identify and protect intellectual property, manage growth and risk, and harvest economic gains.

» The School of Accounting is one of fewer than 200 programs in the world to earn the prestigious accounting accreditation granted by the AACSB International. Accounting students have an option to pursue an accelerated MBA, which enables them to sit for their CPA exam during their course of study, while earning credit toward state licensing requirements.

» The Isabella Bank Institute for Entrepreneurship’s New Venture Competition awards more than $80,000 annually to student-run startup companies. Since its inception in 2010, more than 300 students have participated and more than $250,000 in capital has been awarded. Among the winning companies, 15 are in operation.
CMU’s College of Communication and Fine Arts houses five academic departments and schools: the Department of Art and Design, School of Broadcast and Cinematic Arts, Department of Communication and Dramatic Arts, Department of Journalism, and the School of Music. In addition, the college offers three interdisciplinary programs in integrative public relations, multimedia design and music theatre.

CMU students learn in an interactive environment using cutting-edge technologies and industry best practices. Classes are taught by faculty recognized as leaders in their fields, from broadcast journalism to musical theatre. Students engage in hands-on learning and share their work in a variety of campus and community media, productions, concerts, performances, exhibitions and festivals.

The college is home to the University Theatre and the University Art Gallery.

» MHTV, CMU’s 24-hour cable outlet operated by students in the School of Broadcast and Cinematic Arts, has been named College Television Station of the Year by the Michigan Association of Broadcasters for the 17th consecutive time.

» CMU’s journalism program is one of only two accredited programs in Michigan. CMU offers the state’s only photojournalism program.

» CMU is the first public university in the Midwest with a large-scale 3-D printing facility. The MakerBot Innovation Center has 30 3-D printers and is one of only a few in the U.S. to focus on arts and human services. The center allows students and faculty to convert ideas into physical form.

» CMU’s School of Music faculty perform around the world on celebrated stages such as Carnegie Hall and opera houses in Europe. Our alumni have been placed on Broadway and with the New York Philharmonic, Atlanta Symphony and Detroit Symphony orchestras. Our chamber groups are winners of national competitions and our wind ensemble is nationally recognized. This spring, the CMU Zenith Saxophone Quartet has been accepted into the quarterfinals of the Fischoff Competition, America’s premier educational chamber music competition.

» CMU’s Department of Art and Design is accredited by the National Association of Schools of Art & Design.

» Our new Presentation Skills Center helps on- and off-campus students in all majors become more effective public speakers by offering assistance with speech writing, presentation tools and delivery.

» CMU’s Moore Media Records is a student-run, full-service record label that supports mid-Michigan musicians.

» Our China Daily Internship Program places students in Beijing, the largest national capital in the world.

» CMU students in an honors public relations course recently partnered with the Michigan Economic Development Corp. to create new strategies for improving accessible tourism for visitors with disabilities.
Central Michigan University has been preparing educators and leaders since its inception in 1892. In its 125th year, CMU is proud to continue its legacy of graduating leaders who make a difference in their communities and around the world.

In the College of Education and Human Services, we prepare students to improve the lives of children and their families in fields such as teaching, special education, family studies, child development, nutrition and dietetics, interior design and fashion merchandising and design, counseling, recreation studies, educational leadership and administration. The college is home to multiple centers that allow students to work alongside faculty to provide services to community members. CEHS has three doctoral programs — two in educational leadership and one fully online in educational technology.

A few points of pride from the college:

» Our teacher education programs last year received continuing accreditation for seven years from the Council for the Accreditation of Educator Preparation. It has been accredited since 1954. CMU has one of the largest teacher education programs in Michigan, graduating between 300 and 350 teacher candidates each year.

» CMU is taking the lead to ensure Michigan is a “no-wait state” for low-income preschool students. Working with community partners, we’re graduating the qualified early childhood educators needed to meet the growing demand of preschools, daycare centers and HeadStart programs. Our Child Development Learning Lab is a national model for both our design and our Reggio Emilia-inspired curriculum.

» Thanks to a $5 million gift from The Herbert H. and Grace A. Dow Foundation, CMU’s Center for Excellence in STEM Education is providing programs for middle school children throughout the Great Lakes Bay region. The project includes design and delivery of new math and science curriculum, a dynamic STEM makerspace, and special programming for underserved populations, including women, students of color and residents of economically disadvantaged areas.

» Play on the Way, our mobile recreation unit, takes outdoor activities to youth and families while preparing CMU students in the recreation, parks and leisure services administration program to land top internships and jobs.

» As part of a new exchange agreement, CMU students in fashion merchandising and design will be able to take courses at Seoul National University. The agreement also will allow SNU students to attend CMU. Fashion is a global enterprise, and Seoul has emerged as a center of design and merchandising. Our FMD students also take courses with our long-standing partner, the Paris American Academy.

» CMU’s annual Threads Fashion Show provides aspiring designers the chance to showcase their work and gain hands-on experience in public relations, fashion photography, model management, event logistics and merchandising.

» CMU’s Center for Merchandising and Design Technology is a research and design facility that provides industry services such as thermal textile evaluation, prototype development, wearer trial and fit analyses, and consumer research. Recent contracts include Fortune 500 medical technology and automotive companies.

» To better serve students around the world, EHS offers online bachelor’s degrees in early childhood development and fashion merchandising and design. At the master’s degree level, students are able to complete online degrees such as educational leadership, educational technology, special education, and nutrition and dietetics. We offer two online doctoral programs in educational leadership and educational technology.
CMU’s College of Graduate Studies offers more than 70 master’s, specialist and doctoral degree programs. Six academic colleges offer at least one graduate degree. CMU also offers graduate certificate options for a variety of disciplines.

» CMU’s flexible Master of Science in Administration degree is offered on campus, online and in a hybrid format. The degree emphasizes leadership, business administration, computer science, research methods and statistics and can be customized with concentrations in 14 areas.

» CMU serves more than 2,000 graduate students on our Mount Pleasant campus and an additional 3,558 online.

» In response to industry demand, CMU offers graduate-level degree programs for fields such as engineering, information systems and entrepreneurship. Many programs, such as geographic information science, exercise physiology, physical therapy and speech-language pathology, have a near 100 percent job placement or doctoral program acceptance rate.

» Each spring, CMU’s Student Research and Creative Endeavors Exhibition showcases the innovative work of hundreds of undergraduate and graduate students. All students are eligible to apply for funding to conduct research or pursue scholarly or creative activities.

» CMU is among the top 5 percent of schools in the U.S. to carry the R2 Carnegie Classification of Institutions of Higher Education.

» Working with state, federal and private agencies, CMU students and faculty extend their work beyond campus. Examples of important contracts and grants include:
  › Funding from the U.S. Fish and Wildlife Service and the Illinois-Indiana-Wisconsin Sea Grant to support the CMU Institute for Great Lakes Research.
  › Grants from the U.S. Department of Agriculture Distance Learning and Telemedicine Grant program to support third-year medical students in the Comprehensive Community Clerkship program.
  › Grants from the U.S. Fish and Wildlife Service and the Illinois-Indiana-Wisconsin Sea Grant to support the CMU Institute for Great Lakes Research.

» CMU students engage in hands-on learning in campus-based labs and clinics. Advanced research facilities include:
  › The CMU Child Development and Learning Lab, which provides students the opportunity to observe, study and work with children under the supervision of licensed early childhood teachers.
  › CMU’s Biological Station on Beaver Island. CMU is the only university in Michigan and one of two in the Midwest operating a Great Lakes island research station.
  › The Dow Science Complex features labs outfitted with equipment for scientific and health-related fields such as nuclear magnetic resonance spectroscopy and X-ray diffraction.
The field of health care is rapidly changing and expanding. Central Michigan University is preparing students to be leaders in fields such as communication sciences and disorders, physical therapy, athletic training, and more. The Herbert H. and Grace A. Dow College of Health Professions offers 10 undergraduate majors, 13 minor or certificate programs, seven master’s degree programs, and three doctoral programs.

Our programs combine classroom learning with hands-on experience through volunteer service learning, research and internships. Our Health Professions Building provides students with access to cutting-edge technology and state-of-the-art clinical and laboratory spaces.

A few recent points of pride include:

- CMU has received $19.5 million from the state of Michigan to add a $26 million Center for Integrated Health Studies that will allow expansion of the university’s health care programs. Construction is underway, with completion expected in 2019.
- CMU’s Carls Center for Clinical Care and Education is a specialty rehabilitation center that provides care to underinsured mid- and northern Michigan families. Students get real-world experience providing services under the supervision of licensed physical therapists, speech-language pathologists, psychologists and audiologists.
- CMU’s sport management program is the only program in the state of Michigan certified by the Collegiate Sport Management Association.
- Students and faculty in CMU’s physical therapy program have created the MOVE! for Health program, offering targeted education and monitored exercise classes for patients with diseases such as Parkinson’s and multiple sclerosis.
- About 6,000 children from around the world have expanded their ability to communicate during the past 70 years through CMU’s six-week, speech-language summer clinics.
- Faculty and students last year traveled to Flint with Mobile Health Central — a multidisciplinary clinic on wheels — to host a senior health fair with local partners. The volunteers screened more than 100 residents for diabetes, skin cancer, blood pressure and hearing loss.
- Ninety-five percent of graduates from the physician assistant program at CMU are employed upon graduation, many working in underserved and rural areas of Michigan.
- CMU’s Hands for Health clinic provides free physical therapy services to members of the Mount Pleasant community. Services are provided by students in the physical therapy doctoral program with supervision from faculty who are licensed and board-certified. The clinic offers free treatment for conditions such as back pain, sports injury, arthritis, cerebral palsy, multiple sclerosis and Parkinson’s disease.
Students enrolled in classes through Central Michigan University’s College of Humanities and Social and Behavioral Sciences learn to think critically, communicate clearly and solve complex problems — skills highly prized by employers.

CHSBS is home to more than 50 academic undergraduate and graduate degree programs and certificate programs in areas such as world cultures and languages, political science, philosophy, and neuroscience. The college provides students opportunities to develop both broad knowledge and highly specific skills for a wide range of careers.

College highlights include:

» CMU students are being trained to diagnose and treat children with autism thanks to a nearly $500,000 state grant. Lt. Gov. Brian Calley said Michigan needs 1,500 to 2,000 certified autism service providers, yet has just 600. Autism is the fastest-growing developmental disability in the U.S., affecting about one in 68 children.

» CMU’s Psychological Training and Consultation Center offers a wide range of outpatient mental health services for children and families in our community at minimal or no cost.

» CMU anthropology students participate in hands-on field research at sites around the globe. They also use 3-D printers in CMU’s MakerBot Innovation Center to create exact replicas of fossils.

» The U.S. Department of Education’s International Strategy emphasizes the importance of cultural competency and language skills to ensure students are prepared to succeed in an increasingly global society. CMU’s Cultural and Global Studies curriculum offers students opportunities to expand their language, analytical and communication skills.

» CMU’s English as a Second Language minor prepares future teachers to help address Michigan’s critical shortage in educators trained to work with the growing number of students who need ESL and bilingual services.

» CMU’s Deafblind Intervener program allows students to become credentialed through the National Resource Center for Paraeducators. The Cogswell/Macy act, a bill under review in the U.S. House of Representatives, would require states to provide deaf and/or blind students with greater access to qualified, trained interveners.

» Military science students practice on CMU’s ROTC outdoor leadership field training course, one of only a few of its kind in the nation.

» CMU’s Public-Spirited Scholars in Residence program offers a unique living and learning community for students interested in public service, civic engagement and global awareness.
Central Michigan University’s College of Medicine will graduate its second class of physicians this May. The college was created to prepare diverse, culturally competent physicians focused on improving access to high-quality health care, with an emphasis on rural and medically underserved regions.

Our graduates aspire to excellence in providing patient-centered and evidence-based care to their patients and communities. We engage physicians in leading health care transformation, lifelong learning and team-based education.

Many large and historic medical schools focus on preparing researchers and the most highly paid specialists. CMU’s Board of Trustees, in contrast, approved our College of Medicine specifically to address the significant need for doctors in rural and medically underserved urban communities. These areas already are experiencing the impact of what is expected to be a shortage of 4,000 to 6,000 physicians in Michigan by 2020.

The college has received its preliminary accreditation from the Liaison Committee on Medical Education and awaits word this June regarding full accreditation.

A partnership between CMU and two Saginaw hospitals — St. Mary’s of Michigan and Covenant HealthCare — also manages seven residency programs approved by the Accreditation Council for Graduate Medical Education.

Highlights from the College of Medicine include:

» Nearly 100 percent of the second class of physicians was matched in residencies this March. Those placements include 75 percent in primary care and nearly 55 percent of the new physicians staying in Michigan.

» The first class of physicians, in 2017, had a 100 percent placement rate — also with about half choosing to stay in the state.

» With community involvement a deeply held ethic, 204 first- and second-year medical students provided more than 2,000 hours of service in 2017, supporting 39 community-based health organizations and clinical settings.

» The incoming class of 104 students was selected from among more than 7,300 applicants. Of all enrolled students, 80 percent are from Michigan.

» Robert Petersen, chair of the college’s foundations of medicine program, has been elected a fellow of the American Association for the Advancement of Science for his contributions to cell biology research. He joins renowned scientists Thomas Edison, anthropologist Margaret Mead, and American biologist James Watson, who helped discover the structure of DNA. Five 2017 Nobel laureates have been AAAS Fellows.
Central Michigan University is committed to addressing the increasing global demand for individuals prepared for careers in science, technology, engineering and math. In the College of Science and Engineering, students pursue degrees in 59 undergraduate and 12 graduate programs housed in eight academic departments: biology, chemistry and biochemistry, computer science, earth and atmospheric sciences, engineering and technology, geography, mathematics, and physics.

CMU students work closely with faculty who are top researchers and experts in their fields. Whether in a lab studying stem cells or wading into the waters of the Great Lakes at the CMU Biological Station on Beaver Island, our students have opportunities to engage in research as early as their freshman year.

Points of pride from the college include:

» With its second $10 million Environmental Protection Agency grant in six years, CMU researchers lead the way in efforts to protect and restore coastal wetlands vital to the overall health of the Great Lakes.

» CMU is the only university in Michigan with an undergraduate degree in microscopy.

» CMU in January 2017 opened its $95 million, four-story, 169,000-square-foot Biosciences Building — the largest capital project in our history. The LEED Silver-certified structure includes classrooms and laboratories for about 40 faculty, students and support staff. Specialty facilities include:
  › A vivarium and herbarium
  › An isotope laboratory
  › A staging and processing storage area for ecological fieldwork

» CMU offers the only meteorology major in Michigan. The program meets or exceeds American Meteorological Society and National Weather Service guidelines.

More than 90 percent of students in CMU’s electrical, mechanical and computer engineering programs are employed full time within six months of graduation. Corporations such as Fiat Chrysler, Ford Motor Co., The Dow Chemical Co. and Steelcase consider CMU a top recruiting school.

» Three faculty members in the college each recently received between $660,000 and $750,000 in National Science Foundation Early Career Development Awards. They are the first in CMU history to receive these prestigious grants for emerging faculty.

» CMU’s new interdisciplinary program in biochemistry, cellular and molecular biology offers both master’s and doctoral degrees.

» A faculty member from CMU’s earth and atmospheric sciences program is one of 33 scientists worldwide researching seismic activity at a 5-million-year-old rift in the Gulf of Corinth.

» CMU’s fermentation science program was named one of North America’s top three programs at the 2017 U.S. Open College Beer Championship.
The role of the President

The next President of Central Michigan University must be an engaged, inspiring leader with a demonstrated commitment to CMU’s heritage, mission, and core values. The President must advance those values by building on the university’s traditions and strengths, valuing and respecting input from its constituencies, and exercising superb management and decision-making skills. The President must communicate effectively with both internal and external constituencies, articulating clearly and passionately CMU’s mission and strategic aspirations. The President must work effectively with the Chair and Trustees of CMU’s Board in pursuit of the strategic initiatives that will further strengthen the university and the community.

The President must embrace the faculty’s commitment to excellence in teaching, underscored by quality scholarship and research, and understand the connections between the two. The President must strengthen and foster a vibrant and diverse community of students, faculty and staff, enhancing relationships with alumni, parents, community leaders, elected officials and others closely associated with the university. Finally, the President must lead by modeling character, passion, integrity, and the pursuit of knowledge.

The President’s principal duties are to:

» Articulate the mission and core values of Central Michigan University;

» Ensure that the university pursues and achieves excellence in its academic endeavors, including but not limited to quality undergraduate and graduate academic offerings, regional and national recognition of scholarly and creative activities of the faculty, and the achievement and success of its students;

» Work closely and collaboratively with the leadership and governance units of CMU, regularly reviewing and refining CMU’s strategies for continued success;

» Appoint such executive officers and administrative leaders as deemed necessary;

» Personally interact with local, regional, state and federal elected officials and the Saginaw Chippewa Tribal government to further their appreciation for the mutual value provided to the citizens of Mt. Pleasant, its surrounding region, the State of Michigan, and the nation;

» Encourage alumni engagement in the university and its activities;

» Lead aggressive efforts to raise funds from individual donors, private and nonprofit sources, government grants, corporations, and foundations. The President’s principal role in this regard is to ensure that donors recognize the significance of their potential gifts and how those gifts will help the university accomplish its goals.
Opportunities and expectations for leadership

Beyond the management of a complex academic enterprise, the next President of Central Michigan University will be encouraged to place a particular emphasis on several strategic imperatives that will continue to strengthen the university and add value to its students, faculty, staff and community.
1. Operationalize an updated strategic plan that defines and articulates a long-term vision.

CMU recently completed a comprehensive and inclusive effort to update a strategic plan that defines what the next chapters of CMU’s success will look like. “Achieving Excellence: CMU’s Strategic Plan 2017-2022” is centered on key institutional imperatives: nurturing student success; fostering scholarly activity; and strengthening partnerships in Michigan and beyond. The process of building this plan produced a shared sense of excitement about CMU’s potential, and faculty, staff, students, trustees, alumni, and community members are eager to be engaged in implementing a road map to future success.

CMU’s next President will have the opportunity to bring this plan to life, and use this firm foundation as a platform to further advance the university’s reputation, relationships and resources. The President will capitalize on the enthusiasm and commitment demonstrated by the university’s constituents during the planning process to develop and execute specific steps designed to move this plan forward.

A companion and supportive initiative to the strategic plan is an academic organizational review, which realigns instructional units, programs and support services, restructures Academic Affairs, and further enhances the university’s budget model. Decisions from this review will be completed prior to the President’s arrival, but will require top level oversight to implement and maximize its impact.

2. Define and communicate a more distinctive identity for Central Michigan University.

Over recent years, Central Michigan University has invested in improvements to its academic quality, programs, facilities, community engagement, and the student experience. Prominent achievements here include the launch of a new medical school, construction of new academic and co-curricular facilities, and an upgrade in the university’s Carnegie research classification R2 (with concurrent increase in annual research funding to more than $13.5 million).

These enhancements have been celebrated by CMU’s core stakeholders (faculty, student, staff, alumni, and its immediate community partners) but need to further penetrate broader constituencies in the interest of continued growth in enrollment, philanthropic fundraising, public support, and regional/statewide/national recognition. Most of CMU’s stakeholders acknowledge its size and prominence within Michigan but believe more can be achieved.

As an extension of the strategic planning initiative, the President should spearhead a plan to ascribe more distinctiveness to CMU. The university must know exactly who it is and will be, what the premier programs and strengths are, what our state and national rankings are and will be. And then, CMU must deliver bold excellence. Once this strategy is finalized, a renewed CMU brand and identity will directly support the goal of strategically positioning the university as a “destination” school for first time and transfer students who will be successful in meeting the academic rigor of CMU programs. It will also enhance CMU’s standing with its donors and other key external constituents and funders, including the Governor and the legislature.
3. Serve as Central Michigan University’s “Champion” in outreach and advocacy.

The President is looked to as the “face and voice” of Central Michigan University in representing its interests to external partners. The university’s success in building its reputation and resources is directly impacted by the effectiveness of its external advocacy and communications — with the legislature, the Governor and state administration, the private sector, donors, and leaders in key Michigan communities (especially Metropolitan Detroit). This outreach will need to be further intensified in the future, as public resources become tighter and the expectations of these external stakeholders become sharper. The next President will need to convey to all stakeholders a clear and enthusiastic personal embrace of CMU. To succeed, the President must possess knowledge of the university’s strengths and potential, and have the ability to communicate these strengths to others.

The President must be able to navigate the Michigan political landscape and build positive working relationships with elected officials, community/business leaders, and the Saginaw Chippewa Indian Tribe of Michigan. The President must continue to strengthen bridges to the local Mount Pleasant communities by engaging actively with business and community neighbors in building “town/gown” partnerships and by working with them to manage healthy physical and economic growth.

4. Foster a campus community of inclusion, diversity and civility.

Central Michigan University has worked effectively in recent years to significantly expand the diversity of its students, faculty and staff, but the need for continued progress in this area remains an important goal. The President must lend personal authority and passion to efforts underway to impact this profile through targeted recruiting and by conveying a personal commitment to this goal. The President should also promote a culture of diverse thought, and lead through appropriate and reflective comments about public policy issues that impact the university community.

5. Strengthen relationships and partnerships with key internal CMU constituents.

In terms of personal engagement and visibility, the President must be equally attentive to the university’s internal communities, and convey a visible commitment to building a holistic culture that unites students, faculty, staff, trustees and other governance units in support of the common mission of ensuring CMU’s future success. The President will invest appropriate personal energies to build positive relationships with key campus constituents, including faculty, staff and students. The campus culture of CMU prizes a leader who is visible, accessible, engaged, and outgoing.

Enhancing the faculty’s appreciation for the President and the administration will be particularly timely and important. This will require the President to quickly establish personal/professional credibility with the faculty, understand their needs and expectations, demonstrate a keen appreciation for shared governance, and implement proper planning and communications protocols that strengthen this partnership on an ongoing basis.
6. Sharpen Central Michigan University’s enrollment strategy.

In light of challenging demographic trends of the region and intensifying competition from other universities in Michigan and from surrounding states, the President will be expected to ensure sustainable enrollment levels (and associated revenues) through a focused and effective enrollment management strategy. The President must lead a continuing conversation of the university enrollment strategy that will align the board and senior leadership team in support of an enrollment plan that properly balances appropriate admission standards for student quality with an enrollment yield that provides tuition and housing revenues necessary to sustain the university’s budget. This strategy will place a particular emphasis on the recruitment of out-of-state and international students.

Beyond stabilizing — and ideally growing — CMU’s tuition revenues, the President should encourage more aggressive consideration of alternative sources of revenues, such as those driven through online learning and by serving nontraditional learners. The university was an early trailblazer in this area, but needs to re-assert itself to gain more prominence and resources in this marketplace.

7. Build and steward Central Michigan University’s resources.

CMU is in a strong financial position, with a balanced budget and carrying more than $160 million in unrestricted net assets. However, in light of declining state appropriations for public higher education and the desire to keep tuition increases at a minimum, the President will be expected to generate new philanthropic revenue streams that will be critical to maintaining the quality of CMU academic and co-curricular programs, the depth of its faculty and staff expertise, and the attractiveness of its facilities.

Until just recently, the university had only been modestly successful in fundraising. Over the past several years, however, there has been a marked improvement in fundraising activities and results. Its endowment has now reached $172 million. Significant enhancements have been made to the advancement infrastructure of people, technologies, and processes. The CMU Advancement Board has been populated with highly supportive, energetic, and ambitious members. As a vivid result of these efforts, the university’s largest capital campaign will officially kick off in April 2018 with a $100 million goal.

The time is right for the next President to intensify efforts to instill a culture of philanthropy and raise significantly more private funds. The next President will achieve this goal by dedicating appropriate time and energy to personally cultivating and stewarding current and future donors. With an alumni base of 225,000, there is significant untapped capacity at Central Michigan University and the President will lead the planning necessary to build increased annual giving (only 5% of alumni currently contribute). It is also expected that planning for a new capital campaign with a much more ambitious goal will begin in the next several years.
Central Michigan University’s President first and foremost embraces, embodies, and champions its values. The ideal candidate for the position must therefore appreciate the history, culture and spirit of this distinctive university. It is essential that the President convey a passion for CMU’s character and as CMU’s “face and voice”, the willingness to enthusiastically communicate the university’s strengths and priorities.

CMU’s President must demonstrate a servant-leader style and managerial approach that emphasizes clear and open communication, a team orientation, and the ability and willingness to delegate authority and to hold people accountable. The next President must combine these attributes with creativity, the ability to assess and undertake calculated risk, a tolerance for ambiguity and nuance, optimism, and a sense of self-confidence, humility and humor. Like most effective leaders, CMU’s President must be able to balance the need to engage in appropriate levels of collaboration and consultation with the essential ability to make timely and informed decisions.

The President will expend considerable time and energy working with external constituencies to generate the resources the university needs to carry on and expand its operations and enhance its profile. This includes personal involvement in securing funds from the Michigan state government and fundraising from private individuals and organizations. It will also include interactions with print, as well as broadcast and online media, and requires a sensitivity to the impact those interactions will have on the university. In building these external relationships, the President will also demonstrate considerable skill and experience as a communicator and negotiator, and will possess the diplomatic dexterity, political savvy, courage of convictions, self-awareness, and exquisite judgment necessary for superb leadership.

The ideal candidate for CMU’s presidency will possess the following professional qualifications and personal characteristics. These are all drawn from Central Michigan University’s Leadership Standards, which have been formally established as cornerstones to drive a collaborative culture of excellence and leadership that make CMU a top-choice place to learn and work:

» Team Builders
» Thoughtful, Open Communicators
» Service-Oriented
» Proactive, Responsible and Accountable
» Courageous and Effective
» Focused on Students and Passionate about Central Michigan University
Professional qualifications

Leadership
Central Michigan University’s fifteenth President must be a trusted leader who is a creative thinker; a clear and inspiring communicator with the ability to convey an unrelenting enthusiasm and skill for telling CMU’s story; an individual who possesses an entrepreneurial spirit; bold; forthright; adaptable; and who values relationships with all university constituents.

Financial and Administrative Acumen
Experience in managing the operational, financial and budgeting areas of a complex organization is a prerequisite for this position. Prior financial management experience will provide the foundation for effectively managing all major business aspects of the university, with special attention to policies and procedures to ensure the health and well-being of all CMU constituencies. Demonstrated success in building, developing and retaining a high-performing leadership team will be essential.

Advocacy
As a public institution, CMU's fortunes are regularly impacted by how its external stakeholders perceive its value to the Mount Pleasant and Great Lakes Bay region and the State of Michigan. CMU’s President must present the political acumen to position the university effectively and positively with political, business, and civic leaders.

Higher Education Issues, Economics and Trends
The President should be fluent in the current and emerging topics in higher education, particularly those that are relevant to a public university like CMU. This acumen should include working knowledge of changing university financial models, enrollment trends, intercollegiate athletics (NCAA Division I), and instructional delivery technologies and methodologies.

Marketing and Promotion Experience
Much of the university’s future success will be based on its expanded brand image and self-promotion. The President must lead the charge to continue enhancing the university’s reputation not only locally, but nationally as well. A key part of driving the university’s strategic direction will be its external marketing efforts. Experience in overseeing a promotion or marketing campaign that propelled an organization forward would be beneficial to the President.

University Governance
Working knowledge of governance practices is essential, and having that experience in a university setting would be preferred. Working with and being familiar with boards and how they operate can be learned rapidly once in the position, but having that knowledge in advance would help the President to develop a collaborative partnership with CMU’s Board of Trustees.

The President should possess the ability to balance the strong executive leadership needed to ensure that decisions are made in a timely and fair manner with sensitivity to the culture of shared governance, tenure, and academic freedom at CMU. This includes seeking appropriate input for major decisions; reaching out to faculty, staff, and students and encouraging their engagement in campus matters; and conveying a collaborative leadership style. Previous experience within a collective bargaining environment would be valuable.

Information Technology and Social Media
In today’s world of rapid technological advances and applications, a working knowledge of the direction and possibilities of information technology would be very useful in steering advances and shaping communications at CMU. While this is primarily at an oversight level, personal knowledge and application of technology and social media would be beneficial.
Personal attributes

Academic Excellence
Commitment to an environment where teaching and student success remain the top priority, with a respectable research and scholarship agenda integrated into that agenda.

Executive Disposition
Conveying a disposition that is consistent with CMU’s values; demonstrating the qualities, traits, work ethic, high energy, and demeanor that command leadership respect.

Effective Communications
Ability to present ideas and messages in a cogent fashion, whether in one-on-one, small group, or large audience forums. Can inspire, energize and enthuse audiences. Also demonstrates thoughtful and reflective listening skills.

Forward Thinking and Behavior
Conveying an entrepreneurial approach that encourages new ways of approaching problems and opportunities, and a willingness to foster and incent change in organizations, practices, and culture. Can encourage change in a diplomatic — not confrontational — fashion.

Drive for Results
Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goal attainment; tenaciously working to meet or exceed those goals while deriving satisfaction from the process of goal achievement and continuous improvement.

Valuing Diversity
A demonstrated commitment to diversity, inclusion, equity, and the ability to articulate a strong rationale for their importance to effective learning at CMU.

Student Orientation
A commitment to keeping students at the center of CMU’s programs and operations, with their academic and holistic development as the ultimate goal.

Authenticity
A genuineness which engenders trust, encompasses integrity and self-confidence, but conveys humility. A person who takes their role very seriously but not themself.

Visibility and Approachability
A willingness and interest in regularly being “out and about” through attendance at campus academic, cultural, and athletic events, with an equal investment of time spent externally in the Mt. Pleasant community. A high level of comfort in encouraging – and accepting – insights, feedback, suggestions and criticism from myriad CMU stakeholders.

Personal Values
A leader who exhibits and embodies integrity, collegiality, leadership development, support of scholarship, and enthusiasm. A leader who values participating in a campus community that honors tradition, embraces intelligent growth, and reflects collegiality, respect, mutual support, and warmth. Above all, a servant leader who has the courage and conviction to make the necessary decisions in a compassionate way to ensure CMU’s long-term success.

Academic Credentials
A Ph.D. or other terminal degree is preferred. In lieu of a terminal degree or extensive experience in academia, candidates should have a demonstrated record of successful executive leadership and comparable credentials and/or experience sufficient to warrant the respect and confidence of the academic community.
Procedure for candidacy

Witt/Kieffer is assisting Central Michigan University in this search. The Search Advisory Committee, appointed by the CMU Board of Trustees, is comprised of 13 stakeholders from the Board, campus and community.

The Search Advisory Committee is accountable for overseeing the recruitment of candidates, performing initial candidate screening and assessment, and ultimately recommending unranked preferred candidates to the CMU Board of Trustees. The Board will then interview selected candidates, undertake appropriate due diligence and ultimately make the selection of the new President for Central Michigan University.

All of the deliberations of the committee and the Board of Trustees are conducted with full confidentiality for candidates.

Review of candidates will begin in June 2018. For fullest consideration, applicant materials should be received by June 1, 2018. Application materials should include a letter addressing how the candidate’s experiences match the position requirements, a current c.v. and contact information for at least five references (references will not be contacted without the prior knowledge and approval of the candidate).

Confidential inquiries, nominations, and application materials should be directed by email to CentralMichiganPresident@wittkieffer.com. Questions may be directed to John Thornburgh at 412-209-2666 or Elizabeth K. Bohan at 630-575-6161.
CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight (see http://www.cmich.edu/ocrie).

The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Central Michigan University documents and personal interviews and is believed to be reliable. Naturally, while every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.