Presidential Prospectus
FOR THOSE WHO STRIVE
Leadership Opportunity

Edinboro University—one of the 14 universities of Pennsylvania’s State System of Higher Education (PASSHE)—invites applications and nominations for the position of President. Edinboro University is a major educational and cultural resource for the Northwestern Pennsylvania region and offers a learner-centered and supportive campus environment to more than 4,800 students. Edinboro is proud to provide educational opportunity to a predominantly middle-class population of “strivers” from Western Pennsylvania to help them achieve their personal and professional aspirations and to serve the greater good.

Those students, as well as Edinboro alumni, faculty and staff, consistently demonstrate the values of perseverance in character and action; a commitment to lifelong professional and personal growth; and fulfillment through service to others. A student’s experience at Edinboro combines rigorous academic programming, active mentoring from faculty and staff, exciting, resume-enhancing extracurricular and experiential learning activities, and focused career preparation in a welcoming, supportive and safe environment.

The University is seeking an experienced leader with the vision and leadership qualities to build the institution’s resources and reputation and take it to higher levels of academic excellence and student success. The exceptionally qualified and committed faculty and staff are proud of Edinboro’s accomplishments in providing students with outstanding academic and life experiences.

The new President will have an appreciation for inclusive organizational practices and will express a passion for the mission of public education, understanding the important social and economic roles it plays in the region and state. The ability to articulate the institution’s values will serve the President well as an advocate for the University at the state level and as a “friendraiser” and fundraiser with the University’s many and broadly based constituents. This new President will arrive at a time when the campus is poised to make the changes necessary to sustain Edinboro’s mission and relevance in the face of changing higher-education paradigms, and will lead specific initiatives aimed at a continuing transformation of the campus thinking, practices and culture.

Edinboro’s next President will have the opportunity to lead this University toward future successes, partner extensively in the community, and reside in a beautiful region of Northwestern Pennsylvania. For information regarding a nomination or expression of personal interest in this position, please see the section titled “Procedure for Candidacy” near the end of this document.
What Does it Mean to Strive?

Edinboro was built for students with passion, perseverance and grit. The type of people who, when challenged, always rise to the occasion.

They are recent high-school grads, graduate students and adult learners.

But they are so much more than that.

They are athletes, veterans, artists, storytellers, educators, entrepreneurs and healers. They are thinkers and they are doers.

Throughout our history, we’ve created a place for those willing to work, those willing to go further, those willing to aim for something greater.

*That’s what it means to Strive.*

And that’s what each and every one of our students does.

---

**Are You Ready to Strive with Us?**

Edinboro has a proud history. Established in 1857 as a Normal School, it was operated for 57 years as a state-related entity until 1914 when the state purchased the school from its stockholders. In 1983, Pennsylvania’s State System of Higher Education was established and the school became Edinboro University of Pennsylvania.

During the last decade, Edinboro, like many other public and private institutions, has suffered a decline in enrollment. University leadership, in collaboration with the faculty, has taken proactive measures to curb this decline by ensuring Edinboro is responsive to student and employer demands. In 2017 the University led a detailed evaluation of all academic programs, which resulted in more than 30 programs being placed on a moratorium or restructured to better meet student and market needs. Moreover, 10 new programs were launched in fall 2018, with more new programs currently in development. Edinboro is committed to an ongoing, data-driven evaluation of our academic programs.

Admission standards were raised in both 2017 and 2018 to attract students with a strong potential for success and as part of a strategy to improve student retention to completion. The standards were not set to make Edinboro an elite institution, as Edinboro remains committed to providing broad opportunity for those prepared for a rigorous university education. However, the increase in admission standards, coupled with a new positioning strategy, has enhanced perception of the University’s academic reputation so that it is more closely aligned to the student experience.

As a result of these changes, the admission rate in fall 2017 fell to 92.5 percent from a high of 99 percent just a few years earlier; in fall 2018, the admission rate fell further to 81.2 percent. At the same time, the average high school GPA for admitted students was 3.54 in fall 2017 and 3.6 in fall 2018.
Edinboro now leads all State System universities in the percent of our incoming class with a high school GPA of 3.0 or higher; in these two years, Edinboro’s percentage is near 90 percent, with the System average in the mid 70-percent range. The second-year retention rate has also improved, increasing from 66 percent in fall 2017 to 73 percent in fall 2018. University leadership recognizes that further improvement is both necessary and possible. This will be a key focus of the University’s Strategic Plan.

During the current academic year, Edinboro is focusing our efforts to improve both recruitment and retention in support of student and University success. We have engaged all of our constituencies in our initiatives (faculty, staff, current students, alumni, retired faculty and staff, University affiliates, friends, and community members) to move the proverbial needle in both of these areas.

Beyond a series of new process-related and experience-enhancement strategies for applicants and visitors to campus, the University has invested significantly in specialized recruitment initiatives targeting traditional, adult and transfer students, and has launched a new branding campaign to better showcase Edinboro’s identity and quality. In the area of retention, the University is committed to achieving significant improvement in our second-year retention and completion rates.

The University has invested heavily in our Center for Career Development and Experiential Learning. Multiple new initiatives are underway in both the Academic and Student Affairs divisions to improve the student experience and provide the key supports necessary to ensure student progress to degree completion.

The recent addition of a Chief Diversity Officer will help the University to continue to live up to our values in building a more diverse and inclusive academic environment.

Recognizing current and pending demographic and competitive challenges, Edinboro is currently developing our next Strategic Plan, organized to align with key State System objectives of student and university success. Building on the current focus on recruitment and retention, measurable goals and key metrics will be established to challenge the University community toward needed progress in these and other areas while directly addressing the environmental factors facing the institution. The plan will focus on enrollment stability and growth, student engagement, new-student market development, and improvements in student and employee diversity and inclusion. The plan will be fully developed by April 2019.
Located in the resort community of Edinboro, Pennsylvania, the University is just 18 miles from Erie and within 100 miles of the educational and major population centers of Buffalo, Cleveland and Pittsburgh. Edinboro has large-metropolitan amenities nearby, yet it provides small-town charm and hospitality.

Situated on a beautiful lakeside campus, the University features 48 buildings on a spacious 585 acres, including a five-acre lake, open fields and woods, and multiple on-campus residence halls for more than 2,000 students. In addition, Edinboro University’s Porreco College is located in the Erie area on 26 acres, which includes modern classrooms and computer labs, a bookstore, and a dining facility in addition to orchards and green spaces open to students and the community.

In recent years, the University has continued our investment in learning and support spaces. Improvements have included the renovation and expansion of Cooper Hall to support state-of-the-art education in the physical sciences, a complete renovation of Ross Hall to house the growing programs in the department of Mathematics and Computer Science and the University’s technology support services and infrastructure, and an energy-efficient, enclosed walking bridge linking the east and west sides of the campus to especially support our students with physical disabilities. New investments will include the renovation of the Baron-Forness Library to provide more contemporary housing of the University’s collection, as well as an art gallery and flexible student study and gathering spaces.
About Edinboro University

Edinboro University is one of 14 universities within the State System and a major educational and cultural resource for the Northwestern Pennsylvania region. We offer a learner-centered and supportive campus environment to more than 4,800 students. Edinboro is proud to provide educational opportunity to a predominantly middle-class population of “strivers” from Western Pennsylvania to help them achieve their personal and professional aspirations and to serve the greater good. Those students, as well as Edinboro alumni, faculty and staff, consistently demonstrate the values of perseverance in character and action; a commitment to lifelong professional and personal growth; and fulfillment through service to others. A student’s experience at Edinboro combines rigorous academic programing, active mentoring from faculty and staff, exciting and resume-enhancing extracurricular and experiential learning activities, and focused career preparation, in a welcoming, supportive and safe environment.

A sizeable portion of our students are first-generation and Pell-eligible students. Edinboro is committed to offering the highest-quality, most affordable undergraduate, graduate and co-curricular education possible, with more than 100 areas of academic study in the arts, humanities, social and physical sciences, health professions, business, and education. Our largest programs by enrollment include social work, studio and applied media arts, business administration, early childhood education, and nursing; more than 25 percent of enrollment is at the graduate level. Edinboro works with multiple partners to maximize educational opportunity for our students; these include jointly offered MSN and DNP programs with Clarion University, a cooperative program with First Energy Corp. to prepare electric utility technicians, and a partnership with the North Coast Flight School to produce airline pilots.

Cross-Discipline Approach

We value innovative cross-disciplinary programming, such as the intersection of art, design and computer programming in our Game and Virtual World Development and our Web and Mobile Application Development programs. To build on this expertise, we are developing additional programming that leverages our traditional strengths while responding to the needs of the Commonwealth and beyond. We have developed undergraduate programs in Early Childhood and Deaf Education, Fermentation Science, Data Analytics, Community Arts Education, and Human Service and Community Development. A recently redesigned B.S. in Health Sciences offers a robust pathway to a range of professional medical programs (such as physician, nursing, dentistry, optometry, occupational therapy, veterinary and physician assistant programs). We have recently approved minors in Pre-Law, Professional Writing and Leadership Studies. Our robust graduate offerings are being strengthened by the addition of an innovative MBA program and the first nationally accredited graduate program in Art Therapy.
Accreditation

Accredited by the Middle States Commission on Higher University, Edinboro has received many accolades for our academic excellence, including recognition by U.S. News & World Report rankings for online education and nursing programs, Most Affordable Online Colleges and Best Online Colleges for our graduate programs in Art Therapy and Social Work, and multiple recognitions for our graduate Counseling programs (Top 25 Most Affordable Master’s Degree in Counseling in the Northeast; in School Counseling, ranked #4 as a 10 Best Deals in Online Master’s in School Counseling Degree Programs; and, in College Counseling, ranked #6 in Best Master’s Degrees in Student Affairs and College Counseling).

Program-specific accreditations and recognitions include:

- Accreditation Board for Engineering and Technology (ABET)
- Accreditation Council for Business Schools and Programs (ACBSP)
- American Chemical Society (ACS)
- Council for Accreditation of Counseling and Related Educational Programs (CACREP)
- Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA)
- Council on Social Work Education (CSWE)
- National Association of School Psychologists (NASP)
- National Association of Schools of Art and Design (NASAD)

- The baccalaureate programs in Nursing and the Doctorate of Nursing Practice (offered jointly with Clarion University) are accredited by the Commission on Collegiate Nursing Education (CCNE) and approved by the Pennsylvania State Board of Nursing

- The Master of Science in Nursing/Family Nurse Practitioner joint program with Clarion University of Pennsylvania is accredited by the Accreditation Commission for Education in Nursing (ACEN) and approved by the Pennsylvania State Board of Nursing

- The teacher education and school personnel preparation programs are accredited by the National Council for Accreditation of Teacher Education (NCATE) and approved by the Pennsylvania Department of Education (PDE)
An Academic Community

Beyond the students, Edinboro is a community of professionals who support these qualities in our students. Student success is supported in multiple ways, including an active Academic Success Center, Center for Career Development and Experiential Learning, Writing Center, and Speaking and Presentation Center. Edinboro is proud to be recognized for the last nine years as a Military Friendly® School, with specialized support provided to veterans and qualifying family members through our Veterans Success Center. Edinboro also has a more than 40-year commitment to students with disabilities and provides a highly accessible campus for our students; we were recently recognized as a Best Value School for students with autism.

The University is also part of the Beehive, a four-university collaborative, also involving Gannon, Mercyhurst and Penn State-Behrend, aimed at driving economic growth in the Erie region. Each Beehive school has its own niche. Edinboro faculty and staff provide marketing, communications, website and graphic design support for small-business clients throughout the region.

System Redesign

Following completion of a top-to-bottom strategic review of the State System, the Board of Governors launched a comprehensive system redesign effort that is being guided by three priorities:

1. Ensuring student success
2. Leveraging University strengths
3. Transforming governance and leadership

The redesign will have a positive impact on students, enhance the efficiency and effectiveness of the State System, and ensure strategic changes that support the universities’ long-term success. For more information, visit http://SystemRedesign.psu.edu.
Key Statistics & Figures:
As of Fall 2018

- 4,834 students from across Pennsylvania, 47 states and 32 countries
- 64.1% women, 35.9% men
- 22 academic departments
- 312 full- and part-time faculty
- 239 tenured faculty or faculty on tenure-track
- 16:1 student-to-faculty ratio
- 386 full- and part-time staff
- 8.6% of staff are minorities
- annual budget $94.6 million
- 55% of staff are women
- 8-time Military Friendly® school (Victory Media, Inc.)
- 65,000 alumni in all 50 states and 52 countries
- 95% of the Class of 2015–16 were either employed or attending graduate or professional school within a year of graduating
- $49,974 2015–16 average starting salary, which is above the national average
- More than 140 student-related clubs and organizations
- 17 intercollegiate NCAA Division I and II sports

The University also sponsors a wheelchair basketball team and cheerleading. Varsity eSports team launches in Fall 2019.
Campus Organization and Governance

The President is the chief executive officer of Edinboro University and reports to the Board of Governors of Pennsylvania’s State System of Higher Education through the Chancellor, while working collaboratively with the Edinboro University Council of Trustees (COT). The COT is a 12-member governing body of the University with multiple review-and-approval responsibilities to work with the President to advance the University. Shared governance in the State System affords the University president, Council of Trustees and faculty each a critical role.

Reporting directly to the President are the Provost/Vice President for Academic and Student Affairs, Vice President for Finance/Administration, Vice President for Enrollment Management, Vice President for Advancement and Assistant Vice President for Marketing and Communications.

All employees, except for managers, are represented by one of five labor collective-bargaining units. AFSCME represents the clerical, plant and technological employees. APSCUF represents faculty and coaches. Smaller unions represent police, professional student services personnel and nurses. Collective bargaining negotiation with the unions is conducted at the statewide level through the Office of the Chancellor in Harrisburg or other state offices.

The Role of the President

The President serves the University and our many constituents through leadership in the development and communication of a broad institutional vision. The President is the primary public face for Edinboro University and takes an active leadership role in building strong ties with internal and external stakeholders.

Edinboro seeks a leader who will reinforce and build upon our institutional identity, so that the University community is continually evolving to become the best version of itself. Edinboro seeks a President who will embrace the University’s plan for future success and enhance the plan as it is implemented.

Edinboro’s new President should recognize the enrollment and financial challenges facing higher education in general, and Pennsylvania’s Northwestern region in particular. The President will commit to positioning Edinboro University for the decades ahead as a leader in flexible and innovative higher education and to creating the culture necessary for faculty and staff to provide a transformational experience for students, their families and ultimately the communities they serve.

In a model of shared governance conducive to cooperation, creativity and achievement, the President shall:

• Provide leadership for the future success of the University in an increasingly competitive higher-education market
• Manage the University’s human, physical and fiscal resources using principles of responsible stewardship
• Ensure that the University provides academic programming, delivery modality and support services to meet the needs of a diverse current and potential student population
• Oversee the implementation and review of the University’s Strategic Plan, which includes ensuring progress on multiple metrics associated with student and University success
• Sustain a student-centered environment that supports the personal and intellectual development of all students
• Promote the principles of social equity, diversity, inclusiveness and social justice for all students and employees
• Represent the University and our mission positively to both internal and external stakeholders
• Aggressively raise private and public funds to support student scholarships, programming and key infrastructure improvements in support of the University’s mission
• Ensure ongoing, transparent communication with the University’s many stakeholders regarding the goals and values of the University and of the State System
• Ensure there is alignment between University and State System goals
• Collaborate with the region’s educational, governmental, nonprofit and business sectors to ensure fulfillment of the University’s Strategic Plan and to support the region’s workforce and economic development
Opportunities and Expectations for Leadership

Beyond the management of a complex academic enterprise, the next President of Edinboro University will be encouraged to place particular emphasis on the following interrelated imperatives that will continue to strengthen and sustain the University and add value to our students, faculty, staff and community.

Most of the priorities outlined below will be spelled out in detail—along with accompanying implementation plans and tactics—in a new Strategic Plan that will be developed and finalized over the next few months (the last plan was for 2013–2018). This initiative will be centered on achieving “student and University success.” Each goal will be presented with clear objectives, precise action plans and exacting accountability. Under this scenario, it is highly emphasized that Edinboro’s next President will be oriented to implementation and action—not further planning. While the new Edinboro President will have the opportunity to put her/his imprint on this plan, it will be of great benefit to this new leader to have a “ready now” road map for achieving strategic goals and objectives in key areas related to resources, reputation, student success and engagement.

Create a Genuinely Collaborative Culture Fueled by Excitement and Enthusiasm for Edinboro’s Future.

Edinboro has experienced a number of leadership transitions over the last several years and is eager for a President who brings stability and a commitment to moving the University forward with energy and vision. The new President has an opportunity to enhance morale by instilling a shared sense of excitement about Edinboro’s potential among faculty, staff, trustees and community members. A companion effort by the President will be to forge a leadership culture of trust, integrity and a shared destiny for Edinboro’s future. The long-standing loyalty of Edinboro’s faculty, staff and alumni and their pride in the University will be of great value here. The new President can make a difference by capitalizing on Edinboro’s history and long-standing assets—not attempting to remake them.

Define and Communicate a More Distinctive Identity for Edinboro University

Edinboro University has to refocus on our historic reputation for academic excellence, community engagement and a high-quality student experience. Enhancing our image is critical to our stakeholders (faculty, students, staff, alumni and community partners) and will be essential to continued growth in enrollment, philanthropic fundraising, public support and regional/statewide/national recognition.

As an extension of the strategic-planning initiative, the President will take advantage of plans to ascribe more distinctiveness to Edinboro. The University has already invested in a new branding campaign and accompanying awareness advertising that celebrates Edinboro University as a “community of strivers.” This renewed brand and identity, reflected in the For Those Who Strive campaign, has resonated with students, alumni, faculty and staff. It will directly support the goal of strategically positioning the University as a “destination” school for first-time and transfer students and enhance Edinboro’s standing with our key external constituents and funders.

Build and Sustain Enrollment

In light of Edinboro’s tuition-dependent finances, and the University’s enrollment declines in recent years, the new President must immediately focus on the core priorities of recruiting and retaining students. This will require intense efforts to better define and present Edinboro’s value proposition to prospective students. It will also draw on new and creative ways to capture the evolving student marketplace, with a refreshed curriculum, flexible delivery methods and infrastructure changes that will meet the needs of
traditional student and adult student populations. The further exploration of technology-enabled learning should engage faculty as partners.

The enrollment-management focus should also embrace new strategies for retaining students, particularly those who are “at risk” academically or financially. Edinboro’s retention rates have increased recently after a period of below-average retention, and the President should ensure that resources and attention are directed to ensuring student success and continuity here.

**Foster a Strong Sense of Community Engagement**

The new President needs to be highly visible and engaged on a regular basis and will serve the University by being passionate about the value that Edinboro brings to our stakeholders—both on and off campus. While the demands on a President’s time and energies are heavy, this leader needs to maintain a presence with students, faculty and staff that conveys a sense of genuine enthusiasm for their activities, initiatives and well-being. In addition to his/her physical presence, the President should continue to convey a communication instinct that results in an informed and engaged campus community and enables our alignment with Edinboro’s priorities.

Externally, partners of the new President will include the Borough of Edinboro, the City of Erie, and the Erie Regional Chamber and Growth Partnership. The President must be able to build positive working relationships with elected officials and community/business leaders. She or he must continue to strengthen bridges to the local communities by engaging actively with business and community neighbors in discussing present “town-gown” issues and by working with them to manage healthy physical and economic growth. A key goal here is to continuously build the regional community’s appreciation for Edinboro University so that it is enthusiastically embraced as an asset to the region.

Essential to this will be recognition that the University is working collaboratively with regional leaders and employers to deliver relevant academic programs and needed services to Northwestern Pennsylvania.

Finally, the President should engage effectively with the “internal” political units and leaders that impact Edinboro. These include the Council of Trustees, the Edinboro Foundation Board, the Edinboro Alumni Association, the State System Board of Governors, the Chancellor and State System leadership, fellow State System Presidents, and the leaders of the local collective-bargaining units. To be especially effective here, the President should learn the priorities of these unique constituents and “speak their language.”

**Steward and Build Edinboro’s Resources**

In times of uncertain state support and declining tuition revenues, there is a critical need to carefully manage campus expenses and to identify and attract new sources of funding. On
the expense side, Edinboro has recently undertaken cost-reduction initiatives that have included the elimination of several programs, both academic and non-academic. The next President should have a working understanding of University finances and must closely monitor the campus budget to ensure that it is in line with revenue projections.

In terms of new sources of revenue, the President will work closely with the Edinboro University Foundation to build a more robust endowment (currently $30 million). Clearly, securing additional resources that will allow the University to build higher standards of academic excellence and student support will be an important priority for the new President, and she or he will be expected to devote considerable time and energy to fundraising efforts. Edinboro’s annual giving amounts to approximately $3 million, and it is anticipated that Edinboro will be launching our first comprehensive capital campaign within the next three years. In these efforts, the President will play the leading and most visible role with the institution’s constituents (including our 65,000 alumni, corporations and foundations, government, the local community, and other groups), forming productive strategic partnerships with potential donors and maximizing fundraising success.

**Presidential Qualities and Qualifications**

Edinboro University’s President first and foremost embraces, embodies and champions our 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 Edinboro’s character and the willingness to enthusiastically communicate the University’s strengths and priorities.

Edinboro’s President must demonstrate a managerial approach that emphasizes clear and transparent communication, trust building, a team orientation, and the ability to delegate authority and hold people accountable. The next President must combine these attributes with creativity, the ability to assess and undertake calculated risks, a tolerance for ambiguity, optimism, and a sense of self-confidence grounded in honesty and humility. Like most effective leaders, Edinboro’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 our operations and enhance our profile. This includes personal involvement in fundraising from private individuals and organizations; interactions with print, broadcast and online media; and sensitivity to the impact those interactions will have on the University. In building these external relationships, the President must demonstrate considerable skill and experience as a communicator and negotiator, and possess the diplomatic dexterity, political savvy, courage of convictions, self-awareness and exquisite judgment necessary for superb leadership.

The ideal candidate for Edinboro’s presidency will preferably possess a great deal of the following professional qualifications and personal characteristics.

**Academic Credentials**

The ideal candidate should possess academic credentials sufficient to engender the respect of the academy and the community at large. It is preferred that the successful candidate have a terminal degree and the educational background to demonstrate a commitment to academic quality.
**Opportunity Summary**

The president of Edinboro University will be presented with the opportunity to achieve the following professional and personal accomplishments:

- **Make a material impact by leading a respected public university in Pennsylvania toward higher levels of success and distinction**
- **Participate in efforts to influence education policy at the state level**
- **Be an active and influential leader of the Edinboro community, and meaningfully impact the quality of life and the continued success of the greater Edinboro—Erie region**

**Desired Qualifications**

The ideal candidate will have progressively responsible administrative/managerial experience. Further, it is preferred that the ideal candidates possess the following experiences:

- Leadership in higher education, preferably at the vice-presidential level
- Fundraising and advancement
- Working with and within a diverse community
- Management of complex budgetary responsibilities
- Strategic planning and implementation
- Community engagement and relations
- Development and maintenance of the infrastructure necessary for student success
- Public speaking and communication in a personable and professional manner
- Collaboration with multiple entities to advance the mission of one's own institution while simultaneously furthering the mission of a larger whole

**Desired Skills**

- Demonstrated leadership ability at an institutional level to drive progressive, measurable change and improvement
- Demonstrated integrity and transparency in decision-making and a demonstrated commitment to shared governance
- Strong interpersonal and professional skills consistent with a servant-leader approach to advancing the institution
- Demonstrated commitment to employee and student diversity and the fostering of an inclusive work and learning environment
- Demonstrated success in creating positive and productive working relationships with key stakeholder groups, including business, community and governmental leaders
- Demonstrated fiscal leadership in a challenging enrollment environment
- Ability to understand and interpret a large budget and the related and necessary financial statements, balance sheets, profit and loss statements, etc.
- Ability to work collaboratively within a collective-bargaining environment
- Demonstrated understanding of the enrollment and financial challenges facing higher education nationally and in the region
- Ability to delegate responsibilities and hold the leadership team accountable for achieving institutional goals
- Understanding of the critical role of Student Life and student support services to student and institutional success
- Demonstrated ability and success in fundraising and fundraising to meet institutional goals
- Excellent analytical, problem-solving and decision-making skills
- Positive energy that inspires trust and confidence
Presidential Selection Process

According to State System guidelines, the Edinboro Presidential Search Committee will oversee the process of recruiting and screening candidates. After initial confidential interviews (via videoconference), a small number of continuing candidates are invited to campus for a series of public and private meetings with Edinboro constituents. The Search Committee is charged with recommending two qualified finalists to the Edinboro Council of Trustees. After acting on this recommendation, the Council forwards these names to the State System Chancellor and the Board of Governors. After interviewing the finalists and receiving input from Council leadership, the Board of Governors will appoint the new President.

Procedure for Candidacy

Nominations, expressions of interest and applications are invited. Interested individuals should provide a letter describing their interest in and qualifications for the position, current curriculum vitae, and the names and contact information of five references. This material should be sent via email to the University’s consultants, John K. Thornburgh and Elizabeth Bohan, at: EdinboroPresident@wittkieffer.com.

This search will be conducted with respect for candidate confidentiality, which will be maintained until continuing candidates are invited to campus toward the end of the process. References will not be contacted without the candidate’s prior knowledge and approval. To receive full consideration, applications should be received by April 1, 2019. Review of candidate materials will begin in early April, and campus visits will take place through the second half of April. The target is to have a new President appointed by the end of May 2019. Confidential inquiries and questions concerning this search may be sent by email to EdinboroPresident@wittkieffer.com or directed to John K. Thornburgh at (412) 209-2666 or Elizabeth Bohan at (630) 575-6161.

Edinboro University is a member of the Pennsylvania State System of Higher Education and is an equal opportunity employer M/F/H/V.
Academy Hall
200 East Normal Street
Edinboro, PA 16444

814.732.2761 or 888.8GO.BORO
www.edinboro.edu

Keep connected by following Edinboro on Instagram, Twitter and Facebook!

@edinborou @EdinboroAdmissions
@edinboro @BoroAdmissions
/edinboro /EdinboroAdmissions

Edinboro University is an equal opportunity educational institution and will not discriminate on the basis of race, color, national origin, age, religion, veteran status, gender, sexual orientation, sex or disability in our activities, programs, or employment practices as required by Title VI, Title VII, Title IX, Section 504, ADEA and the ADA. For more information, visit www.edinboro.edu/equal-opportunity.

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 Edinboro 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.

Witt/Kieffer is the nation's leading executive search firm dedicated to serving education, health care and not-for-profit communities nationwide. Our mission is to identify outstanding leadership solutions for organizations committed to improving the quality of life. Witt/Kieffer has served more than 800 colleges and universities, as well as community, cultural and service organizations. We focus on searches for presidents/chieftains, provosts, vice presidents for advancement, finance, student affairs, enrollment management and technology, deans, and directors of major service/academic units.