YOUR CAREER AT WRIGHT STATE

a new model for higher education

a guide from human resources
If you want to join a team committed to creating a new model for higher education at perhaps the most exciting time in the university’s history, Wright State University is for you! We think Wright State is a terrific place to work. This booklet will show you the values faculty and staff members live by every day and some great reasons to become part of our team.
Wright State University values:

- **People**: success, diversity
- **Learning**: discovery, innovation, scholarship
- **Partnerships**: regional, entrepreneurial, global
- **Relationships**: collegial, professional, ethical
- **Sustainability**: social justice, economic opportunity, environmental protection
- **Stewardship**: fiscal, intellectual

**Mission**

We transform the lives of our students and the communities we serve.

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Michelle Streeter-Ferrari
Director, University Center for International Education

“Our international students inspire me to be brave, take risks, and invest in my future. Our Wright State values remind me to respect our world and others so our university can continue to make an impact for many years to come.”
“I’ve spent a lot of time here, and it feels like home now. It is a special place because I have felt supported in many ways. And I really like the university’s focus on multicultural diversity issues because that is something I feel passionate about.”

Wright State is known and admired for its commitment to an inclusive campus culture. You can see this commitment demonstrated through our hiring practices and through the work of the Division of Multicultural Affairs and Community Engagement (MACE) and Office of Latino Affairs. MACE administers the Asian/Hispanic/Native American Center, the Bolinga Black Cultural Resources Center, the Office of LGBTQ Affairs, Pre-College Programs, Service-Learning and Civic Engagement, and the Women’s Center.

Campus events and programs that promote and celebrate multiculturalism include:

- Diversity in the Multicultural Millennium Conference
- Chinese Immersion Day
- Ujima Mentoring Community
- Upward Bound program
- Awards recognizing diversity efforts among faculty, staff, and students
FOUR REASONS TO WORK AT WRIGHT STATE

1. **Impact the Future.** More than 2,300 full-time and hundreds of part-time employees are excited about their jobs and their potential for significant impact on the lives of students.

2. **A New Educational Model.** Wright State welcomes the best and brightest (more than 3,000 valedictorians and salutatorians have chosen us over the last four years). We also welcome first-generation college students, non-traditional students, military veterans, disabled students—anyone with the drive to succeed.

3. **An Enriching Work Environment.** Wright State delivers a highly competitive benefit program, market-driven compensation and reward systems, and timely training and organizational development opportunities.

4. **A Great Place to Call Home.** The Dayton region, known for its connections to aviation and high-tech research, also offers an exceptional quality of life. You can enjoy arts and cultural events, sports teams, fabulous shopping and dining, and beautiful parks and trails.

SHU SCHILLER
Chair, Information Systems and Operations Management

“I am a seed, planted in the Wright State soil. It’s not about who I was; it’s about who I become. Wright State University provides all I need to grow.”
You are essential to helping Wright State fulfill its education mission. We care about you and we are here to support you! Wright State offers a competitive total compensation package with employee benefits and support programs that go beyond wages and salaries to show our interest in your health, your family, your professional development, and your future.

**YOU AND YOUR FAMILY**

- Tuition remission for dependents
- Paid time off, family medical leave, paid parental leave, and adoption assistance
- Generous holiday schedule
- Life insurance, long-term disability coverage
- Voluntary flexible spending accounts, short-term disability, and additional life insurance
- Three lactation rooms on campus; others are under development
- Children can observe parents or mentors at work and attend interesting career path sessions during Take Our Daughters and Sons to Work Day
- Access to on-campus child care through Mini University, which employs teachers trained in early childhood education

**YOUR HEALTH**

- Comprehensive medical, prescription, dental, and vision coverage
- Employee assistance program that offers access to experienced counselors and web-based support for issues including emotional well-being, child and eldercare assistance, financial advice, etc.
- living WELL, an incentive-based wellness program that encourages a healthy lifestyle
- Access to the on-campus fitness center and group fitness classes that include Zumba, Yoga, and Cycle Fit
- Our campus police department and Environmental Health and Safety office help provide a safe and healthy campus environment

**YOUR FUTURE**

- Retirement program with both employee and employer contributions
- Select from retirement options with Ohio Public Employees Retirement System (OPERS), State Teachers Retirement System (STRS), or choose an alternative plan from one of our reputable vendors
- 403(b) and 457(b) savings through pre-tax deductions

**YOUR PROFESSIONAL DEVELOPMENT**

- Tuition remission for full-time employees and their dependents
- A series of management workshops to help prepare you for supervisory roles
- Managerial, certification, and faculty development training programs designed to support your professional success. See a sampling of these programs at [wright.edu/hr/training](http://wright.edu/hr/training) and find out more about faculty development at [wright.edu/ctl/faculty](http://wright.edu/ctl/faculty)

WRIGHT STATE CARES ABOUT:
CAMPUS LIFE

Wright State encourages a sense of community among its students and employees through a wide array of campus activities.

Our nationally recognized theatre arts program stages several sold-out productions every academic year. The Wright State Nutter Center schedule includes headline musical acts, circuses, ice shows, sports events, auto and other trade shows, and much more.

The Presidential Lecture Series schedules high-profile, thought-provoking speakers. Recent guest lecturers include Apple co-founder Steve Wozniak, renowned physicist Michio Kaku, and astrophysicist Neil deGrasse Tyson.

Wright State fields 15 NCAA Division I sports teams. The Raiders are perennial contenders for Horizon League championships and national tournament selections.

The 200-acre campus biological preserve includes miles of hiking and walking trails.

Faculty and staff members enjoy meeting at the annual employee and retiree picnic, greeting and helping returning students and their families during Move-in Day, and sharing professional and personal growth activities during Staff Development Day.
Dayton, “the birthplace of aviation,” was the home of Orville and Wilbur Wright, inventors of the first practical airplane. Dayton has continued its connection with aviation through the National Museum of the U.S. Air Force and Wright-Patterson Air Force Base.

The region has two major theatres—the Benjamin and Marian Schuster Performing Arts Center and the Victoria Theatre—that offer world-class art concerts, lectures, and touring shows. The Dayton Ballet is one of America’s oldest professional dance companies. The Dayton Art Institute has 26,000 collected art objects.

Numerous museums and historical parks around Dayton include SunWatch Indian Village/Archaeological Park, the Boonshoft Museum of Discovery, and Carillon Historical Park.

If you enjoy shopping, The Greene and the Mall at Fairfield Commons are just a short drive from Wright State. The Dayton Dragons, a Cincinnati Reds minor-league affiliate, are a popular summertime professional sports diversion. The Air Force Marathon involves 15,000 runners and more than 2,000 volunteers every September.
WE VALUE PEOPLE

Wright State demonstrates that it values people through its dedication to diversity and its support of faculty, staff, and students as they pursue success. The numbers below offer context to the scope of what is taking place at Wright State, but talk to our people. They tell our story best.

- 896 full-time faculty
- 1,425 full-time staff
- 325 part-time staff
- Enrollment: 17,779
- 1,800 international students from 69 countries
- 103,745 alumni

The President’s Awards for Excellence each year recognize staff members for exemplary performance in human relations, leadership, service, and innovation. The outstanding campus unit and a group of units that collaborate on a significant project or initiative also receive awards.

“If you really want to have the best and the brightest, you need to have the broadest pool of people who are applying and working at your university.”

KIMBERLY BARRETT
Vice President, Multicultural Affairs and Community Engagement

If you really want to have the best and the brightest, you need to have the broadest pool of people who are applying and working at your university.”
WE VALUE LEARNING

• Wright State offers more than 200 academic programs.
• Raj Soin College of Business named among The Princeton Review’s Best Business Schools six consecutive years.
• Online Master of Education and Master of Nursing degrees ranked among the nation’s top online graduate education programs by U.S. News & World Report.
• Research and Sponsored Programs received more than $90 million in research awards during fiscal year 2014.
• Wright State’s 2015 Model United Nations team won a delegation award at the national conference for the 36th consecutive year as well as six Outstanding Position Paper awards.

DEBRA ANN MAYES
Assistant Professor
Neuroscience/Cell Biology/Physiology

“Everybody here is doing good hard-core science, and everybody cares about what they’re doing. To be able to work in this environment allows you to flourish.”
WE VALUE PARTNERSHIPS

• Named to Military-Friendly Colleges and Universities five consecutive years, in part through collaborative programs with Wright-Patterson Air Force Base.

• The $37 million Neuroscience Engineering Collaboration Building opened in April 2015, bringing 30 researchers from six disciplines under one roof to work with area health professionals to understand brain, spinal cord, and nerve disorders and develop treatments and devices.

• Wright State developed an executive MBA program for Speedway LLC and a similar MBA program for mid-level executives in China.

• The Wright State Research Institute has a portfolio of more than $23.5 million in projects and research initiatives with industry partners and is planning for rapid growth and expansion.

TIMOTHY BRODERICK
Chief Scientist
Wright State Research Institute

“I’m excited to be here and about the synergistic collaboration between Wright State Research Institute, the Air Force Research Laboratory, and industry. I’m looking forward to our development of high-impact biotechnology that will positively change people’s lives and grow Ohio’s economy.”
WE VALUE RELATIONSHIPS

- Wright State University has been named to the President’s Higher Education Community Service Honor Roll five consecutive years.

- Wright State students donated more than 605,000 hours of volunteer service in 2013–14, including tutoring underprivileged children, organizing blood drives, operating food banks, and many other community initiatives.

- The $14.3 million Student Success Center and Classroom Building, which opened in 2015, demonstrates Wright State’s commitment to a successful, supportive relationship with every student. The Success Centers offer academic support services, including advising and tutoring, for more than 6,000 students.

- The We Serve U program encourages Wright State staff members to provide their time and skills for engagement in significant community service opportunities.

CRAIG THIS
Interim Director
Institutional Research

“I think Raidersgiving (a meal served by faculty and staff members to students who cannot go home for Thanksgiving) fits in with our mission. This event shows that Wright State provides a sense of community and a safe and welcoming environment.”
SUSTAINABILITY

THOMAS WEBB
Director
Disability Services

“In the disability community, Wright State is known as one of the best when it comes to the services we provide. I knew Wright State was on the map as one of the best in accessibility and support services. About 13 years ago I even told a colleague, if I ever got a chance to go to Wright State, I’d love that opportunity. And here I am.”

WE VALUE SUSTAINABILITY

- Wright State was named one of the nation’s top five disability-friendly schools in *College Success for Students with Disabilities* and has been at the forefront of disability services in higher education since 1971—nearly 20 years before the Americans with Disabilities Act.

- Underground tunnels connect 20 of 22 buildings in the academic section of campus.

- The university’s commitment to environmental protection includes an on-campus nature preserve of more than 200 acres of woods and consistent promotion of eco-friendly practices in every building.

- The Friendship Food Pantry offers emergency food assistance for students. It is staffed by volunteers and supplied through the generosity of Wright State students, faculty, staff, and the local community.
WE VALUE STEWARDSHIP

• Research and sponsored programs received more than $90 million in grants and other sponsorships in 2013–14.

• Wright State launched a $150 million fundraising campaign in October 2014. Co-chairing the campaign are Academy Award–winning actor Tom Hanks and Amanda Wright Lane, great grandniece of university namesakes Orville and Wilbur Wright.

• Our students were awarded more than $22 million in scholarships in 2013–14.

• The Wright Brothers Collection, housed in the University Libraries’ Special Collections and Archives, includes Wilbur and Orville Wright’s technical and personal library, family papers, and thousands of photographs documenting the invention of the airplane and the family’s history.

“Optimizing our resources helps to keep tuition affordable.”