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in the 21st century.

ROCKFORD COLLEGE

NEWS RELEASE

Rockford College Names New President; Will Bring “Renewed Level of Excellence”

FOR IMMEDIATE RELEASE

January 2, 2008

Rockford, Illinois -- The Rockford College Board of Trustees announced that the new president of Rockford College will be Robert L. Head, Ph. D., and he will start on July 1, 2008. Dr. Head, age 53 and currently the president of Urbana University in Urbana, Ohio, was selected to be the 17th president of Rockford College after an eight-month nationwide search.

Rockford College Board of Trustee Chairman Ray Wood said, “Dr. Head brings a great combination of both business and academic experience to lead Rockford College to a renewed level of excellence. He will build on the strong foundation laid by Interim President Dick Kneedler and complete the college’s financial turnaround, grow our enrollment, as well as lead other important initiatives. Dr. Head made a profound impression on our college community during his interview visits. Our students, faculty, staff and trustees were highly impressed with him. He is energetic, bright, thoughtful and has a very professional demeanor. I know he is quite eager to get started, to work with everyone to help Rockford College excel.”

Dr. Robert Head said, “I am honored to have been selected as the 17th president of Rockford College. My wife, Sheryl, and I look forward to joining the rich, learning community of the college and being active and engaged in the life of the Rockford region. The faculty, staff, trustees and students of Rockford College are energized, committed to excellence and to being the liberal arts college of choice in the region and beyond. I am pleased to join them in this noble pursuit and to share my experiences in shaping a collective vision of the future.”

In January, Dr. Head will spend two days on campus. Beginning in February, he will spend four days a month at Rockford College.

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Background of Dr. Robert Head

Employment

President of Urbana University, Urbana, Ohio since 2001, www.urbana.edu
Associate Professor, MBA Program; Vice President for Administration, Benedictine University,
Lisle, Illinois
Vice President, Trust Services, Northern Trust Company, Chicago, Illinois
Vice President, Trust Services, Toledo Trust Company, Toledo, Ohio
Market Administrator, Ohio Bell, Toledo, Ohio
Assistant Treasurer, Trust Services; Internal Staff Auditor, Toledo Trust Company

Education

Ph.D. Organization Development, Benedictine University
M.S. Management and Organizational Behavior, Benedictine University
Institute for Educational Management, Harvard University
Master of Business Administration, University of Toledo
B.S. Management, The Defiance College, Defiance, Ohio

Family

Married to Sheryl Head for 30 years. Sheryl, an R.N., is the director of corporate compliance for Community Mercy Health Partners, Springfield, Ohio. They have three children: Robert, 26; Jason, 22 and Adrienne, 18.

Professional and Personal Affiliations

Board of Directors, Citizens National Bank, Urbana, Ohio
Board of Directors, Springfield Symphony, Springfield, Ohio
Board of Directors, Springfield Museum of Art, Springfield, Ohio
Board of Directors and Vice Chair, Association of Independent Colleges & Universities in Ohio
Board of Directors, Ohio Foundation of Independent Colleges
Board of Directors, Community Improvement Corporation, Urbana, Ohio
Former Board of Trustees, The Defiance College, Defiance, Ohio
President, Urbana Rotary Club
Trustee, St. Paul A.M.E. Church, Urbana, Ohio
Member, Organization Development Network
Registered Organization Development Consultant
Presenter and author of numerous presentations and publications. Please see attachment.

Highlights of Dr. Head's Accomplishments at Urbana University

- Created a strategic vision for the university entitled Vision 2014.
- Enhanced the system of shared governance through the development of a university structure of four colleges and a school; the creation of two monthly forums – one for administrators and staff, and the other for students (in addition to monthly attendance at faculty meetings); and the creation of Town Hall meetings bi-annually to provide the entire campus a time to reflect on strategic initiatives and opportunities.

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Highlights of Dr. Head's Accomplishments at Urbana University, cont'd

- The Board of Trustees restructured and implemented an effective committee process. New committees were added to include Building and Grounds and Technology.
- Holds academic appointment of full professor in the College of Business and teaches at least one course each year. Courses include Organizational Behavior, Organization Development, Leadership and Change Management, and Financial Management.
- Implemented new academic programs: MBA, BS in Nursing and a Masters in Criminal Justice (which is pending accreditation).
- Several programs were successfully accredited, including Education, Nursing and Athletic Training.
- Implemented a program of Service Learning and in 2006, Urbana University earned national recognition and was included in the President's Higher Education Community Service Honor Roll.
- Successfully led the largest capital campaign, \$6 million, in the University's history and completed the five-year campaign in four years.
- Completed construction of two residence halls to support student growth; a new student center; a stadium for football and soccer; secured \$400,000 HUD grant to renovate historic classroom buildings; and greatly enhanced the campus curb appeal.
- Enhanced technology by installing fiber optics throughout the campus, a wireless network, Blackboard, to assist in teaching and learning, and a new administrative software system. The latter is funded through a competitive Title III grant of \$1.825 million.
- Significantly increased enrollment and the academic profile of the freshman class.
- Increased international student enrollment from zero to more than fifty in the past three years through a partnership with the World Trade Organization.
- Developed and implemented an Honors College for academically gifted students.
- Adopted the Academic Quality Improvement Program (AQIP) model as a means for North Central accreditation. AQIP is a model for continuous improvement and serves as the vehicle for achieving the university's strategic vision.
- The financial statements reflect an increase in net assets in each year of his tenure.

Rockford College Honors and Recognitions

- Named **Best in the Midwest** by *The Princeton Review* four years in a row
- Designated as a **College with a Conscience** by *The Princeton Review* and *Campus Compact*, one of only 81 nationwide
- One of 64 U.S. colleges and universities selected by the Carnegie Foundation for the Advancement of Teaching for inclusion in their **Community Engagement** college classification
- One of 11 colleges in Illinois and 276 in the country with a **Phi Beta Kappa Chapter**, the oldest and most prestigious liberal arts academic honor society
- Named to the prestigious **Colleges of Distinction** group of 200 institutions recognized for their ability to add value for students through a broad commitment to enhancing student achievement
- Favorable mention of Rockford College by *US News and World Report* in its 2007-08 college rankings as 9th among 130 Midwestern master's universities for economic diversity

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About Rockford College

Rockford College is a four-year, independent, coeducational institution founded in 1847 offering a broad range of undergraduate degrees in traditional liberal arts and professional fields. Through its Graduate and Community Education programs, degrees and programming include the Master of Arts in Teaching and Master of Business Administration programs; the Return-to-College accelerated degree completion program for a B.S. in Management Studies and B.S. in Nursing; the Alternative Teacher Certification Program; the Music Academy; the Rockford College Learning Center; and the Kobe-Regent's Center for Global Education and English as a Second Language. Rockford College is home to one of only 11 Phi Beta Kappa chapters in the state of Illinois. Phi Beta Kappa is a national scholastic honor society, which was installed at Rockford College in 1953. The college is committed to a vision to be Jane Addams' college in the 21st century, honoring the legacy of its most famous alumna and her belief that learning and service are inextricably linked. Named by the Princeton Review as a Best Midwestern College and one of only 81 colleges in the nation as a "College With a Conscience," Rockford College currently serves approximately 1,200 full-and part-time students.

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SCHOLARSHIP AND PROFESSIONAL INVOLVEMENT of DR. ROBERT HEAD

Significant Presentations

“Organization Performance and University Reform.” Presentation in Shenyang, China (Global Organization Development Summit). September 8, 2007.

“Purpose, Passion And Engagement: The Essence of Fundraising.” Presentation in Toledo, OH. (2003 Independent College Advancement Association). August 13, 2003.

“The Convergence of Strategic Thinking and Organizational Behavior.” Presented to the Xavier Institute for Management and Entrepreneurship in Bangalore, India. July, 2000.

“Collaborating for the New Millennium: The Assessment of a Midwest University as a Learning Organization and Proposed Intervention Strategies.” (With C. Easley) Presentation in Chicago, IL. (Midwest Academy of Management Conference). April 1, 2000.

“Negotiating the Maze of Higher Education.” Presentation in Lisle, IL. (Education Foundation, Alpha Kappa Alpha Sorority). November, 1999.

“Appreciative Inquiry as a Team-Development Intervention for Newly Formed Heterogeneous Groups.” Presentation in San Diego, CA. (Association of Management/International Association of Management). August, 1999. Designated Best Paper of Conference.

“Collaborate to Compete: Operational Joint Ventures and Program Franchising in Higher Education.” Presentation in Tours, France (Conference: Towards the Global University: Strategies for the Third Millennium). April, 1998.

“One-Stop Shopping at a Small College.” Presentation in Chicago, IL (American Association of Collegiate Registrars and Admissions Officers). April, 1998.

Publications

Guest Columnist for the Urbana Daily Citizen, Urbana, OH., August 2001 – Present.

“Appreciative Inquiry as a Team-Development Intervention for Newly Formed Heterogeneous Groups.” Organization Development Practitioner, Summer 2000.

“Appreciative Inquiry Meets the Logical Positivist” (With P. Sorensen, L. Sharkey, and D. Spartz). Chapter 14. In Appreciative Inquiry: Rethinking Human Organizations Toward a Positive Theory of Change. Cooperrider, Sorensen, Whitney, and Yaeger, Editors. 1999.

“Initiating Culture Change in Higher Education Through Appreciative Inquiry” (With M. Young). Chapter 10. In Appreciative Inquiry: Rethinking Human Organizations Toward a Positive Theory of Change. Cooperrider, Sorensen, Whitney, and Yaeger, Editors. 1999.

Appreciative Inquiry as a Team-Development Intervention for Newly Formed Heterogeneous Groups. Finalist in the American Society of Training and Development’s Best Dissertation Award. 1999.

“Initiating Culture Change in Higher Education Through Appreciative Inquiry” (With M. Young). Organizational Development Journal, Summer, 1998.