



## **EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA**

East Stroudsburg University of Pennsylvania (ESU) announces the search for President and invites applications and nominations, with the goal of having the new President in place by July 1, 2012.

At the end of the 2011 Spring semester, President Robert Dillman announced his intention to retire at the end of the 2011-2012 academic year, which will conclude 16 years of extraordinary service. The University is seeking a transformational leader with a commitment to academic excellence and to the mission of East Stroudsburg University to continue his remarkable legacy.

Located in northeastern Pennsylvania, the University is one of the 14 members of the Pennsylvania State System of Higher Education. In January the University will have 70 buildings on approximately 256 acres in East Stroudsburg Borough and in Smithfield Township. ESU is located in the heart of the Pocono Mountains and the Delaware Water Gap National Recreation Area within a two hour drive of both New York City and Philadelphia.

ESU serves over 6,600 undergraduates and 650 graduate students from 19 states and 22 countries. Students are provided a broad variety of activities and programs to assist them in participating in the campus community and in developing their skills and knowledge of leadership,

wellness, service and diversity. Over 100 organizations, activities and teams are available, including choices such as athletics, fine arts, community service, recreation, academic honoraries, student government, and publications.

The University faculty totals 321 and there are 410 management and non-instructional staff members. Faculty members are representative of many and varied institutions of higher education both the United States and abroad. Ninety-one percent of the University's full-time permanent instructional faculty members hold the highest degree possible in their academic fields. The faculty is represented by APSCUF, the collective bargaining association for the

faculty for all 14 members of the Pennsylvania State System of Higher Education (PASSHE.)



The University opened its Hoeffner Science and Technology Center in 2008 with state-of-the-art classrooms and laboratory facilities and equipment, a planetarium and a rooftop observatory.

The popular Mattioli Recreation Center, which opened in 2003, features an elevated running track,

racquetball courts, an aerobics room, the latest high tech exercise equipment and ten basketball courts. Approximately 1,500 students a day enjoy the Center's facilities.

The University is also home to Stony Acres, a 119-acre student-owned nature preserve/outdoor recreation area near campus. Currently under construction is a new apartment-style student housing complex.

## University Mission

East Stroudsburg University of Pennsylvania will provide:

- Challenging and contemporary undergraduate and graduate curricula that engage and equip students to critically appraise and apply knowledge in their lives and chosen fields of study.
- A learning community that promotes diversity and views teaching as the University's primary focus.
- Varied opportunities for student and faculty research, creative endeavors and involvement in public service.
- Leadership and service in the educational, cultural and economic development of the region.



## **Vision Statement**

East Stroudsburg University of Pennsylvania will be the first choice for students seeking a comprehensive University with a small college climate distinguished by innovation and tradition where they will learn to serve, lead and succeed in a global society.

## **Values Statement**

We are committed to the principles of intellectual integrity, freedom of expression, the fair and equal treatment of all, good citizenship, environmental stewardship, and accountability for our actions and the resources entrusted to us.



## **Purpose and Scope**

In pursuit of this mission, East Stroudsburg University seeks to:

- Offer affordable programs at the associate, baccalaureate, and graduate levels, as well as opportunities for lifelong learning.
- Offer an intellectually challenging environment which enhances each student's critical thinking and communicative and quantitative skills.
- Provide resources for creating a learning environment conducive to the pursuit of excellence in areas such as the library, the classroom, laboratories, instructional technologies, and student co-curricular activities.
- Identify, recruit, and retain students representing a multicultural world who by background, motivation, and commitment can benefit from higher education.
- Attract and retain a diverse, recognized, and credentialed faculty committed to excellence in teaching and continuing scholarship.
- Develop a University community committed to personal, professional, and social values appropriate to an educated individual.
- Provide expertise and service to the community, region, state, nation, and the world.
- Create opportunities for the University community to develop positive, healthy, and integrated lifestyles.
- Serve as a primary source of cultural and intellectual programs of importance to students and residents of the region.
- Maintain a partnership with its alumni to benefit both the alumni and the University.

## **History**

East Stroudsburg Normal School opened its doors on September 4, 1893. A faculty of 15 greeted a group of 320 students who had entered the two-year programs in Elementary and Science Education. Although the Normal School was originally privately owned, ownership was



transferred to the Commonwealth of Pennsylvania in 1920, and the name was changed to East Stroudsburg State Normal School.

In 1927, the right to confer the degrees of Bachelor of Science in Education and Bachelor of Science in Health Education was granted, and the School's name then became the State Teachers College at East Stroudsburg. In 1960, the College's name was changed to East Stroudsburg State College.



In 1962, the College received the right to confer graduate degrees, and the first three graduate areas were Master of Education in Biological Sciences, General Science, and Health and Physical Education. In 1963, the College instituted a Bachelor of Arts degree, and in 1969, the first Master of Arts programs, in History and Political Science, were approved. The College officially became East Stroudsburg University on July 1, 1983.

## University Colleges

East Stroudsburg University's academic programs combine personalized teaching and real world experience to help students gain the knowledge and skills employers and graduate schools are looking for today.

ESU is comprised of five academic colleges - Arts and Sciences, Education, Business and Management, Health Sciences and Graduate. The University offers 59 undergraduate degree programs, one associate degree program, and 22 master's degree programs as well as a doctorate program in Educational Leadership and Administration in partnership with Indiana University of Pennsylvania.

The College of Arts and Sciences includes the Faculties of Arts and Letters, Science, and Social Sciences, offering 33 majors in 19 departments. Following the custom of hundreds of years, the faculties and disciplines represented in the college offer a core of knowledge to which other dimensions and specializations are added.

Programs of study in the humanities, sciences and social sciences are innovative, based on current scholarship,



and practical experience. The College offers an increasingly diverse curriculum within an increasingly diverse community of students and faculty. In addition to classroom instruction, students participate in a number of other learning experiences including internships, faculty mentored research projects, field experiences, and study abroad opportunities.

Faculty members in the College are genuinely committed to teaching. Their goal is to provide students knowledge in a specific area of study, a broad understanding of the world, critical thinking skills, a sense of civic responsibility, and an ability to use education to enhance and deepen their lives.

The College of Business and Management consists of five academic departments: Business Management; Sport Management; Recreation and Leisure Services Management; Hotel, Restaurant and Tourism Management; and Leadership Studies and Military Science.

The College of Business and Management, through its various undergraduate and graduate programs, provides regional students the knowledge and skills to enable them to be successful in a rapidly changing diverse global society by partnering with business, government and community organizations to fulfill its mission of continuous improvement in teaching and scholarship.



The entrepreneurship program in the Department of Business Management has grown and is being incorporated throughout the University with the development of the “Entrepreneurship Across the College” initiative so that students studying in any college or discipline can discover their potential to create their own businesses. Through the addition of new faculty and new technology, students are provided new opportunities to experience more global environments.

In January 2012, ESU will partner with Shippensburg University’s internationally-accredited Master of Business Administration program to offer a two-year degree program for ESU students, which will be attractive based on its affordability, convenience and accreditation by the Association to Advance Collegiate Schools of Business.

The College of Education includes the Departments of Academic Enrichment and Learning, Early Childhood and Elementary Education, Media Communication and Technology, Professional and Secondary Education, Reading, and Special Education and Rehabilitation. Over 24 separate teaching, supervisory and administrative certification programs are offered.

The academic programs in the College of Education are designed to provide meaningful learning opportunities for students aspiring to enter professional careers in fields such as education, human services, media communications, and technology. Students are active learners in a variety of programs that focus on essential knowledge, as well as performance-based preparation required for each respective field of study.



Each of the programs in the College of Education emphasizes a field-based approach, focused on learning theory and the application of those theories through rich experiences in the field. The faculty brings a wealth of expertise from their experiences as outstanding leaders and practitioners in their field of study. In addition, students have many extracurricular activities designed to enhance learning outside the classroom and move them along the path of becoming lifelong learners.

The College of Health Sciences has the mission to provide high quality undergraduate and graduate programs to a diverse student body with the didactic knowledge and skills needed to be leaders in a changing global society. The vision of the College is to be recognized as the regional academic center of quality and innovative educational, scholarly and service programs designed to meet the needs of diverse local, national, and international communities.

The academic programs in the College include: Athletic Training, Health Studies, Exercise

Science, Movement Activities and Lifetime Fitness, Nursing, Physical Education, and Speech-Language Pathology.

Central to the College are the core values: integrity, academic excellence, innovation, diversity, and service. The faculty and staff are committed to helping students “Prepare to serve.”

Students are regularly awarded state, regional and national awards. Faculty members in the College take their roles as teachers and scholars seriously; they devote considerable time and



energy honing their teaching skills and regularly seek student participation in a variety of scholarly and professional activities.

The Graduate College was inaugurated at ESU in 1962, with programs in health and physical education, biology, history, and political science. Since then, other departments have established degree programs, the most recent being the Master of Science in Management and Leadership (2004), Master of Science in Sport Management (2003) and Master of Education in Instructional Technology (2002.)

Graduate Programs also include: Master of Science in Speech Language Pathology, Master of Public Health in community health education and Master of Science in Clinical Exercise Physiology. The most popular graduate program at ESU today is the Master in Education degree program.

There are 22 graduate programs; currently 650 students, with 16% diversity, are enrolled from 19 states and 12 countries.



### **Recent Highlights**

- ESU spearheaded an expanded Marine Science Consortium Center to include a partnership with NASA's new Wallop Island Flight Facility that opened in 2010. ESU is a lead MSC member among seven sister PASSHE universities.
- The Northeast Wildlife DNA Laboratory, an affiliate of ESU, provides students with an opportunity to combine field and laboratory research and internship opportunities.
- The Research and Economic Development division provides clear benefits to the ESU community and the region. ESU has been identified as a "best practice" model in community and economic development regionally and by the Pennsylvania State System of Higher Education. The University operates an award-winning Business Accelerator program that is creating high-tech jobs while University sponsored programs and research have generated over \$14 million in grant funding over the past five years.
- ESU has established a bi-lateral agreement with Shenyang Normal University in China to formalize an exchange program. ESU is also working with Shanghai Normal University on various exchange programs.
- Eiler-Martin Stadium has undergone dramatic upgrades rivaling track and field facilities throughout the northeast with all-weather track surface, stadium lighting, and synthetic

turf. ESU offers NCAA Division II intercollegiate sports—12 sports for women and 8 for men.

## Financial Resources

The University's operating budget is \$131.5 million, and the ESU Foundation has an endowment of approximately \$13 million. The cost for full-time undergraduate tuition, room, board and fees for 2011-2012 is \$15,236 for in-state students and \$24,774 for out-of-state students. Approximately 72% of students receive financial aid.

## The East Stroudsburg University Foundation

The East Stroudsburg University Foundation is an independent affiliate of the University with the sole mission of soliciting, receiving and administering gifts and donations that promote the growth, progress and general welfare of ESU and its students. With a staff of 21, core areas within the Foundation include the ESUF Annual Fund, Major Gifts, Planned Giving, Corporate and Community Relations, Stewardship, and Alumni Engagement.

Located in the Henry A. Ahnert, Jr. Alumni Center, the Foundation has been operating as an independent fundraising entity since 1994. A re-invigorated Annual Fund has surpassed the prior fiscal year by 33.5 percent, nearly 400 Endowed and Annual Scholarships combined were awarded, and the Office of Alumni Engagement is taking positive and exciting steps, through unique and pro-active programs, to reconnect with nearly 40,000 alumni, many of whom are leaders in their communities and their professions. Working with the Foundation Board of 18 members, and the Alumni Board of 30 members, the Foundation is also in the process of developing long-term strategic plans as a roadmap for the future.



In 2011, the Foundation, in partnership with the University, celebrates the completion of its eight-year "Today's Dream, Tomorrow's Reality" Comprehensive Campaign for East Stroudsburg University of Pennsylvania. Support skyrocketed past its campaign goal of \$15 million, with contributions surpassing the \$20 million mark. The effort saw

the completion of the spectacular Warren E. '55 and Sandra Hoeffner Science and Technology Center, a bolstered Annual Fund, increased endowments and improvements to arts and athletics programs and facilities.



## Update on Campus Master Plan

- In 1996, there were 55 buildings. As of January 2012, with completion of phase I of new student housing, the number of university buildings will total 70. Total campus acreage has increased from 160 to 256 since 1996.
- Concepts for a Consolidated Campus:

- \* Anticipates 1,500 additional students (8,500 total)
- \* Timeframe—10-15 years
- \* Improved academic space
- \* Combined library and student center
- \* Theater and fine arts in one location
- \* Separate athletics programs from academic physical education
- \* Multiple dining venues
- \* New roadways and parking
- \* Accommodating growth with 2,000 additional beds in four new residence halls
- \* Hundreds of additional parking spaces
- \* Adding 4-5 additional playing fields
- \* New space for the hospitality and tourism program



- The Keystone Center, projected to be completed in 2018, will bring critical elements of student life to the center of campus (i.e. University Library, Computer Center, University Center, and Student Services such as food courts, shopping, entertainment, etc.) The approved cost will be \$109 million with 240,000 square feet, which will be the University's largest building.
- The Center for Innovation and Entrepreneurship is Phase I of the ESU Research and Business Park being developed on 15-acres of property owned by East Stroudsburg University in Smithfield Township. The Center for Innovation and Entrepreneurship includes:

ESU Business Accelerator

Wet labs for life sciences companies

ESU Northeast Infectious Disease Diagnostic Lab

ESU Entrepreneurial Leadership Center

ESU Division of Research and Economic Development

Computer Training Labs and Conference

## Rooms

The Center is participating in ventures that position the University and its affiliates as international partners in education and business. An example of the Center's international outreach includes the Center for Research & Economic Development being featured in LE MOCI, the business development & investment magazine, of the French Ministry of Finance.

## Location

East Stroudsburg University's location in the heart of the scenic Pocono region provides students with convenient access to the Delaware Water Gap National Recreation Area, including the Delaware River; pristine streams, ponds, and lakes; historical venues; family attractions for all seasons; as well as easy access to New York City and Philadelphia.

Visitors to the region can also enjoy outdoor activities such as skiing at premier ski areas, rafting on the Delaware and hiking the Poconos. Quaint local shops and antique stores and great entertainment at regional theaters and concert venues are also close by.

## Websites of Interest

Greater Pocono Mountains Chamber of Commerce

<http://greaterpoconochamber.com/homerevised.cfm?>

Pocono Mountains Visitors Bureau

<http://www.800poconos.com/>

Jacob Stroud Corporation

<http://stroudsburg.net/indexnew.cfm?>

Eastburg Community Alliance

<http://eastburgalliance.com/>

Pocono Health Systems

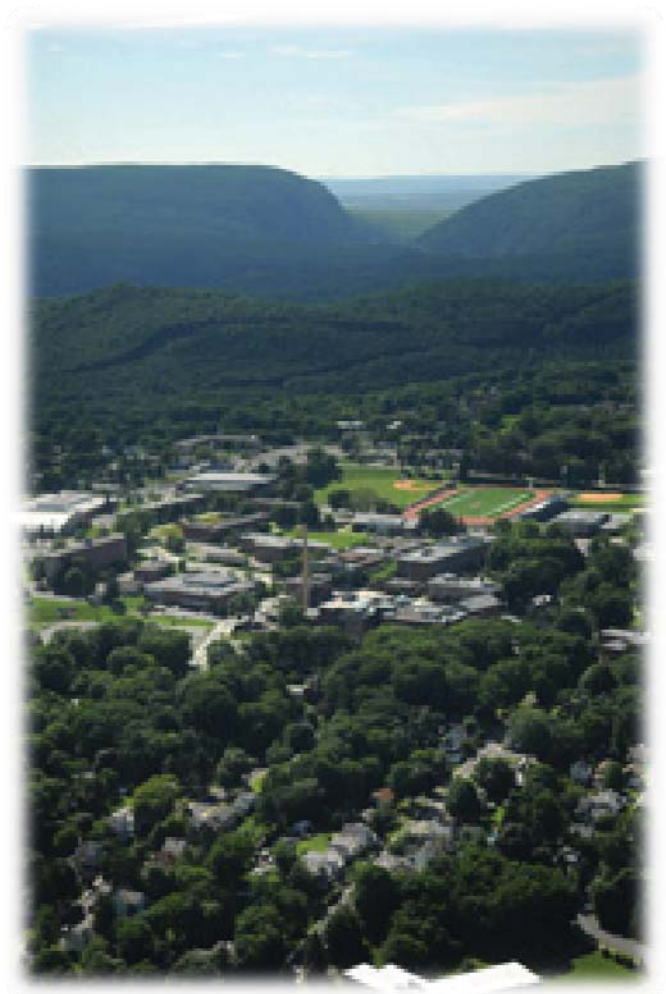
<http://www.poconohealthsystem.org/>

Stroudsburg School District

<http://www.sburg.org/sasd-main-page-5.html>

East Stroudsburg School District

<http://www.esasd.net/>



Pocono Mountains Economic Development Corp.  
<http://pmedc.com/>

Pike County Visitors Bureau  
<http://piketravel.com/>

## **Challenges and Opportunities for the President**

The new President of East Stroudsburg University will begin his/her tenure at an exciting time in the life of the institution that will prove to be both highly challenging and deeply rewarding. The President will have an unparalleled opportunity to provide leadership for an institution that is “on the move,” meaning that despite its somewhat small size, ESU offers the richness of programs, ambition, and results that would be expected of a much larger institution. In other words, it is the best of both worlds—the friendliness of a small college with the amenities and opportunities of a large university. The President will be able to make distinctive and lasting contributions to the University and create an enduring legacy that benefits rising generations of students, faculty, and staff.

Like its peer institutions around the country, East Stroudsburg University has recently dealt with state imposed budget cuts of 18% that have created a climate of uncomfortable unknowns on the campus. On the other hand, the campus is considered to have one of the stronger financial positions in the PASSHE system. The current situation requires a president who can communicate the budget realities while focusing on opportunities for growth.

To be successful, the new President will need to be prepared to address the following challenges and opportunities:

- Embrace the mission, vision, and values of East Stroudsburg University
- Lead with strategic vision in a complex academic environment, providing the requisite leadership to enhance shared governance within the life of the University
- Provide transformational leadership to set and achieve bold goals to sustain the University’s momentum
- Engage and inspire all of the University’s constituents in support of innovation, excellence and growth
- Reinforce the University’s sense of community by engaging the campus in a shared sense of mission and purpose; using listening and civil discourse in transparent decision-making to encourage trust and mutual respect
- Maintain financial health which will require strong financial management skills, as well as innovation regarding developing new revenue streams and adjusting the planning to maintain and improve the University’s future financial security



- Assist in development and attraction of resources for fundraising, working with all constituencies on and off campus to enrich the University's philanthropic culture
- Represent the University in enhancing the position of the University in higher education and increasing visibility with its constituencies as well as the general public, serving as a visible and engaging leader

### **Preferred Qualifications and Attributes**

The University is seeking a transformational leader with a commitment to academic quality and to the mission of East Stroudsburg University.

#### Preferred qualifications include:

- A terminal degree
- Evidence of progressive administrative experience in higher education, including management of personnel resources, budget management and program evaluation
- Excellent communication and interpersonal skills,
- Demonstrated success in strategic planning,
- An appreciation of student educational and extracurricular experiences
- Successful experience working with a variety of unions and with shared governance
- A demonstrated commitment to diversity
- Experience in outreach to the business community
- Evidence of success in fund raising and external relations.

#### Preferred attributes include:

- Creative and innovative leadership with a commitment to shared governance and transparency that will inspire trust and instill confidence,
- Educational background and experience to understand and appreciate the academic culture and be knowledgeable about issues regarding public higher education,

- Distinguished administrative experience and demonstrated skill in financial and budgetary management and a proven ability to solve problems and implement best practices in university financing and management,
- Extensive experience and demonstrated in raising financial support from key constituent groups and other sources,
- A strategic thinker with experience leading the development and implementation of multi-year plans,
- Shared commitment to sustaining a student-centered environment dedicated to the intellectual, cultural, social, civic, and professional development of students,
- Commitment to increasing the diversity of the University community,
- Ability to communicate effectively with faculty, staff, students, parents, alumni, trustees, and community and regional leaders and to earn their trust and support,
- Outstanding personal and professional integrity.

### **Applications and Nominations**

Applications should include a brief statement expressing the applicant's educational and administrative experience and addressing the position and qualifications, a current resume, and the names, addresses, telephone and fax numbers and e-mail addresses of five references (who will only be contacted with the approval of the candidate.)

The position remains open until filled but only those applications received by January 5, 2012 can be assured full consideration. Applications and nominations should be submitted to [ESUpresident@academic-search.com](mailto:ESUpresident@academic-search.com)

The search is being assisted by Academic Search, Inc. For a confidential discussion about this opportunity, please contact Jessica Kozloff at [jsk@academic-search.com](mailto:jsk@academic-search.com) or Marilyn Mock at [mrm@academic.search.com](mailto:mrm@academic.search.com).

*East Stroudsburg University of Pennsylvania is an Affirmative Action/Equal Opportunity employer and actively solicits applications from women and minority candidates.*