

SEARCH FOR  
THE PRESIDENT  
YOUNGSTOWN, OHIO





# YOUNGSTOWN STATE UNIVERSITY

## OVERVIEW

To ensure continued momentum implementing the [\*Plan for Strategic Actions to Take Charge of Our Future\*](#) and to implement an adopted multi-year plan for a vibrant future state, the Board of Trustees of Youngstown State University will attract and select an individual to serve as President who will continue the appropriate transformation of YSU to a sustainable future. Most importantly, this individual must have a demonstrated understanding, agreement, and commitment to the current vision, mission, and strategic path being pursued by the current leadership and the Board.

The individual will be very knowledgeable about the challenges and opportunities and inner workings of higher education from regional, state, and national perspectives. In particular, the selected individual will be astute in understanding the relationship between the vibrancy of YSU and the sustainable prosperity of the region given the innovations that must emerge to adjust the traditional business model of higher education.

It is anticipated the successful candidate will have substantial leadership experience, preferably in a higher education environment with a terminal degree, or an appropriate level of executive management experiences that will facilitate the success of the institution and its collective impact with the region and beyond.

The selected individual's disposition must be one that can manage the concept of shared governance of a Master's-Large and unionized institution in the context that the president and the Board share responsibility for consequential decisions that align with State of Ohio and Higher Learning Commission standards for fiscal integrity and sustainability.

It is anticipated the selected individual will begin in the position no later than June, 2024, although an earlier start date is preferred. The Presidential Search Guidance Committee, who are members of the Board, will also serve as the Transition Committee.



# EXPECTATIONS AND PERSONAL ATTRIBUTES

## OVERARCHING EXPECTATIONS

- Unquestioned integrity, high energy, and demonstrated leadership and administrative abilities. The ability to articulate and implement the mission, current vision, and strategies as defined in the YSU Plan for Strategic Actions to Take Charge of Our Future.
- Demonstrated ability to enhance the quality of academic programs via the stimulation of faculty excellence that compels expected student success outcomes, situating the alumni to be successfully active and connected to their communities and career.
- A strong understanding of, commitment toward, and leadership in creating an environment that fosters and enables student futures for academic success and lifelong learning and substantial success in careers, collectively creating the outcome that YSU graduates are employees of choice for business, industry, and beyond.
- A strong communicator who will continue to move the current vision and strategy forward with all stakeholders and build buy-in, with proven experience in change management.
- Background and experiences that merit broad-based respect to inspire institutional accountability, efficiency, fiscal responsibility, and the ethical and effective performance of all leaders and divisions of the university.
- Ability to communicate clearly and effectively to ensure efficient operations throughout the organization while optimizing enrollment, supporting creative and scholarly productivity, and upholding high academic standards.
- Demonstrated capacity and capability to articulate the value of YSU and the educational outcomes of its graduates and alumni to a broad regional community and beyond that creates enthusiasm and energy of those varied constituencies towards YSU.
- Experience articulating a compelling vision that illustrates the substantial benefit the university provides the community and beyond, that through cultivation and solicitation will benefit the Youngstown State University Foundation; thereby, the university.
- Experience and willingness to implement a plan linked to the sustainability and vibrancy of an institution of higher education in the context of changing attitudes towards post-secondary credentials, declining state support, legislatively mandated tuition-caps, and the demographic shifts of the region and beyond.
- Experiences with or capabilities to understand, articulate, and implement strategies that situate the institution as an anchor institution, supporting the evolution of an educational continuum that includes post-secondary

credentials as well as degree completion. This includes an understanding, appreciation of, and possible experiences associated with developing creative modalities of instruction for the future including online, credentials and certificates, etc.

## GENERAL EXPECTATIONS

- Advance the important work of the university – be more proactive than reactive – willing to make decisions and get things done.
- A proven team facilitator and builder and leader, motivator, and influencer of people.
- Focus on the university and make the interest of the institution the highest priority.
- A sound reputation for executive-level management with documented ability to administer and coordinate all operations and programs of an organization, and lead and manage change, right-sizing, and growth.
- Solid understanding of budgets, finance, risks, and what it takes to create, meet, and/or adjust an annual plan.
- A sound understanding of and preferably, accomplishments associated with, changing demographics in the context of market share including unique populations such as international students, readmission for degree completion, degree pathways for individuals with some college and no degree as well as strategies associated with debt relief, and other market opportunities.

## PERSONAL ATTRIBUTES

- An experienced leader who will be respected in the university community – academic, student, and administrative community, and the Mahoning Valley community.
- Relationship builder – proven ability to bring stakeholders together; approachable by everyone – willing to engage broadly.
- Compelling and energetic personality with a demonstrated history of strategizing, charting a vision, engaging multiple stakeholders, setting appropriate and reasonable goals, and meeting those objectives.
- Experience with, and the belief that, collaboration with business and industry to develop the needed workforce is an essential element of success for a sustainable prosperity strategy.



# ABOUT YOUNGSTOWN STATE UNIVERSITY

**Youngstown State University**, a comprehensive, public, not-for-profit institution, is a major driver of the region's economy and plays an enormous role in the educational, financial and social well-being of Northeast Ohio, Western Pennsylvania and beyond. With nearly 11,000 students, more than 1,500 employees and nearly 113,000 alumni around the world, YSU embraces the important role it plays in enhancing the futures of our students by empowering them to discover, disseminate and apply their knowledge. Now entering its 115th year, Youngstown State University remains committed to increasing excellence in all that we do and to providing the leadership and opportunities needed to make our region a better place to live, learn and succeed.

YSU's origins trace to 1908, when the local branch of the YMCA established a school of law within the Youngstown Association School. Over the next six decades, the school was transformed into the Youngstown Institute of Technology, Youngstown College, Youngstown University and finally to Youngstown State University in 1967, when it became part of the Ohio state system. As the Mahoning and Shenango valleys have emerged from their industrial past, the university is viewed now more than ever as a major catalyst for the future, attracting faculty and staff to the area, providing economic stimulus, serving as a leader in workforce education, and innovation and producing energetic, talented graduates ready to make their mark on the region and the world.

YSU is accredited through the Higher Learning Commission. YSU's accreditation has been affirmed through the year 2027 with the last [HLC site visit](#) having occurred in 2018.



## MISSION, VISION & VALUES

### Mission

***An Institution of Opportunity: YSU inspires individuals, enhances futures, and enriches lives.***

As a student-centered university, Youngstown State University's mission is to provide innovative lifelong learning opportunities that will inspire individuals, enhance futures, and enrich lives. YSU inspires individuals by cultivating a curiosity for life-long learning; enhances the futures of our students by empowering them to discover, disseminate, and apply their knowledge; and enriches the region by fostering collaboration and the advancement of civic, scientific, and technological development. YSU's culture of enrichment flourishes in our diverse, accessible, and quality education.

### Vision

Youngstown State University is where students thrive in their educational and career pursuits, where scholarship creates innovative solutions, and where community engagement is a cornerstone of collaboration that collectively contribute to the sustainable prosperity of the region and beyond.



### Values

We—the faculty, staff, administrators, and students of Youngstown State University—hold the following values essential to achieving the mission and realizing the vision.

**Centrality of Students** – We put students first, fostering their holistic and lifelong success.

**Excellence and Innovation** – We bring academic excellence and innovation to learning and life for all stakeholders.

**Integrity and Human Dignity** – We root all behaviors, decisions and actions in the achievement of integrity, mutual respect, collegiality, equity, and inclusion.

**Collaboration and Public Engagement**  
We embrace collaboration and create innovative partnerships to foster sustainability and enrich our university, our culture, and region.



## ACADEMICS

YSU offers over 100 undergraduate majors, including certificates, associate, and bachelor's degrees, and 80 graduate certificate and degree programs. The [academic programs](#) are offered through five academic colleges:

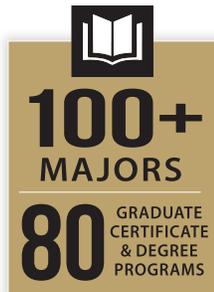
- [Beeghly College of Liberal Arts, Social Sciences & Education](#)
- [Bitonte College of Health & Human Services](#)
- [Cliffe College of Creative Arts](#)
- [College of Science, Technology, Engineering & Mathematics](#)
- [Williamson College of Business Administration](#)

There are two colleges performing support functions and offering distinctive programs—the [College of Graduate Studies](#) and the [Sokolov Honors College](#). The University is also a member of the [BaccMed Consortium](#).

YSU also offers online undergraduate and graduate degrees and post-master's certificates through the department of [Cyberlearning](#).

The [Division of Workforce Education and Innovation](#) offers workforce and education programs through the online YSU Skills Accelerator and through classroom, hybrid, and experiential learning at a number of training centers. Serving YSU students, K-12 students, companies, and community members, DWEL prepares current and future workforce with industry 4.0 skills focused on advanced manufacturing, electric vehicles, energy storage, information technology, business, and professional skills.

The university also has achieved accreditation for a broad range of programs, including the Association to Advance Collegiate Schools of Business, the Accreditation Board for Engineering and Technology, the Council for the Accreditation of Educator Preparation, the National Association of Schools of Music, and the Commission on Collegiate Nursing Education.



Over the last two fiscal years, Youngstown State University faculty and staff have garnered more than \$30 million in grants.

In fiscal year 2022, faculty and staff were awarded 93 research and service grants totaling nearly \$16 million, the most ever in a single year.

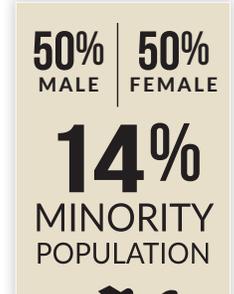
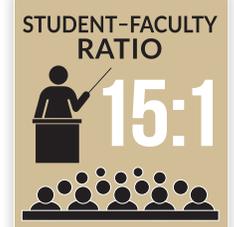
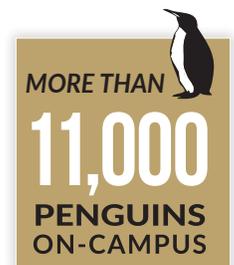
Grants are from a wide variety of agencies, including the National Science Foundation, Air Force Research Lab, Ohio College Health Association, NCAA, NASA, Ohio Space Grant Consortium, Ohio Arts Council, Corporation of Public Broadcasting, Consortium for Ocean Leadership, Institute of Management Accountants, and the State Library of Ohio. Among the largest grants is \$3.3 million from the Defense Logistics Agency via the National Center for Defense Manufacturing and Machining. The grant is part of a larger \$10 million national tech initiative aimed at creating jobs and bolstering the manufacturing supply chain.

## STUDENTS

YSU's overall 2022-23 enrollment was down 4% in full-time equivalent students. Though not ideal, YSU's

enrollment outlook is not surprising in light of a regional demographic trend marked by a projected 15% or higher decrease in the number of college-going high school graduates between 2012 and 2029. In addition, a crowded and intensely competitive higher education market in Ohio, western Pennsylvania, and online contributes to the decrease.

A number of initiatives have been introduced to attract more students, such as new online graduate programs, enhanced international student recruiting, and YSU joined the NEO College Comeback Consortium.





Processes and changes to help with student retention have also been instituted:

- Advising across campus has been redesigned for student success, including increasing capacities to enhance college-based advising and mentoring.
- Penguin PASS, a degree audit system that assists students in academic program progress and degree completion and provides them with a visual checklist of courses and objectives required for graduation, was launched.
- CRM Advise, a platform that facilitates targeted outreach to bring about action-oriented student progress and success outcomes was added.

With these initiatives, YSU has made remarkable progress in student success, with retention approaching 80% and graduation rates nearing 50% with the intent to increase further.

While our overall enrollment is down, YSU has seen growth in a couple of areas:

- YSU's international enrollment is at an all-time high, with a record 327 new international students in Fall 2022, from dozens of countries worldwide. The previous largest class of new incoming international students was 218 in 2017. Overall, YSU's total international enrollment grew to 670 international students in Spring 2023, the most ever.
- Overall graduate student enrollment was up 16% in 2022-23 from the previous year.

## STUDENT EXPERIENCE

YSU strives to create a sense of belonging; develop a campus community that fosters and celebrates differences and encourages cultural awareness; encourage independence through promotion and education of healthy lifestyle choices; help students identify their passion as well as pursue it appropriately; and foster a sense of institutional pride that encourages community and civic engagement for all students on campus.

YSU students excel in and out of the classroom. YSU offers more than 200 student organizations on campus with the

ability for students to add new organizations to meet their needs.

YSU offers students 761 living spaces in five on-campus residence halls with an additional 1,524 spaces available just off campus in the privately operated Buechner Hall, Courtyard, Enclave, University Edge, Flats at Wick, and Campus Lofts apartment complexes.

## ATHLETICS



YSU's 21 intercollegiate [athletic teams](#) compete at the NCAA Division I level. The football team, which has four national championships, is in the Missouri Valley Football Conference and the NCAA's Football Championship Subdivision (formerly Division I-AA). Baseball, men's and women's basketball, men's and women's cross country, men's and women's golf, women's soccer, softball, men's and women's swimming & diving, men's and women's tennis, men's and women's

indoor and outdoor track and field, and volleyball teams compete in the Horizon League, with women's bowling competing in the Southland Bowling League, and women's lacrosse competing in the Mid-American Conference. Pete the Penguin is the mascot of YSU Athletics. With seven Horizon League championships in 2022-23, YSU earned the Horizon League McCafferty Trophy outright for its excellence in the conference's 19 championship sports.

YSU student-athletes also excel in the classroom. For the Fall 2022 semester, student athletes earned a 3.5 GPA, with 406 earning a 3.0 or higher and 134 student-athletes posting perfect 4.0 GPAs.

## EMPLOYEES

**Faculty** - In 2022, YSU employed 343 full-time faculty members and 529 part-time adjunct faculty. Additionally, YSU employs 18 department chairs, administrators with some teaching responsibilities. Our faculty is made up of diverse and resourceful scholars who offer expertise in their fields and are deeply invested in students' futures. In the classroom, they cultivate meaningful exchanges and discussions and offer opportunities and insight that lead students from the lecture hall to the real world.





**Classified, Professional, Administrative Staff** - Youngstown's classified, professional, and administrative staff include 485 full-time and 100 part-time employees, as well as 49 occasional service, and 40 intermittent employees. They are distinguished by their dedication and loyalty to the institution's mission and students, and are critical to YSU's overall success. They recruit, advise, register, employ, lead, protect, and engage students outside the classroom.

Employees are represented by four unions:

- YSU-Ohio Education Association (faculty)
- YSU-Association of Classified Employees (classified staff)
- YSU-Association of Professional and Administrative Staff
- YSU-Fraternal Order of Police (police officer and dispatchers)

## BUSINESS AND FINANCE

YSU's **Fiscal Year 2022 operating budget** was \$172.61 million. The operating budget plan supports the University's Plan for Strategic Actions to Take Charge of Our Future, adopted by the Board of Trustees in June 2020. State of Ohio Share of Instruction funding makes up 29-percent of total general fund revenues, while tuition and fee income make up 67-percent. The remaining 4-percent comes from investment income, auxiliary charges, and other miscellaneous sources. YSU's tuition is traditionally among the lowest in the state and nation, recently ranking 56th in the list of the **100 Most Affordable Colleges and Universities**. The university participates in the **Penguin Tuition Promise** program, under which tuition is frozen over the four years of a student's enrollment at YSU. The YSU Foundation provides more than \$9 million in scholarship assistance annually for students.

## CAMPUS

The 140-acre YSU campus has a park-like central core ringed by classroom and administrative buildings, anchored by Jones Hall (the University's "Old Main") at the corner of Wick and Lincoln avenues. The campus of rolling green mounds, considered to be one of the safest in the state, provides an aesthetic and peaceful setting, featuring a variety of trees, plant life, and the occasional scurrying squirrel or chipmunk. In fact, for the past several years, the Arbor Day Foundation has designated YSU a Tree Campus USA. In addition, the university is a leader in recycling, placing first in Ohio in the annual nationwide Campus Race to Zero Waste competition.

In December 2022, the University opened the Frank and Norma Watson Team Center, designed to provide cutting-edge resources to better prepare YSU engineering teams for regional, national, and international competitions.

In July 2021, YSU opened a one-of-a-kind workforce, education, research, and commercial center focused on advanced

manufacturing. The Excellence Training Center (ETC) in Kohli Hall provides career pathways for all types of students, including traditional and non-traditional certifications and industry recognized credentials offered in a wide range of areas such as manual and CNC machining, industrial maintenance, robotics, automation, and additive manufacturing. The ETC houses over \$10 million of advanced manufacturing equipment that brings the programs to life.

The **Ward Beecher Planetarium**, which attracts more than 10,000 yearly visitors, is free to the public and boasts state-of-the-art sound and video capabilities. Athletic facilities include **Stambaugh Stadium**, **Beeghly Center**, the **Watson and Tressel Training Site**, **Cafaro Family Field**, **Farmers National Bank Field**, the recently opened **Youngstown State Tennis Center**, as well as an on-campus **softball field**. Cultural facilities include the **McDonough Museum of Art**, as well as an art gallery, two theaters and a recital hall in Bliss Hall. Students in the Dana School of Music regularly perform at **DeYor Performing Arts Center**, **Stambaugh Auditorium**, and the **Butler Institute of American Art**, adjacent to campus. Among the many laboratories across campus are the X-Ray Diffraction Laboratory, the Electron Microscopy Facility, the Dental Hygiene Lab, the Photonics and Semiconductor Lab, the Center for Advanced Materials Analysis, the new Masternick Nursing Simulation Lab, the ConneX lab, and Launch Lab.

## YOUNGSTOWN STATE UNIVERSITY FOUNDATION

Seeking to protect the university's private endowment during the private Youngstown University's transformation to a public Youngstown State University in 1966, Dr. Howard Jones established a separate, independent organization, "The Youngstown Educational Foundation." In 1983, the Foundation's name changed to the "**Youngstown State University Foundation**," all the while maintaining its autonomy and independence from the university. The Foundation, whose endowment is one of the largest among public universities in Ohio, is YSU's designated philanthropic entity and provides \$10 million in scholarships to YSU students annually. Classified as a 501(c)(3) public charity, gifts and bequests to the Foundation are tax-deductible.

YSU and the YSU Foundation received a record \$24.1 million in gifts in the 2021-22 fiscal year, the largest one-year total in the university's 114-year history. This fundraising record coincided with the YSU "We See Tomorrow" capital campaign, publicly announced in 2018 with a goal of \$100 million and upped to \$125 million two years later. The campaign ended in September 2021 with 80% of the 32,581 gifts amounting to \$126.2 million, including 40 gifts of \$1 million or more, already in-hand.



# STRATEGIC PRIORITIES

In recognition that a new plan for strategic actions was essential to achieving YSU's mission and vision, the [Plan for Strategic Actions to Take Charge of Our Future](#) was adopted with input from administration, faculty, staff, students, and community members.

This plan was developed through a collaborative process lasting 18 months. The five distinct phases of this process are chronicled on the university's strategic planning website.

The new strategic plan, including new mission and vision statements, was adopted June 4, 2020, and has guided the institution's operations since receiving BOT approval. YSU operationalizes this mission through attention to the goals and strategies associated with the strategic plan.

The operating budget plan supports the University's Plan for Strategic Actions to Take Charge of Our Future, and includes a forecast of revenues that is based on an analysis of future economic conditions and demographic trends. As one of the university's most important administrative tools, the budget serves to support actions for achieving goals associated with the Plan to Take Charge of Our Future.

## Key initiatives currently being implemented are:

- **Academic Program Enhancement and Effectiveness**  
APEEI is supported by Gray Associates having developed an information interface with data on nearly all fields of study catalogued in the U.S. Department of Education's Classification of Instructional Programs (CIP). With an analytics platform, it is possible to assess competitors' program offerings, local and national student demand, and employment opportunities for over 1,000 fields of study. These data are useful in identifying new programs to be considered, and opportunities for enhancing the viability of the current academic programs.
- **Curricular Efficiency** - Curricular efficiency and effectiveness focuses on improving student/academic success through a variety of different measures that ultimately improves, among others, student learning, student retention, graduation rates, and costs both to the student and the university. Curricular effectiveness focuses



on doing the right things in pursuit of appropriate goals and using resources to their fullest. The curricular efficiency team has reviewed course data from across the university and developed tools to assist programs and the university to use resources more effectively.

- **Academic Program Transformation**  
Academic Program Transformation embraces a commitment to aligning educational programs with the goal of ensuring that our students are personally enriched, engaged, and productive citizens of the world. It acknowledges the obligation to ensure curriculum and program offerings continually adapt teaching and learning innovations to meet the needs of those served by the institution. Through Academic Program Transformation, YSU ensures the institutional mission and program goals provide faculty members and students a distinctive experience that serves as a differentiator for a YSU education. Establishing institutional learning outcomes that enhance the value of a YSU degree as well as a unique and transformative general education program, are integral to this initiative.

- **Community Engaged Campus** - The community engaged campus is driven by the value that arises from mutually beneficial campus community partnerships which incorporate diverse perspectives that strengthen the collective impact on the region. Through the utilization of the GivePulse (YSU PenguinPulse) platform, YSU will collect all community engaged experiential learning occurring both within and outside of the classroom. YSU PenguinPulse serves as the community engagement clearinghouse to enhance communication, collaboration, and coordination. The YSU PenguinPulse newsletter showcases community engagement impact and serves as the source of campus communication for community engagement and partnerships. The Community Partner Advisory Committee provides opportunities for input from community partners and adheres to the value of listening to the needs of the community and addressing needs collaboratively. The Community Engagement Council will lead the development of YSU's application to the Carnegie Foundation Elective Classification for Community Engagement.



## GOVERNANCE

Youngstown State is part of the [Ohio Department of Higher Education](#) which consists of 14 universities, 24 regional branch campuses, 23 community colleges, and more than 70 adult workforce education and training centers. The ODHE is led by a Chancellor and is a Cabinet-level agency for the Governor of the State of Ohio.

YSU is governed by a Board of nine trustees and two student trustees who are appointed by the Governor with the consent

of the Senate, as well as and two national/global trustees. The Board maintains eight committees and one subcommittee: Academic Excellence and Student Success, Executive, Finance & Facilities, Governance, Intercollegiate Athletics, Institutional Engagement, Investment, University Affairs, Workforce Education and Innovation, and the Audit subcommittee. The board's committees meet four times a year, with additional meetings scheduled as needed.

## THE REGION & CITY OF YOUNGSTOWN

Youngstown is located in northeastern Ohio along the Mahoning River, 65 miles southeast of Cleveland and 61 miles northwest of Pittsburgh, about an hour from these large metropolitan areas and their international airports. Youngstown serves as the county seat of Mahoning County, but serves the surrounding Mahoning Valley region with an overall population of more than 540,000.

The region offers a multitude of reasons for people to look no further than their back yard, boasting an affordable cost of living and one of the country's most affordable housing markets. U.S. News & World Report ranked Youngstown, Ohio 10<sup>th</sup> in their listing of "25 Best Affordable Places to Live in the U.S." for 2022-23. According to U.S. News & World Report, "... this Rust Belt city is in the midst of a cultural and economic renaissance that combines rich historical tradition with the zeal of a new generation. The area is seeing a resurgence of business in its once-empty downtown area, including

restaurants, bars, galleries, and local shops, while organizations like the Youngstown Neighborhood Development Corporation seek to shore up the urban neighborhoods. The strong work ethic the region is known for is helping to make the revival happen. Typical of most Midwestern cities, Youngstown's residents are friendly and regularly gather to celebrate their community."

The Mill Creek MetroParks includes over 5,000 acres of lakes, hiking trails, bike trails, historical sites, golf courses, and more found throughout the metro area.

The Youngstown area offers a broad array of entertainment at venues such as the DeYor Performing Arts Center, Stambaugh Auditorium, Packard Music Hall, the Covelli Centre, and the Warren Amphitheater. DeYor Performing Arts Center houses the Youngstown Symphony Orchestra, which has contributed to the musical and educational life of the Mahoning Valley for 82 years. Stambaugh Auditorium and Packard Music Hall





also host numerous musical and cultural events throughout the year. The Youngstown Playhouse, a community theater company, performs a variety of plays and musicals year-round and has been active for more than 80 years. Stambaugh Auditorium, located in the historic Wick Park district, is home to the Opera Western Reserve, Youngstown's own opera company.

The region's cultural value is also enriched by the Butler Institute of American Art, located immediately adjacent to the YSU campus. At 94 years old, the Butler was the country's first museum dedicated to American art and makes its extensive collection of more than 20,000 works spanning multiple centuries, free to the public. Other area museums offer a look at the rich history of the region, including the steel industry, with extensive collections on display at the Arms Family Museum of Local History, the Youngstown Historical Center of Industry and Labor, the National Packard Museum, and the

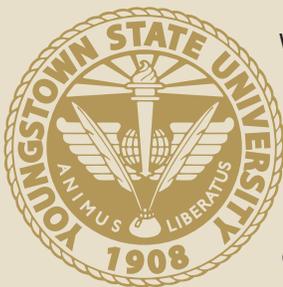
Sutliff Museum in Warren. The OH WOW! Children's Center for Science and Technology offers hands-on educational exhibits and interactive activities.

The Covelli Centre overlooking the Mahoning River serves as a venue for national recording artists and major acts, and it is home to the Youngstown Phantoms, a Tier I junior ice hockey team that plays in the United States Hockey League. The Youngstown area also is home to the Mahoning Valley Scrapers minor league baseball team. In the summer, residents can enjoy outdoor movies and concerts at the Warren Amphitheater.

Youngstown has seen an increase of wineries, craft breweries, and distilleries in recent years, and residents enjoy eating at the many restaurants downtown and throughout the area.

Additional information on the Youngstown region is available at [regionalchamber.com](http://regionalchamber.com).

## NOMINATION PROCESS



WittKieffer is assisting YSU's Board in recruiting candidates. We would welcome your confidential nominations of prospective candidates.

A Board of Trustees Presidential Search Guidance Committee is responsible for overseeing recruitment of candidates, performing initial candidate screening, assessment, interviewing, and making a recommendation on finalist(s) to the Board of Trustees.

The Board will conduct its due diligence and make a final appointment. All deliberations of the Committee and of the Board will be conducted in an executive session.

Review of candidates will begin in early October with the intent of having a new president in place no later than mid-2024. Inquiries, nominations and expressions of interest should be made to WittKieffer by contacting John Thornburgh and Lauren Bruce-Stets via [YSUPresident@wittkieffer.com](mailto:YSUPresident@wittkieffer.com).



The material presented in this prospectus should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from YSU documents and personal interviews and is deemed to be reliable. Naturally, while every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

Youngstown State University does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity and/or expression, disability, age, religion or veteran/military status in its programs or activities.

Please visit [www.ysu.edu/ada-accessibility](http://www.ysu.edu/ada-accessibility) for contact information for persons designated to handle questions about this policy.

