INVITING APPLICATIONS AND NOMINATIONS FOR:

President
East Stroudsburg University

Executive search facilitated by:

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East Stroudsburg University of Pennsylvania (ESU) announces the search for President and invites applications and nominations, with the start date for the new President being negotiable.

In January 2020, President Marcia G. Welsh, Ph.D., announced her intention to retire on July 31, 2020, which will conclude eight 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 her remarkable legacy.

Located in the beautiful Pocono Mountains of Pennsylvania, ESU’s proximity to New York City and Philadelphia provide convenient access to internships, careers and social activities. Just minutes from campus are the country’s largest water parks, the scenic Delaware Water Gap National Recreation Area, Appalachian Trail, and other opportunities for recreational fun.

One of the 14-members of Pennsylvania’s State System of Higher Education (PASSHE), The University has 57 buildings located on approximately 258 acres in the East Stroudsburg Borough and in Smithfield Township. University Properties Inc. has constructed 541 beds of student housing in ten buildings on 43 acres in Smithfield Township. The 56 buildings in East Stroudsburg Borough include academic facilities, a 1000-seat dining hall, a student center, a fitness center, a recreation center, and eight residence halls. The Student Activity Association, Inc., owns Stony Acres, a 119-acre off-campus student recreation area near Marshalls Creek that includes a lodge, cabins, and a small lake.

The most recent building additions to campus are:

**2003** – The Mattioli Recreation Center, featuring an elevated running track, racquetball courts, an aerobics room, the latest high-tech exercise equipment and 10 basketball courts. Approximately 1500 students enjoy the Center’s facilities every day.

**2008** – The Warren E. ’55 and Sandra Hoefner Science and Technology Center, housing state-of-the-art classrooms and laboratory facilities, the McMunn Planetarium, a rooftop observatory and the Schisler Museum of Wildlife and Natural History.

**2012** – The ESU Innovation Center, home to the University’s Economic Development and Entrepreneurship division, the Dr. Jane Huffman Wildlife Genetics Institute, the Pennsylvania Tick Research Lab, the Office of Sponsored Projects and Research, the Business Accelerator and Warrior Launchpad, Co-Working space, the Entrepreneurial Leadership Center, the Professional Testing Center, computer labs, conference facilities and the Sterling Strauser Art Collection.

**2013** – Hemlock and Hawthorn Residential Suites, housing 486 students (Hawthorn) and 479 students (Hemlock). Also located in Hawthorn Suites is Recreation Center B and the Exercise Science living and learning community. Hemlock Suites also houses the University Police department, the offices of Residential and Dining Services and is home to the Sport Management living learning community.

**2017** – Sycamore Residential Suites, the newest of the residential buildings on campus housing 495 students including a transfer student living learning community. The building is also home to ESU’s Center for Health and Wellness (comprised of Office of Accessible Services Individualized for Students (OASIS), Counseling and Psychological Services (CAPS)), Student Conduct and Community Standards, and Offices of the Dean of Students and Title IX Coordinator.
ESU serves over 5,400 undergraduates and 750 graduate students from 26 states and 19 countries. The student-faculty ratio is 19:1. Students are provided a broad variety of activities and programs to assist them in participating in the ESU community and in developing their skills and knowledge of leadership, wellness, service and diversity. Over 120 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 335 and there are 398 management and non-instructional staff members. Faculty members are representative of many and varied institutions of higher education in 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 and non-faculty coaches for all 14 members of PASSHE. Some of the staff members are non-represented however there are several other collective bargaining units associated with ESU: The State College & University Professional Association (SCUPA), the American Federation of State, County, and Municipal Employees (AFSCME), Security, Police, and Fire Professionals of America (SPFPA) and Service Employees International Union (SEIU, Local 668).

Ninety-one percent of the University’s instructional faculty hold the highest degree possible in their academic fields.
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 scholarly 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

ESU will be an innovative and entrepreneurial University – educationally, socially, organizationally, culturally – with an emphasis on quality and collaboration in everything we provide. As a scholarly community, its faculty, students, staff, administrators, and affiliates will be encouraged to be innovative and to explore opportunities that will constantly energize and improve its mission as a learning community of the 21st Century. As a “University without walls,” its sense of community will extend well beyond campus boundaries to embrace ESU’s surrounding communities and region to become a model that other organizations will want to emulate.

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.

We are committed to the principals of intellectual integrity, freedom of expression, and the fair and equal treatment of all.
PURPOSE AND SCOPE

In pursuit of its mission and vision, East Stroudsburg University seeks to adhere to the following principles in both the development of its strategic plan and its ongoing decision-making processes. Used in conjunction with the values outlined above, ESU is committed to:

- Providing quality, affordable academic programs as well as opportunities for lifelong learning, always focusing on student success;
- Sustaining an intellectually challenging environment that identifies and enhances its students’ and the University community members’ talents;
- Creating opportunities for innovation that focus on high impact teaching and learning both inside, and outside, of the classroom;
- Identifying, recruiting, and retaining students representing multicultural world who by background, motivation, and commitment can benefit from higher education;
- Attracting and retaining a diverse, recognized, and credentialed faculty committed to excellence in teaching and continuing scholarship;
- Attracting and retaining exemplary faculty, staff members, and administrators who accept responsibility and accountability for the personal, professional, educational, and social values espoused by the University;
- Providing leadership, expertise, and service to its local, regional, and global societies;
- Encouraging opportunities for the University community to develop positive, healthy, and holistic lifestyles;
- Serving as a source of cultural and intellectual programs of importance to students and residents of the region;
- Building and maintaining partnerships to enhance opportunities for students, alumni, and the University community;
HISTORY

At East Stroudsburg University, we’re proud of everything we’ve accomplished in the last 127 years. From our humble beginnings as a small private school, we’ve grown to include 58 undergraduate programs, 21 master’s programs, and two doctoral programs. We utilize state-of-the-art technology to serve more than 6,000 students from 26 states and 19 countries. We’ve grown and advanced in ways our founders couldn’t have imagined.

Some things haven’t changed, though — like our legacy of putting students first; our dedication to challenge students to learn, grow and achieve; and the fact that we’re a place Where Warriors Belong.

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 again 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.

Today, ESU is an integral part of the Pocono Mountains region; a community steward and fiscal Warrior — generating more than $300 million yearly for the local economy. The University also boasts an Innovation Center which fosters entrepreneurship, leadership and research for its students and faculty.
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.

East Stroudsburg University of Pennsylvania prides itself on placing students first and on its commitment to student success. With 58 bachelor’s, 21 master’s and two doctoral degree programs in Educational Leadership and Administration, and Health Science, students can select a major that best suits their professional aspirations. ESU offers exciting opportunities to experience and study additive manufacturing and 3D printing in the University’s Stratasys Super lab, one of the first three in the world to have a multi-medium, multi-color Stratasys J750 3D printer; creative problem solving in the C.R.E.A.T.E. Lab; and wildlife forensic work and tick testing in the Northeast Wildlife DNA Lab. For those interested in business, marketing and finance, ESU’s new Bloomberg Lab provides students with the world’s most powerful real-time business software package. Students can become “game-changing” entrepreneurs with the support of ESU’s Business Accelerator Program and participation in the State System Student Business Plan Competition, while those with a passion for exploration can reach for the stars and discover nature’s wonders in the Schisler Museum of Wildlife and Natural History and McMunn Planetarium. Within the past year, ESU’s newest academic offerings include bachelor’s degrees in accounting and marketing and a master of arts in communications.
The College of Arts and Sciences

Following the custom of hundreds of years, The College of Arts and Sciences includes the Faculties of Arts and Letters; 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.

Mission

East Stroudsburg University’s College of Arts and Sciences is a dynamic learning community. The College provides fundamental support to the university’s mission by preparing students for life-long intellectual, personal, and ethical growth, by offering undergraduate and graduate degree programs, and by hosting the general education program. The College of Arts and Sciences offers rigorous courses that promote critical, analytical, and creative thinking; effective communication; responsible citizenship; aesthetic and cultural literacy; quantitative proficiency; scientific reasoning; and the effective use of technology.

ESU is one of the first three colleges in the world to have a Stratasys® J750 3D printer.

The College of Arts Sciences recognizes excellence in teaching as central to our mission. The College is committed to providing a rich educational environment by supporting pedagogical effectiveness and by providing opportunities for faculty to pursue, as well as mentor students in undergraduate and graduate research, scholarship, and creative endeavors.

Vision

The College of Arts and Sciences will offer students a range of comprehensive programs within the humanities, sciences, and social sciences with a small college climate distinguished by innovation and tradition where students learn to serve, lead, and succeed in a multicultural, global society.
**The College of Business and Management**

After arriving at the University in January 2019, Sylvester E. Williams, IV Esq., new Dean for the College of Business and Management, asked that a comprehensive action plan be developed through a process that fully involved the entire college community. The action plan identified college priorities that are commensurate with the University’s Strategic plan ‘STUDENTS FIRST’: Empowering Innovation through Collaboration 2017-2020, which calls for ESU to achieve and sustain regional eminence through attracting and retaining highly qualified students and staff, and by building and maintaining a world-class campus.

To help move the new action plan forward and to ensure full college participation in its further development and implementation, Dean Williams responded to strategic needs as they arose and engaged in short-term initiatives. While the COB will still respond to the needs and the direction of the University, it will develop a longer-term visionary approach to identifying strategies to promote the growth and development of the college as opposed to simply responding to needs as they arise. Development and implementation of its strategic position will be more proactive, comprehensive, and inclusive, involving the broader college community, faculty, and staff.

Beginning at the midpoint of an academic year presents its challenges and opportunities. Numerous initiatives were already in progress, including converting three concentration into standalone majors. The new majors of accounting and marketing began to enroll students in fall 2018 and finance majors began to register students in fall 2019. In addition, the State System approved the Master of Science in Accounting, a 4+1 bridge program, which would allow the students to earn B.S. and M.S. degrees in Accounting within five years. The Master of Science in Accounting enrolled its first Cohort in fall 2019.
The College of Education
A unique value proposition is what separates high versus low achieving organizations; the College of Education’s (COE) unique value proposition is that it maximizes human potential by inspiring personal and professional growth. The core purpose of COE is to prepare competent, caring, and qualified professionals in the field of education to advance the knowledge base within the content areas. Under the leadership of Dean Terry Barry, Ed.D., the College is committed as an organization to help each individual who interacts with the content areas to be innovative and reflective in developing learners and leaders who critically and creatively respond to the needs of our changing global society.

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.

Mission
The mission of the College of Education is to serve a diverse community of students, faculty, and professionals and to prepare lifelong learners who can effectively respond to the challenges of our global society.

Vision
The College of Education is innovative and reflective in developing learners and leaders who critically and creatively respond to the needs of our changing global society.
The College of Health Sciences

The College of Health Sciences (CHS) creates an environment of engagement that supports the persistence and the timely graduation of all of its students. These efforts include its Learning Communities program, its community service and leadership programs, and its academic support and monitoring programs located in the differing departments. CHS programs remain poised for growth with the development of new programs and certificates at both the graduate and undergraduate levels and CHS faculty are very active in the recruitment student process.

As Dean Denise Seigart, Ph.D. notes, the College of Health Sciences develops professions whose technical prowess, unyielding integrity, interpersonal skills, and global awareness elevate them as leaders in their organization, industry, and community. With a strong group of department chairs, CHS continues to maintain a solid pulse on industry needs and enrollments. “The best resource we have is our people.” This comment, made during an interview with a senior administrator, reflects the sentiment of most. Faculty within CHS are definitely a strength in terms of quality and a weakness in terms of quantity. CHS has faculty and staff who are qualified, talented, capable, and loyal.

Mission

The College of Health Sciences is dedicated to providing high-quality undergraduate and graduate programs that provide a diverse student body with the didactic knowledge and skills to be leaders in a changing global society while fostering an academic environment dedicated to excellence in teaching, scholarship and service.

Vision

The College of Health Sciences will 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.
Additionally, Graduate and Extended Studies provides support for the University across all divisions, as well as our local community, through vibrant Graduate Student Worker (GSW) and Graduate Assistantship (GA) programs. In cooperation with departments like Human Resources, the Business Office and the Student Enrollment Center, Graduate and Extended Studies oversee the GA/GSW hiring and selection processes while adhering to the academic eligibility guidelines outlined in the graduate catalog. As the portfolio of programs grows and overall enrollment steadily increases, Graduate and Extended Studies continues to evaluate our GA allocation among the academic departments so that all programs can use these scholarly opportunities as recruitment tools to attract the highest quality students to the University. Collaborating with over 20 organizations in the region to fund GA's at their respective sites has provided students with opportunities to gain valuable experiences in hands-on professional settings.
DEMOGRAPHICS *(Undergraduate Student Enrollment as of September 16, 2019)*

The University draws its diverse student body from 47 Pennsylvania counties, nearby states, and a number of foreign countries. Below are some descriptors of our enrolled undergraduate students.

### About Our 5,417 Undergraduate Students:

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrolled Undergraduate Students</td>
<td>87.0%</td>
</tr>
<tr>
<td>Full-time students (12 or more credit hours)</td>
<td>91.5%</td>
</tr>
<tr>
<td>Average credits students enroll for</td>
<td>14.8 credits</td>
</tr>
<tr>
<td>Identify as Female (3,043/5,417)</td>
<td>56.2%</td>
</tr>
<tr>
<td>Identify as Diverse</td>
<td></td>
</tr>
<tr>
<td>Identify as First-Generation college students</td>
<td>40.4%</td>
</tr>
<tr>
<td>Pennsylvania undergraduates originate from (out of 67 counties worldwide)</td>
<td>44.0%</td>
</tr>
<tr>
<td>Out-of-State Students originate from (including Puerto Rico)</td>
<td>26</td>
</tr>
<tr>
<td>Countries Enrolled Students originate from (excluding the U.S.)</td>
<td>19</td>
</tr>
</tbody>
</table>

### About Our 1,127 First-Time students:

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-State</td>
<td>77.0%</td>
</tr>
<tr>
<td>Full-Time</td>
<td>99.6%</td>
</tr>
<tr>
<td>Identify as Female (635/1,127)</td>
<td>56.3%</td>
</tr>
<tr>
<td>Identify as Diverse</td>
<td>45.4%</td>
</tr>
<tr>
<td>Identify as First-Generation College Students</td>
<td>36.3%</td>
</tr>
<tr>
<td>Top Majors:</td>
<td></td>
</tr>
<tr>
<td>- Undeclared</td>
<td>183</td>
</tr>
<tr>
<td>- Criminal Justice</td>
<td>78</td>
</tr>
<tr>
<td>- Business Management</td>
<td>78</td>
</tr>
<tr>
<td>- Biology</td>
<td>73</td>
</tr>
</tbody>
</table>

### About Our 424 Transfer Students

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-State</td>
<td>81.8%</td>
</tr>
<tr>
<td>Full-Time</td>
<td>92.0%</td>
</tr>
<tr>
<td>Identify as Female (240/424)</td>
<td>56.6%</td>
</tr>
<tr>
<td>Identify as Diverse</td>
<td>40.6%</td>
</tr>
<tr>
<td>Identify as first-generation college students</td>
<td>43.2%</td>
</tr>
<tr>
<td>Top Majors:</td>
<td></td>
</tr>
<tr>
<td>- Undeclared</td>
<td>30</td>
</tr>
<tr>
<td>- Criminal Justice</td>
<td>29</td>
</tr>
<tr>
<td>- Business Management</td>
<td>38</td>
</tr>
<tr>
<td>- Psychology</td>
<td>72</td>
</tr>
<tr>
<td>- Athletic Training</td>
<td>63</td>
</tr>
<tr>
<td>- Exercise Science</td>
<td>61</td>
</tr>
<tr>
<td>- Nursing</td>
<td>47</td>
</tr>
</tbody>
</table>
**CLIÉ - CAMPUS LIFE & INCLUSIVE EXCELLENCE**

East Stroudsburg University has made a commitment to the concept and practice of Inclusive Excellence, as evidenced by the renaming of the division of Student Affairs to Campus Life and Inclusive Excellence and the hiring of its inaugural Vice President, Dr. Santiago Solis and Assistant Vice President, Dr. Cornelia Sewell-Allen. The Division of Campus Life and Inclusive Excellence strengthens and builds upon the University’s commitment to “putting students first” and providing students and the entire campus community with a vibrant, inclusive, and seamless campus experience.

Affectionately referred to as CLIÉ, the division includes Residential and Dining Services, Multicultural Affairs and Inclusive Education, Gender and Sexuality Center, Student Conduct and Community Standards, Fraternity and Sorority Life, Title IX, Health and Wellness, Accessible Services Individualized for Students, Counseling and Psychological Services, and Student Activity Association, Inc. which oversees the University Center, Clubs and Organizations, Campus Rec & Wellness, Stony Acres, Graphics Center and Bookstore.

ESU’s diverse students, faculty, and staff enhances its ability to create global leaders who are also change agents.

Dr. Solis excitedly shares that “the growing number of diverse students entering higher education will require leadership that understands their unique needs and can make decisions that affect their campus experiences, especially in their co-curricular lives”. ESU’s diverse students, faculty, and staff enhances its ability to create global leaders who are also change agents. Under the guidance and leadership of the VP, the Division fosters a commitment to student success and a campus culture of engagement by actively developing, implementing, and sustaining programs and services that promote a fully integrated student experience. The Division utilizes visionary student affairs philosophies, theories, and best practices to optimize the student experience by engaging students, working across departments and divisions, and strengthening the University’s diversity and inclusivity efforts.
CLIÉ provides leadership and promotes diversity and inclusion across all academic and administrative units of the University. The Division works collaboratively with colleagues, especially in Academic Affairs, to provide a comprehensive and coordinated effort to strengthen student success driven by data and periodic assessment to ensure effectiveness in reaching important student outcomes. For example:

- Student Preparation, Support, and Retention: CLIÉ helps students understand, analyze, appreciate, and contend with obstacles and opportunities they will face in an increasingly complex and ever-changing world. The Division is also instrumental in helping students to successfully navigate the transition to college and overcome some of the challenges such as food insecurity, academic preparedness, financial constraints, and cultural adaptation that impede retention rates.

- Promoting Diversity, Equity, and Inclusivity: CLIÉ supports existing strategies that foster a campus community where students of all races, ethnicities, socioeconomic backgrounds, genders, sexualities, abilities, religions, and differing political perspectives, among other identities, feel fully engaged in the ESU student experience. Critical to this is ensuring that students have equity in access to opportunities and resources and that student programming and experiences are deliberately inclusive in nature. The Division is also instrumental in creating an environment where students can passionately, yet respectfully, challenge each other’s ideas.
ATHLETICS

ESU sponsors 22 sports at the varsity level, competing in eight men’s sports and 14 women’s sports. ESU is a member of NCAA Division II and the Pennsylvania State Athletic Conference (PSAC), which is comprised of 18 member institutions – 17 in Pennsylvania, and one in Maryland. The Warriors have captured 70 PSAC team championships and sent 78 teams to NCAA postseason competition, in addition to athletes who have qualified for NCAA competition in individual sports. The most recent PSAC championships have been claimed in field hockey and women’s volleyball (2019), and men’s basketball (2018). At the national level, ESU won the 2015 DII championship in field hockey, and won Atlantic Region titles in men’s basketball and women’s lacrosse in 2018.
RECENT HIGHLIGHTS

- ESU was one of only 30 colleges and universities that have earned the inaugural PNGAS Guard-Friendly School designation at the 2019 Pennsylvania National Guard Associations (PNGAS) Awards Celebration;

- ESU was named one of only 10 Best of the Best Schools finalists during the 2019 Pennsylvania National Guard Associations (PNGAS) Awards Celebration;

- The Warrior Promise – ESU is the first university in Pennsylvania to provide its students with the assurance of a guaranteed four year tuition rate;

- ESU was one of the first three institutions of higher education in the world to have a multi-medium, multi-color Stratasys J750 3D printer on its campus as part of the University’s Stratasys Super Lab;

- With the invention of Lyme-Aid, a tick testing kit for people and pets, ESU became the first institution within the State System of Higher Education to commercialize a student/faculty research project. Lyme-Aid has since been rebranded under the internationally recognized CUTTER brand. All tick testing is done at ESU;

- In 2019, ESU was designated the PA Tick Research Lab, providing free tick testing to all Pennsylvania Residents;

- ESU is home to a Bloomberg Finance Lab featuring Bloomberg Terminals serving as a resource for students, faculty, staff and the community. This lab is one of only two within the State System;

- ESU has a formal partnership/agreement with Rodale Institute, a non-profit organization and world leader in regenerative organic farming, to foster collaborative and educational initiatives between the two organizations;

- ESU developed a formal partnership/agreement with The Delaware Tribe of Indians of Oklahoma, a federally recognized tribal nation, to foster collaborative and educational initiatives between the two organizations. As part of this agreement, The Delaware Tribe of Oklahoma moved its Eastern Tribal Historic Preservation Office, Eastern Office to the campus of ESU. This partnership illustrates collaboration between the tribe and the University’s students, faculty and staff as they work with archeologists, historians and others to learn from the long and proud legacy of Indian tribes in the region in way that will support existing programs and lead to the development of new, interdisciplinary programs;
• ESU is the first institution within the State System to add two unique sports to its roster: women’s wrestling and acrobatics and tumbling. Both sports have earned emerging sports status by the NCAA;

• ESU earned a silver seal rating during the 2019 ALL IN Challenge Awards Ceremony held to recognize colleges and universities committed to increasing college student voting rates. The rating represents a student rate between 30% and 39% during the 2018 midterm elections;

• ESU earned a Leadership in Energy and Environmental Design (LEED) gold status rating for its work to renovate and restore Monroe Hall, a historic residence hall that was converted into classrooms and other learning spaces;

• ESU’s campus is the most diverse within Pennsylvania’s State System of Higher Education;

• ESU was one of 50 institutions nationwide to receive the 2019 Inspiring Programs in STEM Award from INSIGHT into Diversity magazine for its Clear Path and ESportsU Foundation programs. INSIGHT Into Diversity magazine is the largest and oldest diversity and inclusion publication in higher education;

• ESU is the proud recipient of two NSF grants totaling nearly $4.5 million in support of STEM:

  One for $4,039,527 that impacts 120 women, low-income, underrepresented minorities, and first-generation students over five years to transfer into STEM fields from partner community colleges;

  One for $445,694 that utilizes competitive esports for motivating and preparing at-risk youth to pursue STEM careers and to create innovative instructional content;

• ESU joins the Autism Collaborative Centers of Excellence (ACCE) and its affiliates with the establishment of a Center for Autism Education with funding from the All One Foundation. ESU’s Autism Center will serve Monroe, Pike and Wayne counties offering referrals, networking, resources, workshops, and training for the broader community;

• ESU has partnered with three of its sister institutions to earn a grant that enables the four institutions to develop a statewide, systemic model in early childhood education revisioning a coursework structure and delivery methods that are innovative, aligned, and completely transferrable across the state, all funded by the PA Department of Education’s Office of Child Development and Early learning (OCDEL).
FINANCIAL RESOURCES

The University’s operating budget is $147.9 million, and the ESU Foundation has an endowment of approximately $19.2 million. The cost for full-time undergraduate tuition, room, board and fees for 2020-2021 is $21,524 for in-state students and $33,348 for out-of-state students.

In addition to access and academic integrity, ESU also provides all new degree-seeking undergraduates on ESU’s main campus affordability with the institution of its Warrior Promise program. The Warrior Promise guarantees that the tuition rate for these students, which is established by the Board of Governors of Pennsylvania’s State System of Higher Education, will remain unchanged for the next four years, or eight semesters. Their tuition will never increase. ESU became the first public university in Pennsylvania to make such a commitment to students. All ESU students also enjoy tuition that is significantly lower than tuition at large research universities and private colleges in Pennsylvania, New York and New Jersey. With 84 percent of students receiving financial assistance, a quality, affordable education is within reach. Many financial aid opportunities make an ESU education even more affordable; grants, loans, scholarships and student employment are available, based on factors including demonstrated financial need and academic performance. In 2018-2019, ESU awarded nearly $940,000 in scholarships alone, a significant accomplishment when paired with our affordable tuition.
ESU UNIVERSITY FOUNDATION

The East Stroudsburg University Foundation was established in 1986 as an independent, nonprofit corporation. As an affiliate of the University, the Foundation is a separate 501(c)(3) organization governed by an elected Board of Directors who have fiduciary responsibility over the Foundation’s assets. Each year, the financial position is reviewed by an independent audit firm and detailed reports are made available to all donors who have established a segregated fund with the Foundation.

The Foundation team raises, receives, manages, invests, distributes, and stewards private resources in support of the university’s mission and enhances the educational experience of its students. After an extended period of transition, the ESU Foundation went through a complete reorganization in 2015. In the last five years, the staff has grown from nine to a current total of 19 staff members in strategic roles to best serve the alumni and donor base.

Since 2015, the Foundation:

- Increased its endowment by 40% to $19,270,785 and has total net assets of $25,492,661 as of March 30, 2020.
- Aggressively addressed the University’s #1 priority of making an ESU education accessible and affordable.
- Established 135 new annual scholarships and 42 new endowed scholarships.
- Secured funding to build a new baseball and softball complex, to rename a laboratory The Jane Huffman Wildlife Genetics Institute, to significantly upgrade the aquaculture lab, and to purchase two state of the art 3D printers for the G3 design lab.
- Celebrated the University’s 125th anniversary by hosting a Celebration Dinner that netted more than $175,000.
- Initiated campaigns currently in process to support the wrestling program, the acro-tumbling program, to create a simulation lab for nursing and athletic training, to create an eSport facility, and to build a new soccer stadium.

Most recently, the Foundation has had back to back record fundraising years thanks to integrated programs in annual giving, major gifts, planned giving, corporate and foundation relations, stewardship, and alumni engagement. In FY2020, $1,016,936 in scholarship support was transferred to the university and 474 scholarships were awarded which is an increase of 23% since FY2015. Rich Santoro has served as the Executive Director of the Foundation since 2015 and works closely with members of the University leadership team.
FACILITIES

Science and Technology Building/Schisler Wildlife Museum of Natural History
The 130,600-square foot Warren E. ’55 and Sandra Hoefner Science & Technology Center opened in August 2008. Along with a planetarium and observatory, it houses 17 teaching laboratories, nine research laboratories, a multi-use 200-seat auditorium, classrooms, and offices. The Schisler Wildlife Museum of Natural History, located in the Science & Technology Center, houses the Schisler family’s donated collection of wildlife and biological specimens, as well as the University’s existing collection. The Museum also provides an educational venue for school children to visit and is also open to the public on weekends. It features three large dioramas, interchangeable display, a large aquarium, curator office space, storage space, and informal classroom space.

Innovation Center
The East Stroudsburg University Innovation Center is the home to the Economic Development & Entrepreneurship division, Dr. Jane Huffman Wildlife Genetics Institute, the Pennsylvania Tick Research Lab, Office of Sponsored Projects and Research, Business Accelerator, Co-working space, Entrepreneurial Leadership Center, ESU Professional Testing Center, Computer Labs, Conference Facilities, and the Sterling Strauser Art Collection.

The 51,000 sq. ft. facility is located (70 miles/113km) from New York City and (85miles/137km) from Philadelphia. More than 20 early-stage national and international businesses are located on site and a 1,300 sq. ft. designated Co-working space was recently launched. The Innovation Center and its programs support East Stroudsburg University’s continued efforts to provide an innovative and entrepreneurial learning environment for the campus and community.

Monroe Hall Re-Purposing from Residential to Classroom Space
The newly renovated, 30,200-square foot Monroe Hall reopened in August 2012. It was converted from a residence hall to instructional space, and the heating and air-conditioning systems were updated to use geothermal technology. Monroe Hall contains two computer laboratories, four classrooms, a 68-seat stepped auditorium, three conference rooms, and offices. This building also houses the ESU Speech and Hearing Center and the Speech-Language Pathology and Communication Studies departments.
New Housing Facilities
The eight residence halls include the addition of three new UPI residence halls, Hemlock Suites (157,000 sq. ft.) and Hawthorn Suites (173,000 sq. ft.) in January of 2012 along with Sycamore Suites (173,000 sq. ft.) in August of 2017. These new residence halls provide 1,460 beds and offer one full bath to every two students. They also provide the students with five suitestyle options from which to choose. The new residence halls are heated and air conditioned using geothermal technology and have Wi-Fi available to students. The Hawthorn Suites also offer a spin studio and an alternative Recreation Center, accessible to all students with a membership to the original Recreation Center. The Hemlock Suites also now house the University Police Station. Sycamore Suites is the home of OASIS, CAPS, Student Conduct, and the Health & Wellness offices.

Keystone Center
The Master Plan approved by the Council of Trustees calls for the construction of a large building in the heart of the campus that will replace the University Center, HRTM and the Computing Center. The building was originally designed to house the university library, the student center, academic computing and a dining venue. This building is envisioned to become a defining facility for the University and will serve to fuse the academic, social and residential parts of the campus. In 2017 the University decided not to pursue phase two of this project, library portion, and to utilize DGS funding to modernize the existing Kemp Library as well as other academic buildings on campus in need of updating.

Upgrade Stroud Township Little League Fields
The University has partnered with the Stroud Township Little League to improve their baseball and softball fields. The improvements to these fields include installation of field turf, new dugouts, new batting cages, a storm water management assembly and improvements to existing ADA accessibility. Along with parking lot upgrades, a security grate, and walkway work.

Athletics Master Plan
Spillman Farmer Architects developed a comprehensive study of the University’s existing athletic facilities and their condition. They met with ESU administration, athletic staff and students to develop a phased athletic master plan that will enhance the University’s athletic facilities and meet the expectations of our students and staff. This study recognizes the importance that facility and building quality plays in attracting future student athletes and enhancing student pride. Eiler Martin Stadium, a dedicated soccer stadium, major renovations to Koehler Field House and Linden Hall, proposed recreation and indoor practice areas, and a proposed parking garage are focus items in the study.
LOCATION

East Stroudsburg University’s location in the heart of the scenic Pocono Mountains 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. The Pocono Region is also considered the waterpark capital of the Northeast! Quaint local shops and antique stores and great entertainment at regional theaters and concert venues are also close by.

Websites of Interest:

Pocono Chamber of Commerce: https://www.greaterpoconochamber.com/
Pocono Mountains Visitors Bureau: https://www.poconomountains.com/
Monroe County Historical Association: https://www.monroehistorical.org/mansion.html
East Stroudsburg Community Alliance: https://eastburgalliance.com/
Lehigh Valley Hospital Network – Pocono: https://www.lvhn.org/
St. Luke’s Monroe Campus: https://www.slhn.org/monroe
Stroudsburg Area School District: https://www.sburg.org/
East Stroudsburg Area School District: https://www.esasd.net/
Monroe County Commissioners: http://www.monroecountypa.gov/

East Stroudsburg University is located in the heart of the scenic Pocono Mountains in Northeast Pennsylvania.
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 continues to face the reality of state imposed budget cuts which creates 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.
ESU is seeking a transformational leader with a commitment to academic quality.

PREFERRED QUALIFICATIONS:
Candidates with scholarly accomplishments and a record of success in academic administration are preferred. However, candidates from other backgrounds may also be highly attractive. The strongest candidates will have the following characteristics:

- A terminal degree;
- Evidence of progressive administrative experience, including management of personnel resources, budget management and program evaluation;
- Excellent communication and interpersonal skills;
- Demonstrated success in strategic planning;
- Appreciation of student educational and extracurricular experiences;
- Successful experience working with a variety of unions and with shared governance;
- Demonstrated commitment to diversity, equity, and inclusion that results in strong and positive relationships with individuals from a wide variety of backgrounds, perspectives, and experiences;
- Experience in outreach to the business community;
- Proven record in fundraising, advancement activities, and alumni relations and a capacity for cultivating a broad range of stakeholders;
- Proven record of innovative problem-solving, coupled with the ability to utilize a transparent, collaborative process in decision making that invites multiple perspectives;
- Understanding and appreciation of the evolution of higher education locally, regionally and globally, and the ability to operate nimbly in this dynamic environment;
- Bold leader with personal humility who is visible, approachable, and accessible;
- Role model with superior integrity, honesty, resilience, and work ethic;
- Demonstrated ability to think creatively and strategically while demonstrating an entrepreneurial spirit and a willingness to take risks;
- Demonstrated commitment to effective communication and collaborative work with a variety of partners, including faculty, staff, students, alumni, donors, and community leaders;
- Highly communicative and transparent leadership style that fosters an environment of trust, excitement, and high morale among faculty, students, staff, and the University community;
- Significant understanding of the public higher education landscape and its future challenges and opportunities, including but not limited to online education and curriculum delivery and the agility to respond;
- Record of achievement as a visionary leader who exhibits passion and who possesses the ability to inspire the University community;
- Decisive decision maker unafraid of making decisions that are necessary for overall student and university success.
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 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

Salary
Salary will be competitive and commensurate with qualifications and experience.

Applicant Review
Confidential applications and nominations will be accepted until the position is filled.

How to Apply
Greenwood/Asher & Associates, Inc. is assisting East Stroudsburg University in the search. Initial screening of applications will begin immediately and will continue until an appointment is made. For best consideration, please submit your materials by October 15th 2020.

Application materials should include a letter addressing how the candidate’s experience and skills match the position requirements, a résumé/CV, and contact information for at least five references. Individuals wishing to nominate a candidate should include the name, position, address, and telephone number of the nominee. Submission of materials as PDF attachments is strongly encouraged.

For more information regarding East Stroudsburg University of Pennsylvania please visit: https://www.esu.edu

East Stroudsburg University of Pennsylvania is an Affirmative Action/Equal Opportunity employer and actively solicits applications from women and minority candidates, and does not discriminate on the basis of race, color, national origin, sex, sexual orientation, religion, age, gender identity, veteran’s status, genetic information or disability in employment or the provision of services.

CONFIDENTIAL INQUIRIES, NOMINATIONS, AND APPLICATION MATERIALS SHOULD BE DIRECTED TO:

Jan Greenwood: jangreenwood@greenwoodsearch.com
Julie Holley: julieholley@greenwoodsearch.com