



Vice President for Campus Life and Inclusive Excellence

East Stroudsburg University (ESU) is seeking a Vice President for Campus Life and Inclusive Excellence who will, among other endeavors, seek to strengthen and build 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. This position reports directly to the president and will serve as a trusted member of the president's executive leadership team.

East Stroudsburg University of Pennsylvania: An Overview

East Stroudsburg Normal School opened its doors on September 4, 1893, as a privately owned institution, with a faculty of 15 and an incoming class of 320. In 1920, the school became known as East Stroudsburg State Normal School as ownership was transferred to the Commonwealth of Pennsylvania. 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, reflecting the addition of liberal arts and science curricula. In November 1982, the State System of Higher Education was authorized by Senate Bill 506. The College officially became East Stroudsburg University on July 1, 1983.

Today, ESU prides itself on placing students first and on its commitment to student success. With 57 bachelor's, 21 master's and two doctoral degree programs, 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; SITE scholarship teaching innovation and entrepreneurship including the C.R.E.A.T.E. Lab; and wildlife forensic work and tick testing in the Jane Huffman Wildlife Genetics Institute. 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 Pennsylvania State System of Higher Education's Annual Student Business Plan Competition, while those with a passion for exploration can reach for the stars and discover nature's wonders in the McMunn Planetarium and Schisler Museum of Wildlife and Natural History .

East Stroudsburg University is a master's comprehensive university offering 57 undergraduate, 21 graduate and 2 doctorate degrees and is one of the 14 institutions in the Pennsylvania State System of Higher Education (PASSHE).

Location

The campus is located in the Borough of East Stroudsburg. Its proximity to New York City (90 minutes) and Philadelphia (2 hours) provides convenient access to internships, careers and social activities. Just minutes from campus are the country's largest water parks, scenic Delaware Water Gap Recreation

Area, Appalachian Trail, and other opportunities for recreational fun, such as biking, skiing, water sports, and hiking.

The Campus and Academic Buildings

East Stroudsburg University's 57 buildings are located on approximately 258 acres in East Stroudsburg Borough and Smithfield Township. Forty-six acres of the property in Smithfield Township are leased to University Properties Inc. which has constructed 541 beds of student housing in 10 buildings on 43 acres, and to the Visiting Nurses Association which constructed a six-bed Hospice House on three acres. The 56 buildings in East Stroudsburg Borough include academic facilities, eight residence halls (housing 2,300 students), a 1,000-seat dining hall, a Student Center and a Recreation Center. The Student Activity Association, Inc., owns Stony Acres, a 119-acre off-campus student recreation area near Marshalls Creek that includes a lodge and a small lake and ropes courses. The University also has a satellite center in Bethlehem, Pa., for degree completion and graduate programs.

The ESU Student Experience

In a word, ESU students can be described as committed: to their education, to one another, and to the world around them. They are extremely hard-working and do not take their educational experiences for granted. While the majority of ESU's undergraduate students are considered traditional, ESU is also dedicated to providing affordable and accessible educational opportunities to all, including the non-traditional student. Considered to be one of the most diverse campuses within the Pennsylvania State System of Higher Education, ESU takes pride in the fact that students come from a range of backgrounds and openly share their cultural uniqueness with others. ESU offers students the opportunity to fully embrace the shared student experience to collaborate in making the campus and the world around them a better place.

At ESU, students may choose to get involved in any of the more than 100 student organizations or 22 NCAA DII sports and 19 club sports. The campus boasts a number of [on-campus living](#) options, with living and learning communities for special programs.

ESU is also known for its innovative and entrepreneurial learning environment. Driven by what "could be," students interested in making their own unique path in the world receive the support and guidance they need to start their own businesses through the [Warrior Launchpad Program](#).

Campus Leadership

In 2012, [Marcia G. Welsh, Ph.D.](#) became East Stroudsburg University's 13th president, and the first woman to hold this office. Her senior leadership team comprises five Vice Presidents (Provost, Administration and Finance, Campus Life and Inclusive Excellence, Enrollment Management, and Economic Development and Entrepreneurship), the Chief of Staff, and the Director of University Relations. The President also has a direct relationship with the Chief Executive Officer of the ESU Foundation, an affiliate organization of the University responsible for alumni engagement, fundraising and relationship management.

Vision

ESU is 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.

Mission (From Website)

East Stroudsburg University of Pennsylvania will provide:

- Challenging and contemporary undergraduate and graduate curricula that engage and equip undergraduate, graduate, and adult students to critically appraise and apply knowledge in their lives and chosen fields of study
- A scholarly community that promotes diversity and views learning 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

Strategic Plan 2017-2020

East Stroudsburg University's strategic plan, [Students First: Empowering Innovation through Collaboration 2017-2020](#), is designed as a three-year rolling plan that will evolve along with the institution. The plan to put students first through innovation is grounded in student success, innovative faculty, innovation and entrepreneurship, and building community, both internally and externally.

Student Body

With a student body of about 6500 students (5713 undergraduate and 712 graduate), the University has a student-faculty ratio of 19:1, which helps foster enduring relationships that last well beyond students' time on campus. Approximately 42.5 percent of students live on campus. Students of color account for 38.3 percent of the undergraduate student population, while 41 percent of students are first-generation students. One percent of students are international, and 80 percent are from Pennsylvania. ESU is a military-friendly institution, serving 133 enrolled veterans.

Academic Affairs

The Division of Academic Affairs at East Stroudsburg University is committed to creating an inclusive scholarly community for students, faculty, and staff. The Division supports the mission of the University by providing distinctive undergraduate and graduate experiences in and out of the classroom through innovative and creative avenues for the pursuit and application of knowledge. The Division of Academic Affairs includes a scholarly community of 216 permanent instructional and non-instructional faculty. The Division is supported by a cadre of temporary faculty, administrators, and staff.

Colleges

[The College of Business and Management](#)

The College of Business and Management is known for its ability to integrate theory and practice through meaningful work experience which allows students to learn necessary practical and analytical skills to deal with a wide range of challenges encountered in today's global professional careers. While there are many approaches to position students for success, the College of Business and Management propels its 1,140 students into a challenging and contemporary curriculum that prepares them for real-world business opportunities.

[The College of Arts and Sciences](#)

The College of Arts and Sciences (CAS) continues to be the largest of the four colleges at East Stroudsburg University and provides most of the service credit hours for the University's general education curriculum. CAS comprises three subdivisions: Arts and Letters, Social Sciences, and Sciences. In fall 2018 the College offered its 2,630 enrolled students a diverse and relevant portfolio of majors that support both traditional and applied studies. The College includes experiential out-of-class experiences in the form of internships, faculty-guided research, and study abroad opportunities. The College understands the importance of these experiences in nurturing students' personal and intellectual growth as well as enhancing their ability to secure employment and/or post-graduate training.

[The College of Health Sciences](#)

The College of Health Sciences is the region's leader in the preparation of health professionals, including clinical healthcare and sport-related professions. Numbering 1,312 undergraduate and graduate majors in fall 2018, the College's students enrolled in programs such as exercise science, communication sciences and disorders, athletic training, public health, health education teacher education, physical education teacher education, and nursing; a variety of certificates are available to students within the College.

All of the College of Health Sciences programs are fully accredited by the appropriate professional and/or educational accrediting agencies, and programs meet the standards of seven different accrediting bodies. This ensures that ESU's students are well prepared for their professional certifications and licenses.

[The College of Education](#)

The College of Education (COE) represents faculty, students, and staff who are deeply committed to using their expertise to make a difference in the world. COE faculty members are passionate, expert teachers who strive to provide personalized learning opportunities for our students. COE faculty challenge students to build a firm foundation of content-knowledge that guides practices in real-life settings. The College serves 758 enrolled majors and an additional 450 undeclared degree-seeking students.

East Stroudsburg University's College of Education has been awarded National Accreditation through the [Council for the Accreditation of Educator Preparation](#) (CAEP). CAEP represents the "Gold-Standard" for teacher preparation programs and ensures that a student's training is recognized nationally for its excellence.

[Graduate and Extended Studies](#)

The Office of Graduate and Extended Studies welcomes prospective graduate students who are intellectually curious, determined, and energetic; who place a priority on personal achievement; and who demand a highly engaged and rigorous learning environment. ESU's overall graduate headcount for fall 2018 was 712. As a result of efforts by the Office of Graduate and Extended Studies, ESU has expanded its partnership with the Colonial Intermediate Unit 20 to include the Online Teaching Endorsement and National Board Teacher Certification programs. This collaboration, with the participation of partner school districts, has provided ESU with an opportunity to reach prospective graduate students from across Pennsylvania and beyond. Collectively, these programs include teachers from over 24 districts, covering more than 10 counties in Pennsylvania as well as multiple new partners in New Jersey.

Also, ESU's Office of Graduate and Extended Studies continues to serve as the first point-of-contact for anyone pursuing a MSW from Marywood University at ESU as well as the collaborative LVH-Pocono RN-BSN program. Such programs provide opportunities for working professionals from surrounding communities to upgrade their skill sets with highly valued credentials in order to position themselves for career advancement.

[Kemp Library](#)

The Kemp Library supports the University by providing information in both print and electronic formats. Services include but are not limited to research assistance, interlibrary loan, and information literacy sessions. The library building provides unique spaces for individual study, collaboration, innovation, and learning. Kemp Library's staff and faculty help fulfill the information needs of ESU's campus community.

Economic Development and Entrepreneurship

The East Stroudsburg University Economic Development and Entrepreneurship (EDE) division was established in December 2007 to address the critical role higher education plays in economic development and to engage the University in economic development initiatives within the scope of the University's academic mission. EDE includes the Office of Workforce Development, Business Accelerator Program, Entrepreneurial Leadership Center, and the Center for Research and Economic Development (CFRED), a 501(c)(3) not-for-profit affiliate organization of the University.

Financial Resources

The University's educational and general operation is primarily funded by student tuition and fees and state appropriations. For the fiscal year 2018-19, the educational and general operating budget was approximately \$98 million of which \$73 million came from tuition and fees and \$22 million from state funding. In recent years, the University has been financially challenged as a result of changing enrollment patterns and declining state funding; through effective and efficient management of human and capital resources, the University has overcome these obstacles.

The Role of the Vice President for Campus Life and Inclusive Excellence

The VP is responsible for fostering 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 VP is expected to provide visionary student affairs leadership to optimize the student experience by engaging students, working across departments and divisions, and strengthening the University's diversity and inclusivity efforts.

The VP will provide oversight and strategic direction for all the functions of the Division, including but not limited to Student Life, Residential and Dining Services, the Office of Multicultural Excellence, and Title IX by building collaborative internal and external relationships. Administrative leadership of the Division will include the development of overall policy, recruitment, and appointment of approximately 38 division staff, development and control of budgets for the division, residential programs, community standards, student support services, and wellness. In addition to the division staff, support for campus life and inclusive excellence is provided by 18 staff in the [Student Activities Association \(SAA\)](#). The VP will advocate for and provide leadership to cultivate the educational success and personal development of ESU students by offering a wide variety of services, activities, and learning opportunities with the goal of preparing and empowering students to engage fully as active learners, responsible leaders, and contributing members of a diverse and dynamic campus community and global society.

In partnership with colleagues in the Provost's Office, Human Resources and the wider community, the VP will continue to promote diversity and inclusion across all academic and administrative units of the University. The VP will collaborate 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.

Key Opportunities and Challenges for the Next VP of Campus Life and Inclusive Excellence

The next Vice President will engage the Campus Life and Inclusive Excellence team and the broader community to address the following opportunities and challenges:

- **Student Preparation, Support, and Retention:** Within the Campus Life and Inclusive Excellence division and across campus, the VP must work to help students understand, analyze, appreciate, and contend with obstacles and opportunities they will face in an increasingly complex and ever-changing world. In close collaboration with the Enrollment and Finance teams, the VP will also be 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:** The VP will enhance 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 VP will also be a guiding force in creating an environment where students can passionately, yet respectfully, challenge each other's ideas.

- **Campus and Divisional Leadership:** Serving as a thought partner to the president, members of the senior leadership team and the board of trustees, the VP will play a central role in ESU's strategic discussions, approaching deliberations through the lens of students and the student experience. She or he will attract, mentor, and retain an outstanding divisional team that not only offers best-in-class programming but also reflects the University's values of diversity, equity, and inclusivity. In addition, the VP will mentor and develop the Campus Life and Inclusive Excellence staff, providing opportunities for professional growth.

Expectations and Qualifications

- Possess outstanding and effective communication skills that place value on honest, transparent, and direct communication with all constituencies, including students, University leadership, and the broader ESU community;
- Exhibit a deep passion for student life and the holistic student experience;
- Demonstrate an unyielding commitment to diversity, equity, and inclusion and a history of regular progress advancing these issues in a campus environment;
- Possess deep experience serving the unique needs of students from a range of socioeconomic, racial, sexual identity, and other backgrounds;
- Be current in national best practices around important student issues in areas such as counseling and mental health, disability support services, academic success, Title IX, activism, diversity, and inclusivity, among others;
- Be able to lead, inspire, mentor, and retain a complex division and welcome collaboration with a range of constituencies to advance the overall student experience;
- Possess compassion, resilience, and a sense of humor;
- Exhibit excellent critical thinking, judgment, and integrity as part of the senior leadership team and as the leader of student affairs;
- Demonstrate an ability to manage and advocate for budgets and make strategic financial decisions;
- Understand complex legal regulations that may impact student affairs decisions or approaches to addressing student concerns; and,
- Be a forward thinker who is approachable, a great listener, and a collaborative partner.

Please send all nominations, inquiries, and expressions of interest, in confidence and electronically, to:



& ASSOCIATES

Susan VanGilder, Partner
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The University encourages applications from members of historically under-represented groups, including women, veterans, and persons with disabilities, and is an AA/EEO employer. East Stroudsburg University is interested in hiring employees who have extensive experience with diverse populations. To

learn more about diversity at East Stroudsburg University and in our community, visit our website at www.esu.edu/diversity .

East Stroudsburg University does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, ancestry, disability, or veteran status in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and university policies.

Annual Clery Crime and Fire statistics report:

East Stroudsburg University (ESU) has made a commitment to ensure the safety of its students, employees, and visitors. The annual security and fire safety compliance document is available on the ESU website here:

https://www.esu.edu/university_police/documents/18-19/2018_Annual_Security_Report.pdf

If you would like to receive a paper copy of the “East Stroudsburg University Police Annual Clery Crime and Fire Statistics Publication” which contains this information, you can request that a copy is mailed to you by calling (570) 422-3064.

The website and booklet contain information regarding campus security and personal safety including topics such as crime prevention, fire safety, university police law enforcement authority, crime reporting policies, disciplinary procedures and other matters of importance related to security and safety on campus. They also contain information about crime statistics for the three previous calendar years concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by ESU; and on public property within, or immediately adjacent to and accessible from the campus.