



*clarion university*  
PRESIDENTIAL SEARCH



150<sup>TH</sup> ANNIVERSARY  
CLARION  
UNIVERSITY

## *introduction*

Clarion University of Pennsylvania is pleased to invite qualified submissions of interest and nominations of candidates to become the 17<sup>th</sup> president of this outstanding university.

The Clarion University Presidential Search Committee is seeking a transformational leader with experience in expressing a passion for the mission of public education and inspiring teamwork with our exceptionally qualified and committed faculty and staff.

The committee anticipates the new president will take office no later than July 1, 2018.



## CLARION UNIVERSITY OF PENNSYLVANIA

Founded in 1867 and now celebrating its 150<sup>th</sup> anniversary of providing exceptional educational opportunity for students, Clarion University specializes in preparing students for professional careers in fields including education, business, the arts, the sciences, and health and human services. Enrolling more than 5,200 students from 44 states and 11 countries, Clarion University's diverse academic portfolio includes 97 certificate, associate, baccalaureate, master's, and doctorate degree programs, 60 minors, and 16 teacher certification programs offered both online and on-ground across two state-of-the-art campuses.

Clarion University is a proud member of Pennsylvania's State System of Higher Education — a university system that values collaboration and coordination in the delivery of high-quality educational opportunities across the commonwealth. The State System is Pennsylvania's largest provider of higher education, serving more than 100,000 students through 14 universities. The president of Clarion University is the institution's chief executive, reporting to the Board of Governors of the State System through the chancellor. The president also works closely with the university's Council of Trustees regarding university policy and fiduciary matters.



Clarion University prepares its students in business, education, health, science and the arts with a small (19 to 1) student-to-faculty ratio and nationally and internationally accredited programs. Internship and study abroad opportunities are available to broaden students' horizons.

Students embrace learning at our scenic Clarion campus, which has evolved since its seminary beginnings in 1867; at our growing Clarion University — Venango campus located in Oil City; Clarion University—Pittsburgh Site; and through Clarion Online, which allows students to fit education into busy lives, wherever they are.

Students are taking advantage of these exciting opportunities by way of a generous financial aid program. Ninety-five percent of our students receive some form of financial assistance.

In addition to their academic study, Clarion University students also enjoy enriching personal lives. With more than 130 student organizations, including

academic, athletic, intramural, Greek, political, multicultural, service, and special interest groups, students become unique individuals and leaders at Clarion. Through these experiences, Clarion students interact with other students from across the country and around the world.

Contemporary student housing, including on-campus suites and nearby university-affiliated apartments, are patrolled by university police.

A wide assortment of dining options are present on campus, including Eagle Commons (student dining hall), Starbucks, THE DEN by Denny's, Gemmell Food Court, Carlson Café and a bakery.

Clarion University also boasts its own movie theater, CU Movies on Main, located in Suites on Main (Street) North. The 188-person theater offers second-run movies and concessions at reasonable prices. The movie theater is student operated and provides employment opportunities for Clarion University students, giving them experience in the areas of management, marketing and customer service.



Main Street, lined with specialty shops and locally owned restaurants, is located just steps away from our Clarion campus, allowing students to be an integral part of the community. Bus transportation is available to the business district off Interstate 80, which has the Clarion Mall, hotels, restaurants, a movie theater and Trinity Point mixed-use business park.

Upon graduation, students will join 56,524 alumni worldwide who have soared to success in their chosen fields.

For more information about Clarion University, visit [WWW.CLARION.EDU](http://WWW.CLARION.EDU).

Clarion University is accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 10104-2680, [MSCHE.ORG](http://MSCHE.ORG)

## CLARION UNIVERSITY— MISSION

Clarion University provides transformative, lifelong learning opportunities through innovative, nationally recognized programs delivered in inclusive, student-centered environments.

Approved by the Council of Trustees,  
Clarion University, Feb. 16, 2012

## CLARION UNIVERSITY— VISION

Clarion University will be a leader in high-impact educational practices that benefit students, employers and community partners.

Approved by the Council of Trustees,  
Clarion University, Feb. 16, 2012

*focusing  
on the  
future*



## **CLARION UNIVERSITY STRATEGICALLY POSITIONING FOR THE FUTURE AS A PROFESSIONALLY FOCUSED UNIVERSITY**

As Clarion University celebrates its 150<sup>th</sup> anniversary, we find ourselves a university with abundant strengths and future opportunities. The university's strengths include:

- engaged students;
- a highly qualified faculty;
- extensive community engagement and support;
- legions of loyal alumni;
- enrollment growth in professionally-based academic programs;
- state investment in the campus facilities; and
- a very generous and dynamic Clarion University Foundation, Inc.

For 150 years, Clarion University has prepared students to enter and succeed in the professional and civic life of western Pennsylvania and beyond.

For over 20 years, Clarion University has been a leader in the State System in professionally accredited credentials in education, business, information sciences, arts, sciences and health and human services. We continue to build upon our strength as a university that prepares students for professional careers in contemporary academic programs.

# CLARION UNIVERSITY— POINTS OF *pride* AND NOTABLE *alumni*

- The National Science Foundation awarded a \$151,940 grant to physics professor Dr. Chunfei Li, bringing the total in NSF grants awarded to Dr. Li since 2011 to \$700,545. This latest award will be used to purchase an electron back scattering diffraction, an attachment for the scanning electron microscope.
- Clarion has developed an opioid treatment specialist certificate, the first university in Pennsylvania to offer such a credential.
- The athletic department honored 183 student-athletes this past spring—50 percent of all student-athletes at Clarion—as Clarion Scholar-Athletes. These athletes maintain a 3.2 GPA or better. Both the total number and percentage are school records.
- Clarion University was named a Military Friendly institution for the eighth consecutive year
- The State System Board of Governors unanimously selected Clarion alumna Laurie A. Carter ('83) to be the next president of Shippensburg University of Pennsylvania. Her tenure began Aug. 7, 2017.
- Stanley Spoor ('00), principal of Howard High School of Technology, Wilmington, was named 2017 Delaware Secondary Principal of the Year by the Delaware Association of School Principals.
- Christopher Albrecht (M.Ed. '95) was named 2018 New York State Teacher of the Year. He has taught at Fred W. Hill School, Brockport, N.Y., for 20 years.
- Collin Vest ('17) won his fourth national diving championship last spring. He is an eight-time All-American.
- Clarion's undergrad team placed third and the open division team placed second in this year's
- Students for the Advancement of Management International Business Conference competed against 26 other teams from across the country.
- History majors Lara Mahaffy and Kristina Kiritchenko each won Best Paper in Panel for their presentations at Phi Alpha Theta Conference and Undergraduate Research Forum.

## NOTABLE ALUMNI

- KRISTIN DAY '15  
2015 NCAA Woman of the Year, current student at Lake Erie College of Osteopathic Medicine
- ERICA KECK '15  
Professional stunt performer with credits including TV series "Gone," "Outsiders" and "MacGyver" and films including "Love the Coopers"
- JOAN MARIE ENGEL '69  
Rear Admiral with the Navy Nurse Corps (1994-1998)
- PETER TALLERI '79  
Major General, United States Marine Corps (1979-2013)
- DONNA OBERLANDER '91  
Pennsylvania state representative (R-63) Majority Caucus Secretary (2015 - )
- KURT ANGLE '92  
1996 Summer Olympics wrestling gold medalist, TNA Wrestling superstar and former World Wrestling Entertainment wrestler
- JOHN CALIPARI '82  
NBA and college basketball coach at University of Kentucky beginning in 2009
- FRANK EDGAR '05  
Four-time D-1 NCAA Wrestling qualifier and Collegiate Freestyle All-American in 2004; professional mixed martial artist/UFC fighter and former UFC Lightweight Champion
- REGGIE WELLS '08  
Arizona Cardinals and San Diego Chargers offensive lineman

*where  
we call  
home*



## CLARION, PENNSYLVANIA

Clarion Borough is the county seat of Clarion County, Pennsylvania. Located 77 miles north-northeast of Pittsburgh, Clarion was settled in 1839 and incorporated in 1841. In the past, the surrounding area produced natural gas, oil, lumber and coal. The population was 2,004 in 1900, 2,864 in 1910, and 5,276 at the 2010 census. It is home to the nationally renowned Autumn Leaf Festival and to Clarion University of Pennsylvania. The county courthouse was added to the National Register of Historic Places in 1979.



Clarion University campus is nestled in the rolling hills of western Pennsylvania, less than two hours from the cities of Pittsburgh, Erie and State College and is located in Clarion Borough.



## COMMUNIVERSITY

Clarion University and the Clarion community exist so well together that you'll often hear the term "Communiversality" uttered by community and university leaders alike. The university is the largest employer in Clarion County, which helps the community thrive and ensures connections with the people who call Clarion, the town, home.

## BLUEPRINT COMMUNITY

In 2014, a team comprised of borough, university and community leaders joined forces to submit an application to the Pennsylvania Downtown Center to be accepted into the competitive Blueprint Communities program. This program is a revitalization and leadership initiative that serves as a catalyst for creating sustainable communities. Since its acceptance into the program, the Clarion Blueprint Community, Inc., has developed a vision statement, a strategic plan, and has successfully garnered a number of grants to support its work.

With the Small Business Development Center, the university plays a key role in jumpstarting new businesses in the area. The SBDC is at home in the Gregory Barnes Center for Biotechnology Business Development at Trinity Point at Monroe Business Park.

## GOOD NEIGHBORS

Our students come from all walks of life, from 44 states and the far corners of the world. Here, they learn to become global citizens, but first they do so by becoming citizens of Clarion. With the Good Neighbor Program, students learn to reduce quality of life concerns for their neighbors. Issues such as loud noise, fighting behaviors, harassment, underage drinking and drug abuse are greatly reduced with this program.

## AUTUMN LEAF FESTIVAL

Students also become enriched in community traditions such as the Autumn Leaf Festival. In 1953, the first recognized Autumn Leaf Festival was held during the homecoming ceremonies of Clarion University, then known as Clarion State College. The following year, Clarion Chamber of Commerce decided a larger festival would attract even more people to the area. The tradition has lived on with key events throughout the nine-day festival such as the Farmers and Crafters Day and the Tournament of Leaves parade, which coincides with Clarion University's homecoming weekend and football game.

## CLARION COUNTY YMCA

After a successful fundraising campaign, a new \$11.6 million, full-service Clarion County YMCA is under construction. Groundbreaking was in June for the 35,000-square-foot facility that will feature a warm water pool, wellness center, gymnasium, an outdoor athletic field and childcare space. Construction is expected to take 12 to 15 months. The current 10,000-square-foot rented facility sees 82,000 annual visits.

## WILD AND SCENIC BEAUTY

The main part of the borough sits at an elevation of 1,400 to 1,500 feet above sea level, overlooking the 400-foot-deep valley of the Clarion River, a tributary of the Allegheny River. U.S. Route 322 passes through the borough as Main Street, leading northwest 28 miles to Franklin and southeast 16 miles to Brookville. Pennsylvania Route 68 (Fifth Avenue) leads south from the center of Clarion, two miles to Exit 62 of Interstate 80 and 11 miles to Sligo.



The region is rich in history and natural beauty, with many opportunities for outdoor recreation and sporting activities. It is within 90 minutes of Pittsburgh and two hours of Erie, making it convenient to take advantage of cultural activities.

## COOK FOREST STATE PARK

Clarion County has more than 159,000 acres of forest, the largest portion of which is Cook Forest. Clarion is Pennsylvania's gateway to Cook Forest State Park. The park boasts over 50 miles of scenic trails winding through 11,000-plus acres of old growth forest, as well as the largest stand of white virgin pines east of the Mississippi. The opportunities for outdoor recreation are endless; it is a popular area for camping, hiking, biking and horseback riding, and has easy access to the Clarion River for swimming, boating and fishing. Near the North Country Trail and a county-wide network of bike trails, Clarion has the right mix of businesses and amenities.

The geographical location of Clarion University provides abundant access to natural laboratories and public land. Examples of student-centered studies

are: herpetological surveys across the state, forestry measurements, and worm biomass studies. The Allegheny National Forest provides access to rare bird species, and studies with rare fish and mussel species have been performed throughout the region.

Helen Furnace, one of numerous iron furnaces in Clarion County (once referred to as the Iron County), was built in 1845. Originally named "Highland," over time the name was adapted to "Helen." This cold blast furnace was operational until 1857. In 1856, within a 26-week period of operation, the furnace generated 1,000 tons of iron.

Near the convergence of the Clarion and Allegheny rivers is Foxburg Country Club (est. 1887), the United States' oldest, continually operating golf course and home to the American Golf Hall of Fame. This museum houses an extensive collection of old and valuable golf clubs and artifacts from many different eras (prior to 1900) of the game.



*commitment  
to success*

## **RESOLUTION COMMITTING BOARD OF GOVERNORS TO SYSTEM'S, UNIVERSITIES' LONG-TERM SUCCESS**

The Board of Governors is committed to ensuring the long-term sustainability of all 14 institutions within the system so that each may continue to serve students, its region, and the commonwealth.

The board recently completed a top-to-bottom strategic review of the system and has adopted three priorities that are guiding its redesign:

- 1) ensuring student success;
- 2) leveraging the strengths of each university; and
- 3) transforming the governance and leadership structure.  
The next chancellor will lead the system in shaping its future in accordance with these priorities.

[RESOLUTION LINK](#)

## *the opportunity*

### RESPONSIBILITIES OF THE PRESIDENT

The president is Clarion University's chief executive officer and, as such, provides senior administrative leadership for all campus programs, services and activities. The president is responsible for the academic vision and management of the campus and for representing Clarion University to the chancellor, the Council of Trustees, the Board of Governors, the community, region, commonwealth, legislature, governmental agencies and other organizations.

### ESSENTIAL QUALIFICATIONS

The successful candidate will:

- Have earned a terminal degree from an accredited institution;
- Possess a strong record of leadership as a senior administrator;
- Possess courage, confidence and the willingness to make sacrifices for constituents by exhibiting characteristics that inspire, engage, motivate and mobilize by forming integral units that work well together to solve challenges.
- Demonstrate a record of success in fundraising and friendraising that secures cooperation from the university's many and broad-based constituents, joining together to advance the mission of public education and the institution;
- Possess exceptional interpersonal skills, demonstrated cultural competency, and the ability to communicate verbally and in writing with multiple and diverse constituencies; and

### PREFERRED QUALIFICATIONS

The successful candidate will:

- Have experience in executive leadership, preferably within a university system;
- Show evidence of proven success in executive leadership in the context of collective bargaining and collaborative decision-making;
- Have a record of experience in building collaborations involving public and private sector organizations, systems of higher education, and with leaders and organizations in the community, region, and commonwealth;
- Show evidence of an understanding of the role a university plays in the vitality of the environment in which it functions;
- Possess an understanding of the role of online instruction, specifically, and technology, generally, as both affect the contemporary university;
- Have an ability to work in a changing environment;
- Collaborate with diverse constituencies to achieve win-win outcomes;
- Possess a creative manner that kindles the innovative spirit of others; and
- Show evidence of empathy and a warm sense of humor.

The presidential appointment is a full-time, senior administrative position. The appointment date is open, but the preferred date is Aug. 1, 2018, or as soon as possible thereafter. Salary is competitive and commensurate with education and experience.

# INTO THE FUTURE— STRATEGIC PRIORITIES *for the next president*

Clarion University seeks a creative, energetic and respected leader who can work collaboratively with a strong administrative team, faculty, staff and students to build on the university's considerable strengths.

## PROVIDING INSPIRING, COLLABORATIVE LEADERSHIP

The president will have the opportunity to continue to shape a distinctive higher education model, with multiple campuses (Clarion University, Clarion University—Venango, and Clarion University—Pittsburgh Site), as well as Clarion Online. In all of Clarion's educational settings, there is a strong commitment to maintaining a student-centered, intellectually stimulating experience focusing on the primary goal of student success and preparing graduates to be well-rounded and successful professionals. Accordingly, the president must have the academic experience and insight to provide passionate leadership and advocacy for Clarion as it pursues its core mission within Pennsylvania's State System of Higher Education. Likewise, she or he will need to possess the managerial experience and expertise to prioritize budget and other expectations within a constantly evolving fiscal climate. Finally, after consideration of myriad viewpoints on issues facing the university, the president will need to make timely decisions and monitor progress effectively.

## BUILDING THE DISTINCTIVE MISSION OF CLARION UNIVERSITY

The president must champion the importance and value of Clarion University's distinctive mission. To realize that mission, he or she must nurture a vibrant and diverse community of faculty, students and staff who, through their work, provide significant value to the region and the commonwealth.

## FOSTERING STUDENT SUCCESS, INVOLVEMENT AND GROWTH

The students of Clarion University create vibrancy, both on-site and online, through their academic experiences in classrooms and labs, research, applied learning, internships, creative activity and engagement in student organizations. In close collaboration with the administration, faculty and student affairs staff, the president must foster an environment that cultivates student success, holistic development and active involvement. He or she should feel comfortable in working directly with students, to be involved in their myriad activities on campus and to be welcoming to their thoughts and ideas. As well, growth in the student body is vital to a strong future for Clarion University. The president will need to continue to work diligently with faculty members, student affairs and staff in the office of enrollment management to develop a substantive plan for enrollment growth.

## VALUING A VIBRANT AND DIVERSE FACULTY, ADMINISTRATION AND STAFF

The president will work with the campus community to promote faculty and staff excellence and to recruit and retain a diverse and exemplary faculty and staff. Importantly, the president will integrate and demonstrably promote university initiatives for diversity and inclusion, and will continue to assist in recruiting and retaining an enthusiastic, diverse and skilled team who will effectively contribute to and enhance the overall mission of Clarion University.

## NURTURING LOCAL COMMUNITY RELATIONSHIPS AND PARTNERSHIPS

The president will work within the Clarion, Venango County and Pittsburgh area communities, as well as throughout the commonwealth, to continually enhance Clarion's standing. This may include participating on boards and service organizations, developing partnerships, and fostering positive relations and trust with local business leaders, school administrators, Clarion University Foundation, Inc., Clarion University Alumni Association, and legislative representatives. The president will be an enthusiastic spokesperson for all of Clarion University while continually advancing its mission and its innovative academic programs.

## STRENGTHENING INTERNAL AND EXTERNAL FUNDING

Experience with large budgets and complex system operations will be particularly valuable in this regard. Furthermore, along with teams from Clarion's Office of Advancement, Clarion University Foundation, Inc., and Clarion University Alumni Association, the president will assist in building a robust alumni engagement and fundraising framework to support Clarion's institutional goals. This will involve planning with faculty, senior administrators, staff, alumni and others to establish fundraising priorities, identify potential grants, friends and donors, and to encourage their engagement and support of Clarion University.

## RESPONDING TO STRATEGIC ISSUES, SHARED GOVERNANCE, COLLECTIVE BARGAINING AND TURNING IDEAS INTO ACTION

Clarion must continue to respond thoughtfully to the challenges of changing demographics, shifts in the professional market in all its academic programs, changes in technology, and the constantly evolving needs of its learners, both undergraduate and graduate. Accordingly, the president must work with the campus community, alumni, Clarion University Foundation, Inc., and all of the local communities to help assess and implement strategic and action plans to ensure that Clarion continues to improve its position as a respected and distinctive university. Finally, she or he must be highly adept in elements of shared governance, particularly in working with colleagues representing all sectors of the campus collective bargaining environment

## SUPPORTING CLARION'S INTERCOLLEGIATE ATHLETICS PROGRAMS

NCAA Division II athletics programs play an integral role at Clarion (with wrestling competing proudly in Division I). It will be important for the president to continue to build on the strengths of Clarion intercollegiate athletics. Clarion sports have a significant tradition and their success should continue to be a source of pride for the campus, all of Clarion's communities, and for Clarion's alumni.

## BUILDING A BRIGHT FUTURE FOR CLARION UNIVERSITY

Clarion University defines a successful leader as one who is ethical, compassionate, creative, communicative, and energetic, and can join forces with all constituencies, internal and external, to lead the academic and student missions of Clarion toward their full potential. Personal integrity and a collegial style are critically important to success at Clarion. Finally, a long-term commitment by the president to Clarion's future would be welcomed by all.

# APPLICATION AND NOMINATION PROCESS

Nominations, expressions of interest and applications will be accepted and evaluated on a rolling basis throughout the fall. To ensure full consideration, applications should be received by December 11, 2017, and include a letter of interest expressing how the candidate's experience and qualifications meet the strategic priorities and desired leadership criteria identified in the presidential prospectus. In addition, submissions should include a curriculum vitae and five professional references with associated email addresses and phone numbers. References will not be contacted without prior authorization from the applicant. All candidate names will remain confidential with the exception of those individuals invited to campus interviews. Application and nomination materials should be submitted electronically to [ClarionPres@agbsearch.com](mailto:ClarionPres@agbsearch.com).

Please direct questions to:

Garry W. Owens, Ph.D.

[Garry.Owens@agbsearch.com](mailto:Garry.Owens@agbsearch.com)

Sally Mason, Ph.D.

[Sally.Mason@agbsearch.com](mailto:Sally.Mason@agbsearch.com)

Executive Search Consultants, AGB Search

Prospective candidates are first encouraged to contact Dr. Owens or Dr. Mason by email to arrange a phone conversation to discuss this opportunity.

# AGB SEARCH

It is the policy of Clarion University of Pennsylvania that there shall be equal opportunity in all of its educational programs, services, and benefits, and there shall be no discrimination with regard to a student's or prospective student's gender, gender identity, race or color, ethnicity, national origin or ancestry, age, mental or physical disability, religion or creed, genetic information, affectional or sexual orientation, veteran status, or other classifications that are protected under Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and other pertinent state and federal laws and regulations. Direct inquiries to the Title IX Coordinator, Clarion University of Pennsylvania, 103 Carrier Administration Building, [sfenske@clarion.edu](mailto:sfenske@clarion.edu) or phone 814-393-2351, or the Director of Social Equity, 210 Carrier Administration Building 16214-1232; Email [asalsgiver@clarion.edu](mailto:asalsgiver@clarion.edu) or phone 814-393-2109. Inquiries may also be directed to the Director of the Office for Civil Rights, Department of Education, 330 Independence Avenue, SW, Washington, DC 20201. 3/29/18



150<sup>TH</sup> ANNIVERSARY  
**CLARION  
UNIVERSITY**



## *CU on the web*

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### FOUNDATION & ALUMNI

[Clarion University Foundation, Inc.](#)

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# CLARION UNIVERSITY PRESIDENTIAL SEARCH *committee*



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