



POINTING NORTH

The Merriman/Green Years | 2015-2020



When Dick Merriman interviewed to be the president of the University of Mount Union, he quickly felt that he and his future boss understood one another. His boss in this instance was Allen Green '77, then chair-elect of the University's Board of Trustees and chair of the University's Presidential Search Committee. As Merriman recalls it, "We shared an approach to leadership that emphasized getting people involved in planning, listening to their ideas, getting their buy-in, and then moving forward together. Our values aligned."

During their first year as the University's leadership team, Merriman and Green led Mount Union through a participatory planning process that created the *Compass 2021 Strategic Plan*. The plan charts Mount Union's course forward as a comprehensive university that combines interdisciplinary learning in the liberal arts with career preparation, serving both undergraduate and graduate students by providing outstanding learning opportunities through both in-person and online instruction.

"Dick especially spent many hours listening to all of the constituents, making sure every person had a voice and part in planning our future. It was the most collaborative process in which I have ever participated, and I believe the results show it."

- Allen Green '77

on implementing shared governance

COMPASS 2021

MOUNT UNION'S STRATEGY TO LEAD, COLLABORATE, AND INNOVATE

Strategic Plan Initiatives:

Developing new academic programs

Meeting the needs of an increasingly-diverse student body

Leveraging technology

Branding Mount Union as a remarkable Midwestern institution

Focusing on affordability

Creating a collaborative workplace culture

(l-r) Allen Green '77, Carol (Howlett '76) Green, Margot Kelman, and Dick Merriman

ACADEMIC PROGRAMS

Mount Union has continued its academic success during the past five years while introducing new programs to meet the needs of the ever-changing student population. Significant additions to the academic curriculum include:

Graduate Programs:

- Doctor of Physical Therapy
- Fully-online Master of Education
 - Athletic Coaching
 - Curriculum and Instruction
 - Educational Leadership
 - Ohio Principal Licensure
- Master of Business Administration*
 - Business Analytics
 - Innovation and Leadership

*Pending appropriate approvals

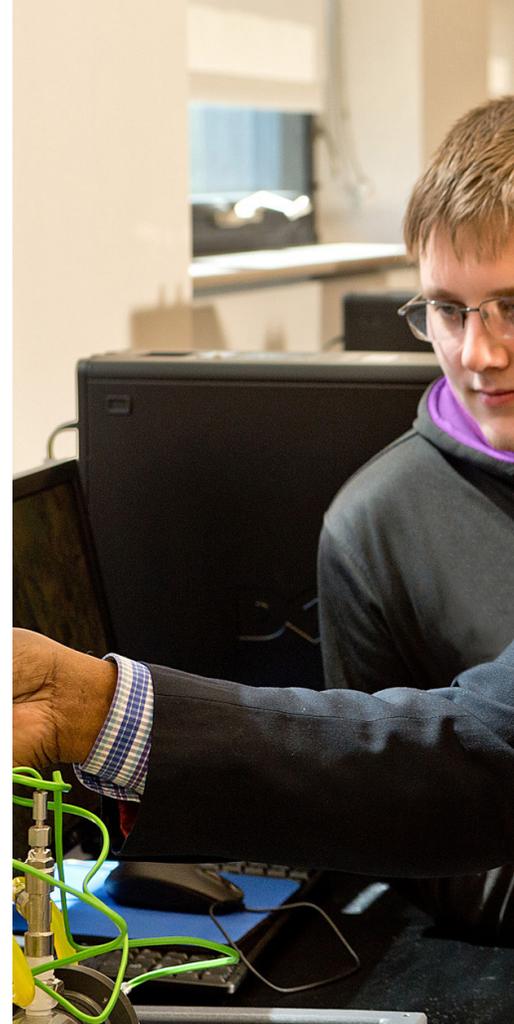
Undergraduate programs:

- Biomedical Engineering
- Computer Engineering
- Electrical Engineering
- Leadership Studies (*minor*)
- Risk Management and Insurance
- Second-degree Accelerated Bachelor of Science in Nursing
- Sustainability (*minor*)

Summer Session Flexibility

Mount Union has dramatically expanded its summer school online offerings and taken a leadership role in the Acadeum College Consortium network through which participating schools share online courses, permitting students at Mount and other colleges and universities to continue their progress toward a degree.

 **LEARN MORE** mountunion.edu/academics



DIVERSE STUDENT BODY

Mount Union continues to expand the diversity of the student body and improve the ways it serves the needs of students of diverse backgrounds. Diversity not only includes characteristics like race, ethnicity, and gender, but also age, career goals, preferred modes of learning, different learning abilities and styles, and so on.

Key highlights:

- Doubled the graduate student population to more than 200 students
- Increased racial diversity on campus and developed partnerships with urban school districts for diverse student pathways to success
- Enhanced support for transfer and commuter students (named to the Phi Kappa Theta 2020 Transfer Honor Roll)
- Added new co-curricular programs in competitive cheer and dance, esports, and men's volleyball

 **LEARN MORE** mountunion.edu/diversity-and-inclusion



RECOGNIZING DR. MARGOT KELMAN

From the moment the family stepped onto campus, Dr. Margot Kelman immersed herself in community endeavors and hands-on interaction with students and community members.

Her important work as the board chair of the Early Childhood Education Alliance was noteworthy in helping contribute to increased childhood literacy in Alliance.

Margot will look to continue her work in speech pathology upon the couple's move to North Carolina.



"I still remember first meeting Dr. Merriman as a student during his campus interviews. He was the only candidate who answered my question about student diversity, and I have not been disappointed with the initiatives he has put in place."

- Callie Flonnoy '15

Assistant to the President for Community Engagement and Alumni Relations

"Thank you so much for your willingness to help our community, support service projects, and continuously give back. Your leadership with ECEA has been tremendous, and we cannot thank you enough for all you have done to make the organization thrive."

- Abby (Honaker '11) Schroeder

Director of the Regula Center for Public Service

"Whether it was a yoga session, a writer's group meeting, or an event at the Haupt House, Margot seamlessly became part of the fabric of Mount Union, bringing a positive outlook and sincere participation."

- Dr. Lori Kumler

Associate Professor of Political Science and International Studies



TECHNOLOGY | BRANDING

Even before the University took a crash course in remote learning, it had been taking important steps forward in the use of technology to support teaching, learning, and University operations. The institution has also made significant progress in its use of technology to brand Mount Union as the remarkable Midwestern institution that it has become.

Key highlights:

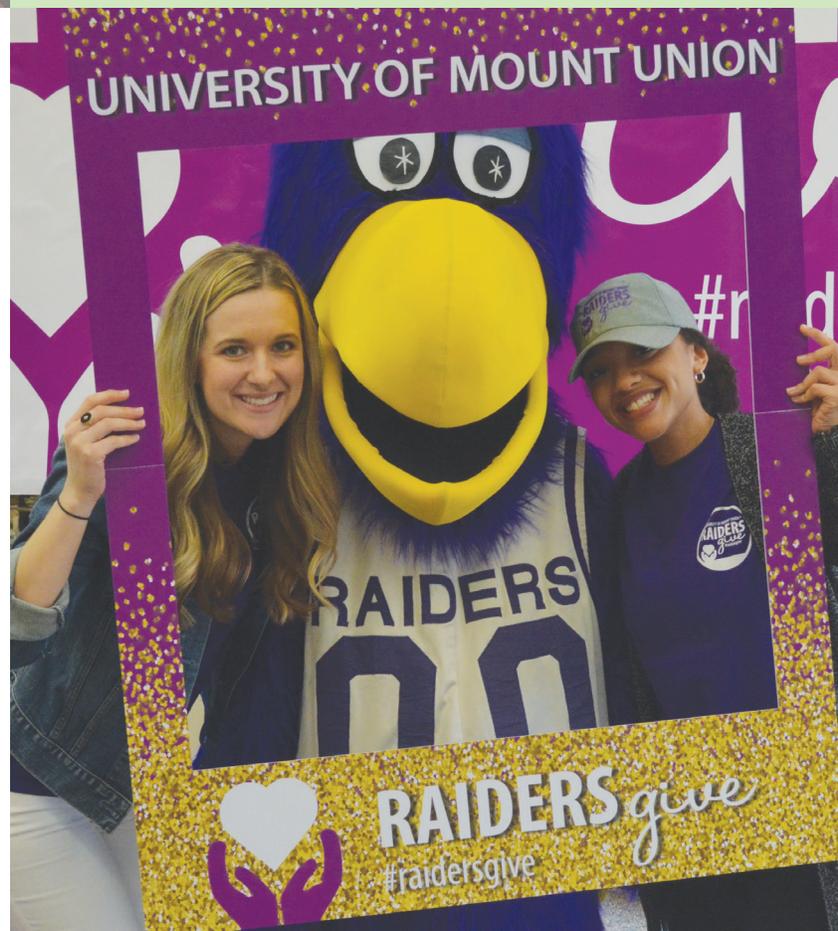
- Moved the Master of Education degree into a fully-online format
- Doubled the number of summer courses
- Utilized Starfish software to support student retention
- Launched a brand new Mount Union website and online alumni directory
- Expanded recruiting footprint, with admitted students from Pennsylvania doubling
- Increased social media following by 67% since 2017

GOVERNANCE AND WORKPLACE CULTURE

Merriman and Green both recognized that nimbleness, creativity, and collaboration are essential for the continued health of the University. They went to work, with assistance from faculty, administrators, staff, and trustees, to articulate shared governance and lay out clearly the roles of each group in various domains.

Key highlights:

- Strengthened leadership development and succession processes in the Board of Trustees
- Developed a Faculty Senate through the work of the faculty
- Put an intellectual property policy and process in place, supporting faculty research and development of patent applications by faculty and students
- Launched a new academic structure with three colleges and founding deans
- Established a new academic systems unit to support online instruction and continuing education programs



“From taking true interest in the culture and morale of this institution and care-filled steps to improve that, to innovative programs and a continued focus on institutional health, I’m not sure we could have asked for much more from a president.”

- Jesse Cunion

Assistant Dean for Student Success



“Dick listened carefully, asked questions to gain understanding, made the decision, asked for feedback, and then communicated his reasoning in the most eloquent manner. I learned so much from him, but his communication style is the best with which I’ve ever had the chance to work. I always felt confident that Dick was heading us in the right direction. **That is what excellent leaders do.**”

- Allen Green '77

FOCUS ON AFFORDABILITY

Mount Union has continued to address college affordability and make its education accessible to students of all backgrounds. Through initiatives that have adapted to students’ ever-changing needs, and generous gifts from alumni and friends, the past five years have shown the strength of the Mount Union community and its commitment to students.

Key highlights:

- The President’s Rescue Fund was established to help Mount Union students in need cross the finish line to graduation. It was recently named in honor of Drs. Merriman and Kelman.
- Raiders Give was established and has raised more than \$950,000 in three years. Read more on page 21.
- The Mount Union Pell Opportunity Grant was established, meeting the cost of tuition and fees for qualified students.



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