President

Position Description
THE POSITION

Title: President

Edinboro University of Pennsylvania, one of 14 universities in Pennsylvania’s State System of Higher Education (State System), is a major educational resource for the Northwestern Pennsylvania region. It strives to become an internationally recognized university known for its innovation, leadership, and commitment to excellence. Edinboro University supports a learner-centered environment where students come first and are an integral part of a caring and supportive campus community. Edinboro University’s Porreco College, located in Erie, was launched in 2014 to address Erie County’s need for educational programming that is typically provided by a community college. In addition, Edinboro University’s Online Campus includes a variety of web-based programs and courses for graduate and undergraduate students, delivering flexible learning regardless of geographic location.

Salary:

The president’s salary is competitive and will depend upon the candidate’s qualifications and experience. The final salary is negotiated with the Chancellor. The University and the State System offer a generous fringe benefit package that includes the choice of a defined benefit or a defined contribution retirement plan, health coverage, and family tuition benefits. The president is provided with a house and an allowance for a lease of and reasonable expenses related to an automobile from an approved list of vehicles.

Responsibilities:

The president is the chief executive officer of the University and reports to the Pennsylvania State System of Higher Education Board of Governors through the Chancellor. The President serves the University and its constituents through leadership in the development and communication of a broad institutional vision for achieving excellence. The President is the primary public spokesperson for Edinboro University and takes an active leadership role in building strong ties with the internal and external communities.

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

- Develop and evaluate academic programs and policies within a comprehensive planning process designed to serve the needs and interests of students and residents of the Commonwealth;
- Design reasonable and clear academic standards, which support policies on admissions, academic standing, degree requirements, and student discipline;
- Support a student-centered learning environment;
- Comply with and promote the principles of social equity, diversity, inclusiveness, and social justice;
- Ensure a safe, supportive, nurturing campus environment where each member of the internal and external communities is empowered to contribute fully to the success of the campus and benefit optimally by what the campus has to offer;
• Raise private and public funds to support scholarships, programs, and other purposes supporting the University;
• Ensure ongoing, transparent communication with the broader University communities regarding the human and organizational goals and values of the University and the Pennsylvania State System of Higher Education;
• Collaborate with regional educational, governmental, nonprofit, and business sectors in fulfillment of the University’s teaching and learning, public service, and global educational outreach efforts;
• Maintain effective working relationships with the internal and external communities;
• Lead the University with a strong emphasis on productivity, accountability, and performance; and,
• Manage the University human, facilities, and fiscal resources utilizing principles of responsible stewardship.

The President will work closely with the University’s stakeholders, including faculty, staff, students, employers, alumni, the University’s Council of Trustees, State System Chancellor’s Office and Board of Governors, and community leaders in building support for the University’s vision, mission, and values, including raising funds to expand the University’s resource base.

The President also will be expected to oversee the continuous review, revision, renewal, and implementation of the University’s Strategic Plan, including enhancing and supporting the University’s financial and workforce plan and quality improvement.

**Presidential Challenges, Opportunities, and Skills Needed**

**Leadership and Vision:**

• Provide a vision of distinctiveness to build upon Edinboro University’s strengths and achieve its mission.
• Provide leadership that distinguishes Edinboro University within the Pennsylvania State System of Higher Education.
• Demonstrate a culture of transparency and commitment to shared governance throughout the university that keeps the student first in decision making.
• Capitalize on the strengths and assets of Edinboro University and the Northwest Pennsylvania region for the benefit of both.
• Devise a plan of action to continue increasing student and community engagement.
• Demonstrate an ability to improve student support services to enhance satisfaction in academic and campus life.
• Understand the importance of high impact practices.

**Management:**

• Demonstrate sound fiscal leadership in managing financial resources in a challenging economic environment.
• Hire smart, communicate openly, delegate responsibilities, and hold the team accountable for achieving the goals of Edinboro University.
• Create a process of fairness for the distribution of resources throughout Edinboro University.
• Ability to take calculated risks, including making decisions in the best interest of Edinboro University.
• Continue to increase academic standards and support retention initiatives to enhance graduation rates.
• Enhance a culture of entrepreneurship to develop programs and initiatives that boost Edinboro University’s brand.
• Demonstrate the ability to work in and respect a collective bargaining environment and foster an environment of shared governance.
• Promote hiring policies that support the mission and values of the University.
• Champion the mission to boost Edinboro University’s unique image.
• Enhance the internal image of Edinboro University to advance a culture of institutional pride.
• Ensure Edinboro University maintains a robust, comprehensive marketing plan.
• Increase Edinboro University’s stature as an academic leader in our programs of distinction.
• Demonstrate the ability to further develop a culture of, and institutional support for, student engagement, with an emphasis on student affairs.
• Promote institutional support for the international student population and for international experiences and programming for the student body.
• Demonstrate a commitment to academic support services.
• Promote a culture of inclusiveness and understanding among students, faculty, and staff.
• Be committed to enhancing Edinboro University’s structure that supports our diverse and underrepresented student populations.
• Be committed to the recruitment and retention of a diverse faculty and staff.
• Create a collaborative administrative team among and between Edinboro University and community leaders.
• Create a staff development plan that includes position advancement and succession planning.
• Create an effective plan of collaborative and open communication.

Resources:

• Create a culture of fundraising, friendraising, and giving across the University community.
• Generate new resources both internally and externally.
• Ability to seek, maintain, and strengthen relationships with university stakeholders.
• Direct the financial stewardship of the University, including effective fundraising and strategic planning.
• Advocate for higher education at the state government level.
• Partner with the State System and the Board of Governors via constant dialogue and direction.
• Partner and actively collaborate with other regional university presidents.
• Maintain and enhance relationships with the designated surrounding regional communities.
• Partner and actively collaborate with regional community and business leaders to ensure a thriving region.
• Support the development of more opportunities for student, staff, faculty, and community involvement.
THE ORGANIZATION

Institution Profile:

Edinboro University is a leading public comprehensive institution of higher education in Northwestern Pennsylvania that attracts students from the region, state, nation, and world for its strong academic programs in the arts, business, education, humanities, sciences, and professions. Edinboro University strives to meet the ever-changing needs of its students by providing access to contemporary programming and state-of-the-art facilities and technology. Edinboro University also strives to increase international enrollments. Edinboro University’s environment is inspirational, yet challenging. It is interactive, fair, and civil, and demonstrates the highest community values. Additionally, backed by Edinboro University’s 159 years of academic excellence, students are offered the affordable cost of a high quality education at Porreco College. Located just outside the city of Erie in Millcreek Township, Porreco College is committed to providing individual attention to student success through college preparatory coursework, academic programs, and continuing education designed to meet the educational needs of students, employers, and the community at large.

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 the stockholders. From then until now, Edinboro University has been a public institution. In 1983, Pennsylvania’s State System of Higher Education was created and the institution became Edinboro University of Pennsylvania. The Pennsylvania State System of Higher Education is comprised of 14 state-owned universities distributed across Pennsylvania. The System, which is the largest provider of higher education in the Commonwealth, is governed by a 20-member Board of Governors. Edinboro University’s collective bargaining environment includes multiple unions.

Edinboro University is currently celebrating its 159th anniversary of academic excellence and service to the Commonwealth of Pennsylvania. There are many changes and challenges facing higher education today; however, the University remains committed to its Mission. As set forth in the most recent Strategic Plan, the University goals include the following:

I. Ensure Program Quality and Student Success.
II. Inspire Faculty and Staff Excellence.
III. Enhance University Reputation and Resources.
IV. Foster a Respectful and Diverse Campus Community.
V. Influence the Development of a Thriving Region.
Edinboro University's outstanding academic programs include more than 100 majors and 60 minors offered through the College of Arts, Humanities, and Social Sciences, College of Science and Health Professions, School of Business, School of Education, and School of Graduate Studies and Research. Additionally, Edinboro University has received many accolades for its academic excellence, including recognition by Affordable College Online and Best Counseling Degrees, among many others. Edinboro University was also named a “Great College to Work For®” in a survey conducted by the Chronicle of Higher Education. Edinboro University is accredited by the Middle States Commission on Higher Education.

Program-specific accreditations include:

- Accreditation Board for Engineering and Technology (ABET);
- Accreditation Council for Business Schools and Programs (ACBSP);
- Council for Accreditation of Counseling and Related Educational Programs (CACREP);
- Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA);
- National Association of Schools of Art and Design (NASAD);
- Council on Rehabilitation Education (CORE);
- Council on Social Work Education (CSWE);
- National Association of Schools of Music (NASM);
- National Association of School Psychologists (NASP);
- The baccalaureate programs in nursing 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; and,
- 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).

More than 90% of the faculty members at Edinboro University have earned doctorates or the highest degree attainable in their field. Many of them have been recognized nationally and internationally for their outstanding research and scholarly accomplishments. In addition, a number of faculty members have held state and national leadership roles in their professional organizations. The student-faculty ratio is 18:1.

The Edinboro University Alumni Association has experienced dramatic growth during the past several years and now has approximately 65,000 members. The alumni have played a major role in fund-raising efforts for student scholarships and they continue to be some of the best ambassadors for Edinboro University.

Students with exceptionally high academic aptitude scores and excellent high school records are eligible to participate in the Dr. Robert C. Weber Honors Program.
Edinboro University’s First-Year Experience (FYE) Program supports academic programming to orient first-time students to university life through specialized seminar courses, enhanced faculty advising, and major-specific and University-wide activities.

The Office for Students with Disabilities administers a program dedicated to enhancing the University’s commitment to equal opportunity for students with disabilities. It is one of the leading programs in the nation and has been used as a model by many colleges and universities. The campus supports the largest residency program of its kind in the Commonwealth of Pennsylvania and the students with disabilities population is one of the largest in the entire United States. Students and visitors with disabilities benefit from a campus that is almost completely accessible.

Recognizing that the classroom learning provides only part of a complete education, Edinboro University provides internships throughout the nation. In addition, the University provides co-curricular activities that support the classroom learning environment.

Through its International Student Services office, Edinboro University provides educational opportunities for students from 41 different countries. Visiting scholars from around the world serve as resource individuals for area schools, businesses and industries, in addition to providing special lectures, seminars, and workshops for Edinboro University students and faculty.

Location:

Located in the resort community of Edinboro, the University is only 18 miles from Erie and within 100 miles of the educational and major population centers of Buffalo, Cleveland, and Pittsburgh. Edinboro provides large metropolitan amenities nearby, yet it provides small town charm and hospitality. Edinboro University is an aesthetically inspiring campus with 48 buildings on a spacious 585-acre campus, which includes a five-acre lake, open fields and woods, 11 on-campus residence halls for approximately 2,560 students, a modern seven-story library with more than 480,000 bound volumes and 1.3 million microform units. 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 dining facility, in addition to orchards and green spaces open to students and the community. Recently, the campus has continued its investment to improve its learning and support spaces through 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. Ongoing investments include the renovation of Earlley Hall for classroom and studio space for foundational art courses and renovations in the Baron-Forness Library to house an expanded Learning Commons to support improvements in student success.
**Institution Type:** Master's Colleges and Universities (larger programs)

**Faculty & Staff:** The University has 777 employees. There are 22 academic departments, 397 full-time and part-time faculty and 380 full and part-time staff members. Tenured faculty and faculty on tenure-track number 254 (headcount). Approximately 9.5% of the employees are declared minorities. Approximately 55% are women.

**Budget:** The University’s annual budget is $94.6 million.

**Enrollment:** 6,837 undergraduate and graduate students

**Athletics/Campus Activities:** Beyond the classroom, Edinboro University provides more than 150 student-related clubs and organizations, which offer a wide variety of extra-curricular, service learning, and community service opportunities.

In addition, the University has been very successful in offering living-learning communities, which offer the opportunity for students to reside on living-learning floors/wings with others who share the same major, field of study or interest areas. Residents gain assistance from their peers and faculty involved with the floor. Living-learning floors encourage the integration of curricular and co-curricular experiences.

The University has 17 intercollegiate sports that compete in the Pennsylvania State Athletic Conference and the National Collegiate Athletic Association, Divisions I and II. The University also sponsors a wheelchair basketball team and cheerleading.

**THE PERSON**

**Experience:**

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

- Higher Education leadership experience.
- Teaching at the university level.
- Fundraising, development, advancement experience.
- Experience working within a diverse community.
- Experience with complex budgetary responsibilities.
- Experience with strategic planning and implementation.
- Experience in community engagement and relations.
- Experience in working with students in ways that advances their success.

**Education:**

The ideal candidate should possess academic credentials sufficient to engender the respect from 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.

**Knowledge and Characteristics:**

The ideal candidate should be an experienced leader who has demonstrated leadership and vision, fiscal management, and resource development capabilities. Further, it is preferred that the successful candidate:

- Embrace a culture of shared governance.
- Excel at a team approach to management and resource development.
- Demonstrates the ability to articulate and build support for the vision of Edinboro University.
- Communicate effectively with skills in active listening, negotiating, and helping to unite the university communities.
- Understand the economic environment facing higher education.
- Be a statesperson that demonstrates a high level of political acumen.
- Have knowledge of applicable business models.
- Demonstrate integrity and patience in leadership.
- Be innovative and demonstrate a sense of entrepreneurship.
- Demonstrate excellent analytical and collaborative problem-solving and decision-making skills.
- Have knowledge of strategic planning processes, performance accountability programs, and resource development.
- Understand financial management and fiscal responsibility.
- Have an appreciation for the history of Edinboro University, its traditions, and pride.
- Be committed to ensuring high quality student educational experiences, including the utilization of high impact practices in all programs.
- Demonstrate a record of promoting the hiring of talented and diverse personnel, delegating appropriately, and requiring accountability.
- Demonstrate a commitment to diversity and social justice and fostering an environment that values inclusiveness.
- Demonstrate a willingness to cultivate a commitment to the institution, its constituents, and the community.
- Demonstrate a positive energy that inspires trust and confidence.

The Committee will continue to accept applications and nominations until the position is filled. Screening of candidates begins immediately. It is preferred that the new President assume responsibility in July, 2016. For best consideration, please submit materials by March 9, 2016. An application should include a letter describing relevant experiences and interest in the position, a resume, and names and titles, addresses,
business and home telephone numbers, and email addresses of five references. Submitting materials as a PDF attachment is preferred and strongly encouraged. Greenwood/Asher & Associates, Inc. is assisting the University in the search.

Applications and letters of nominations should be submitted to
Jan Greenwood or Betty Turner Asher, Partners
Julie Holley, Principal
Greenwood/Asher & Associates, Inc.
42 Business Centre Drive, Suite 206
Miramar Beach, Florida 32550
Phone: 850-650-2277 / Fax: 850-650-2272
Email: jangreenwood@greenwoodsearch.com
Email: bettyasher@greenwoodsearch.com
Email: julieholley@greenwoodsearch.com
Please visit our web site at http://www.edinboro.edu

In accordance with the PASSHE Diversity Statement, Edinboro University will promote an inclusive culture that supports the academic, cultural, and personal growth of all members of the University community. Edinboro University values the richness of diversity and believes that the intentional recruitment, retention, and accommodation of individuals who differ and are similar will broaden and deepen the educational experience and the scholarly environment. By respecting pluralistic perceptions, and continuously assessing and monitoring the campuses and community environments, the Edinboro University community will foster open communication as students, faculty, staff and community learn to interact effectively with one another, creating and sustaining a supportive and respectful climate.

Edinboro University is an equal opportunity educational institution and will not discriminate on the basis of race, color, national origin, age, religion, veteran status, sex and disability in its activities, programs, or employment practices as required by Title VI, Title VII, Title IX, Section 504, ADEA and the ADA.