

# Youngstown

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## STATE UNIVERSITY



### Position Profile

## Vice President for University Advancement 2011-2012

Youngstown State University (YSU) invites applications and nominations for the position of Vice President for University Advancement. Over the past decade, YSU has broadened and diversified its programs and services, strengthened its enrollment and fundraising, and expanded its partnership role with the city of Youngstown and the Mahoning Valley region, as well as reaching out to its alumni worldwide. Building on this solid foundation, the next decade holds great promise for YSU, with new opportunities as an urban research university to enhance its undergraduate programs, to build and expand graduate programs, to further develop its role in research and development, to strengthen its global partnerships, and to play new leadership roles in the education and economic lives of its community and region.

YSU seeks a dynamic, energetic, and visionary Vice President for University Advancement to work closely with the entire University community to more fully achieve its mission and potential, emphasizing a creative, integrated approach to education, scholarship, and service.

## History and Overview

The University's origins trace back to 1908, when the local branch of the YMCA established a school of law within the Youngstown Association School. Thirteen years after its founding the school changed its name to Youngstown Institute of Technology. Two years later, the school relocated and in 1928 changed its name again to Youngstown College. The name of the school then changed twice: in 1955 to Youngstown University, and in 1967, it became part of the state system as Youngstown State University.

Youngstown State University has blossomed into a vital institution of higher learning, impacting the lives and fulfilling the dreams of tens of thousands of individuals and families across Northeast Ohio, Western Pennsylvania and beyond. Throughout its history, the institution has maintained strong community support, both in Youngstown and throughout the Mahoning Valley, and has become a central and crucial part of the present and future of the city of Youngstown. That support has never been more evident than in its recent Centennial Campaign, discussed in greater detail below. The University has more than 92,000 alumni worldwide.



**Mission.** *Youngstown State University—an urban research university—emphasizes a creative, integrated approach to education, scholarship, and service. The University places students at its center; leads in the discovery, dissemination, and application of knowledge; advances civic, scientific, and technological development; and fosters collaboration to enrich the region and the world.*

*The University:*

- *Creates diverse educational experiences that develop ethical, intellectually curious students who are invested in their communities;*
- *Provides access to a broad range of undergraduate programs;*
- *Offers graduate programs in selected areas of excellence, including those that meet the needs of the region;*
- *Supports economic development through applied learning and research;*
- *Integrates teaching and learning, scholarship, and civic engagement;*
- *Fosters understanding of diversity, sustainability, and global perspectives; and*
- *Advances the intellectual and cultural life of the city, region, and world.*

**Vision.** *Youngstown State University will become a national model for university-community engagement that enhances teaching and learning, student and faculty research, and community well-being. The University will expand its regionally focused mission to include national and international emphases, while working with other colleges and universities, business and industry, and the K-12 community to stimulate the economic, technological, and cultural rebirth of Ohio.*

**Governance.** Youngstown State is a part of the University System of Ohio which consists of 13 public university campuses, one independent medical college, 24 regional branch campuses, and 23 community colleges, as well as adult literacy and adult workforce centers. The University System of Ohio is led by Chancellor Jim Petro, and a nine-member Board of Regents serves as an advisory board to the chancellor. YSU is governed by a Board of eleven trustees who are appointed by the Governor with the advice and consent of the Senate. Two of the trustees are students at YSU. The Board maintains four committees: Academic Quality and Student Success, Institutional Engagement, Finance and Facilities and University Affairs.

As part of the *Ohio Strategic Plan for Higher Education 2008-2017*, Youngstown State University has been named by the Ohio Board of Regents as one of seven “urban research institutions.” Ohio’s urban research universities constitute a significant foundation for economic development and have evolved with their cities. Youngstown State must provide the Youngstown area with the talent and research base for the growth of new companies and industries to replace those that have been lost to a changing economy. With the expansion of community college education in the region, YSU will be better able to focus on its indispensable role in the economic rebirth of the Mahoning Valley. The state will encourage this role by authorizing and supporting undergraduate and graduate programs that focus on quality and relevance to economic rebirth. To view the Ohio Strategic Plan for Higher Education 2008-2017, please visit <http://www.uso.edu/strategicplan/downloads/documents/strategicPlan/USOStrategicPlan.pdf>.

**Enrollment.** Youngstown State University has experienced a period of substantial growth in enrollment, and in the spring of 2011, YSU experienced a 9.7 percent increase over 2010, with an enrollment of approximately 14,253 students.

**Academics.** YSU offers over 100 undergraduate majors, including certificates, associate degrees, and bachelor's degrees; 41 master's programs; 1 specialist program; and doctorates in educational leadership, physical therapy, and materials science and engineering.

The University offers distinctive honors programs for its students, described below. YSU is a member of the Northeast Ohio Universities College of Medicine and Pharmacy (NEOUCOMP), which offers an accelerated six-year B.S./M.D. The academic program includes six colleges and the School of Graduate Studies and Research. As called for in the state's 10-year strategic plan for Higher Education, YSU has named four Centers of Excellence: Materials Science and Engineering, Applied Chemical Biology, International Business, and the Rich Center of Excellence for the Study of Autism. These Centers were formed under a resolution approved by the Board of Trustees in June of 2009. The academic strategic plan 2007-2013 is available for review at [http://www.ysu.edu/provost/communications/Academic\\_Strategic\\_Plan\\_Final\\_6-20-07.pdf](http://www.ysu.edu/provost/communications/Academic_Strategic_Plan_Final_6-20-07.pdf).

For additional information on the Colleges, please view the following:

Beeghly College of Education - <http://www.bcoe.ysu.edu/bcoe>  
Bitonte College of Health & Human Services - <http://bchhs.ysu.edu/>  
College of Fine & Performing Arts - <http://www.fpa.ysu.edu/index.shtml>  
College of Liberal Arts and Social Sciences - <http://www.fpa.ysu.edu/index.shtml>  
College of Science, Technology, Engineering, and Mathematics - <http://stem.ysu.edu/>  
School of Graduate Studies & Research - <http://www.ysu.edu/gradschool/>  
Williamson College of Business Administration - <http://www.ysu.edu/williamson/>

YSU completed a two-year self-study, and a site visit was conducted by the Higher Learning Commission in February 2008, with continuing accreditation granted by the Commission. To view the self-study and site-team report visit <http://www.ysu.edu/accreditation/>. The University has received accreditation for a broad range of programs including Business (AACSB), Art (NASAD), Engineering (ABET), and Education (NCATE). For a full list of accredited programs, visit <http://www.ysu.edu/institutional-research/Accreditations2007.pdf>.

In 2011, Youngstown State University completed a comprehensive Strategic Plan. The plan outlines a dynamic and ambitious future meant to guide and align the University's priorities, investments, and initiatives in the second decade of the 21<sup>st</sup> century. For additional information, please visit the following: <http://web.ysu.edu/2020>

**Students.** The Fall 2011 enrollments include approximately 14,541 undergraduates and 1,172 graduate students. Minority student enrollments have reached an all-time high in the Fall of 2011 and represent 20.3 percent of the total student population. An additional one percent of total enrollments are international students. Non-traditional students comprise 30 percent of the undergraduate population at YSU with approximately 3,000 on campus. While YSU

serves a large number of commuter students, roughly 12 percent of students live in campus or campus-related housing. The University offers a number of attractive housing options including the Lyden, Kilcawley, Weller, and Wick Houses as well as the University Courtyard Apartments and the Flats at Wick. In addition, students in the University Scholars program, Honors, Emerging Leaders Community, and B.S./M.D. reside in the Cafaro House.

Admission to the Leslie H. Cochran University Scholars program is the most prestigious award offered by YSU, with Scholars receiving a full scholarship including tuition, room and board, and a textbook allowance for four years. Besides challenging honors coursework and a final honors thesis, students in the program provide the community with 60 hours of service each year. The program, now in its nineteenth year, awards 40 new scholarships annually.

The Andrews Student Recreation and Wellness Center opened in the Fall of 2005, offering a wide variety of exercise and fitness equipment. Youngstown students can become involved in over 40 intramural sports each year and participate in recreational programs, events, and clinics ranging from cardio kickboxing to ultimate Frisbee.

Students are encouraged to become involved in a broad range of students organizations, service projects, and philanthropic projects, as well as student government, the *Jambar* student newspaper, and Greek Life. Many of the institution's student organizations forge partnerships with local businesses and offer students an opportunity to gain real-world experiences.

Students, through the Center for International Studies and Programs, also have several opportunities to gain international exposure through studying abroad or through many faculty-led study tours throughout the world.

The Marion G. Resch Center for Student Progress cultivates student success by offering a variety of services including free tutoring, supplemental instruction, and peer mentoring among other opportunities for academic growth.

**Faculty.** In the fall of 2011, YSU employs 409 full-time faculty members, including 34% full professors, 25% associate professors, 30% assistant professors, and 11% instructors. Additionally, there are 36 departmental chairpersons who are half-time faculty and half-time administrators. Faculty members are committed to the success of students and are actively engaged in research. YSU faculty were awarded \$11.68 million in external grants and contracts in 2008-2009, an increase of 72 percent over the previous year's record total of \$6.8 million. Of this total, \$9.4 million was awarded through competitive applications and \$2.2 million through congressional appropriations. The average class size is 22 in lecture classes and 10 in labs with an overall student to faculty ratio of 19:1.

**Academic and Classified Staff.** Youngstown’s academic and classified staff include 654 full-time and 92 part-time employees. They are distinguished by their dedication and loyalty to the institution’s mission and students and are critical to the overall success of the institution and of individual students. They recruit, advise, register, employ, lead, and engage students outside the classroom. They provide the needed resources and support that enable the more visible parts of the campus to function effectively.

In addition to approximately 200 exempt staff, other YSU employees are represented by four unions. YSU service employees are represented by YSU-FOP (police officer and dispatchers) and YSU-ACE (all other staff classifications). The professional/administrative employees are represented by YSU-APAS, and the faculty union is YSU-OEA. In addition to the progress described above in achieving greater diversity within its student body, YSU also has made considerable strides increasing the diversity of its faculty and staff.



**Athletics.** Youngstown State University is an NCAA Division I School. The football team, which has a proud history of having won four national championships within its division in the 1990’s, is in the Missouri Valley Football Conference and the NCAA’s Football Championship Subdivision (formerly Division I-AA); other teams compete in the Horizon League. Men’s sports include baseball, basketball, cross country, football, golf, tennis, and track and field. Women’s sports include basketball, cross country, golf, soccer, softball, swimming and diving, tennis, track and field, and volleyball. The teams are supported by a spirit squad, which includes a cheerleading squad, a marching band, and a majorette squad. The team mascot is the Penguin.

YSU student-athletes also excel in the classroom. During the 2010-11 academic year, 76 student-athletes earned a perfect 4.0 grade-point average. More than fifty percent received at least a 3.0 GPA.

**Budget.** The Fiscal Year 2012 operating budget of \$178,687,477 is just 0.3% higher than the FY 2011 operating budget. The General Fund budget decreased by \$100,000 or 0.1% while the Auxiliary budgets increased by \$644,745 or 3.3%. The State of Ohio operating appropriations make up 25 percent of the General Fund Budget. For the five-year period of FY08 to FY12, YSU's state funding has decreased by 13.1 percent. To view the 2012 budget, visit:

[http://web.ysu.edu/gen/ysu\\_generated\\_bin/documents/basic\\_module/budget\\_document\\_fy12.pdf](http://web.ysu.edu/gen/ysu_generated_bin/documents/basic_module/budget_document_fy12.pdf)

**Facilities.** The YSU campus has a park-like central core ringed by classroom and administrative buildings, many of which have been constructed in the past twenty-five years. The university also maintains historic buildings such as Jones Hall, a limestone structure built in 1931. While YSU is an urban institution, the campus does not fit the mold of a city university, providing an aesthetic and peaceful setting and a wide variety of trees and plant life. Construction has just been completed on the state-of-the-art \$34.3 million, 110,000-square-foot Williamson College of Business Administration building, which houses classroom and laboratory facilities. The facility opened for fall 2010 classes and connects the college and the university to the downtown Youngstown business district.



The McDonough Museum of Art, located on the YSU campus, is a division of the College of Fine and Performing Arts. It opened its doors to the public in 1991 and has grown to become a vital center for contemporary art, education and community serving both the University and region. The Museum exhibits the work of national and international artists as well as Department of Art faculty and students.

As is the case on many campuses today, there is a growing movement toward sustainability on the Youngstown campus. YSU currently recycles 48% of its trash stream, has led the state with its dining hall composting efforts, and works closely with the county on its initiatives.

The new Williamson College of Business building is designed in line with standards of the Leadership in Energy and Environmental Design (LEED) U.S. Green Building Council Rating System.

**Fundraising.** The University recently celebrated 100 years of service, a centennial that included a highly successful advancement campaign. With an original goal of \$43 million, the Centennial Campaign in fact has exceeded \$50 million. The campaign goals included endowed undergraduate and graduate scholarships, college and programmatic endowments, capital improvements, including major support for the new Warren P. Williamson Jr. College of Business Administration Building, currently under construction, support for engineering and science laboratories, an athletics indoor practice facility, and support for the Annual Fund.

For the fourth year in a row, the YSU annual fund raised more than \$1 million in contributions at a time when many universities have experienced significant declines. During fiscal year 2010-2011, contributions totaled \$1.6 million. In 2010, The Kresge Foundation issued a challenge grant for \$1.2 million if the University raised \$2.4 million. The University was successful in meeting the challenge and receiving the grant. This grant will help the University reach its philanthropic goal for the Williamson College of Business Administration facility.

The YSU Foundation, an independent 501 (c)(3) organization with a separate governing board, had assets of \$181 million on August 31, 2011. The Foundation distributes more than \$7 million annually from more than 400 endowment funds for various academic purposes, primarily scholarships.

**The Youngstown Region.** Youngstown is located in northeastern Ohio along the Mahoning River, 65 miles southeast of Cleveland and 61 miles northwest of Pittsburgh, allowing residents to travel between 60 and 90 minutes to reach larger metropolitan areas and their international airports. Youngstown serves as the county seat of Mahoning County, but both are just a portion of the rich tapestry that is the Mahoning Valley region which includes Trumbull County and its county seat, Warren, as well as Columbiana County. The region's MSA represents a population of more than 600,000.

While the Youngstown Region is a short drive from two major metropolitan areas, the region offers a multitude of reasons for people to look no further than their back yard. This area boasts an affordable cost of living and one of the country's most affordable housing markets. It's always changing for the better and is rich in business opportunities, talented young people and culture.

In August 2009, *Entrepreneur* magazine named the Youngstown/Warren area among the top 10 places to start a business. Factors in ranking Youngstown so high include young, dynamic civic leaders and exciting and thriving tech ventures like Turning Technologies and the

Youngstown Business Incubator. But the area is not resting on its laurels where this is concerned. Leaders are in the process of developing a business incubator in Warren, as well. Additionally, programs like YSU's Grow Home and the Regional Chamber's Regional Entrepreneurial Assistance Channel (REACH) of the Mahoning Valley have been established to encourage young professionals to call the Youngstown region home after graduation and to invest their time, energy and ideas here. REACH and other similar programs are designed to assist entrepreneurs in the creation, fine-tuning and realization of business plans, all to increase the economic vitality and diversity of the region.

Cultural diversity, on the other hand, has never been in short supply in the region and is fed by the spirit and energy of our people. Youngstown 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 84 years. Stambaugh Auditorium and Packard Music Hall also host numerous musical and cultural events throughout the year. The Youngstown Playhouse, a community theater, performs a variety of plays and musicals year-round and has been active for more than 80 years. The Covelli Centre attracts a broad range of popular musical acts and performers, including Kelly Clarkson, Disney on Ice, the Trans-Siberian Orchestra, Elton John and Circ de Sole, and is home to the Youngstown Phantoms, a United States Hockey League team. In the summer, residents can enjoy outdoor movies and concerts at the Warren Amphitheater.

This region is also fortunate to have a multitude of cultural centers, such as the Butler Institute of American Art, located immediately adjacent to the YSU campus. At 92 years old, the museum was the country's first dedicated to American art and makes its extensive collection free to the public. Other museums offer a look at the rich history of the area, 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. Children of all ages will enjoy the "OH WOW" Children's Center for Science and Technology, offering hands-on educational exhibits and interactive activities. For the outdoor enthusiasts, Mill Creek Park encompasses approximately 3,000 acres and 15 miles of trails. Its attractions include gardens, streams, lakes, woodlands, meadows and wildlife. A bike trail links Mahoning and Trumbull counties, and serious cyclists can ride the trail from Trumbull County north to Lake Erie.

Residents of the region are sports enthusiasts, and they have a variety of offerings to choose from. In addition to the Youngstown Phantoms, the region is home to a Cleveland Indians farm team, the Mahoning Valley Scrappers. A short drive to Cleveland or Pittsburgh for major league baseball, NFL, NBA or NHL games is also convenient and easy from the Mahoning Valley.

The Youngstown region also provides residents access to some of the country's best health care. Local hospital systems Humility of Mary Health Partners and Northside Medical Center have several facilities in the region, many of which receive top ratings for patient care. Akron Children's Hospital also has a local branch in the Youngstown region, and we are a quick drive to the internationally renowned Cleveland Clinic system.

For additional information on the Youngstown region, visit [www.regionalchamber.com](http://www.regionalchamber.com)

### **Current Units within University Advancement**

#### **University Development**

The Youngstown State University Office of University Development is a centralized development operation responsible for designing, planning, and implementing campus fundraising strategies. These efforts are coordinated with the departments of Alumni Relations and Events Management; Marketing and Communications; as well as the YSU Foundation. Fundraising efforts include Annual Fund, Phonathon, major gifts, special projects, capital and in-kind solicitations as well as planned giving. The office recently completed a \$53 million capital campaign and raises an average of \$4 million annually. As part of the University community, the Office of University Development also supports special events throughout the University and civic activities throughout the community, which contribute to the overall awareness of the mission and goals of YSU. With six fulltime and one half-time staff, the annual budget for University Development is \$782,932.

#### **Alumni and Events Management**

Serving a constituency of over 92,000 alumni, Alumni and Events Management emphasizes a creative, integrated approach to communicating with, and fostering and maintaining relationships with all alumni. This approach is accomplished through promoting and strengthening relationships with alumni while upholding academic traditions and university vision. Alumni and Events Management provides comprehensive programs which allow alumni to become involved in and support the university. Community-wide and nation-wide events coordinated by the office are designed to highlight the value of the university.

This approach is also accomplished through the coordination and facilitation of academic ceremonies that welcome the students to the university, celebrate their accomplishments and scholarship, and honor the culmination of their academic endeavors. These ceremonies build pride in students and alumni members for the education they earned from YSU. With six fulltime employees, the annual budget is \$694,146.

#### **WYSU-FM**

Youngstown State University owns and operates WYSU-FM, a 50,000 watt radio station that serves the Mahoning and Shenango Valley region with fine arts and news and information programming from its studios in Cushwa Hall. The station broadcasts a mix of news and

classical music programs on its main analog channel, on its HD 1 (digital) channel, and as an Internet stream, as well as all classical music on its HD2 channel and second Internet stream. The station broadcasts at 88.5 MHz in Youngstown, at 90.1 MHz in Ashtabula, and 97.5 MHz in New Wilmington, Pennsylvania.

WYSU-FM is non-commercial, listener-supported, community-based public radio, committed to being the region's leading source for quality programming. As one of Youngstown State University's most visible daily representatives to the community, WYSU also strives to be a valuable ambassador to that community, providing a forum to promote the artistic and intellectual activities of the university. The core of the radio operation is a full-time professional staff. Youngstown State University students whose qualifications meet professional broadcasting standards are also employed to support various aspects of the station's operations. Support for WYSU's million dollar budget is provided by members, sponsors and underwriters (32%), grants (14%) and, 54% from the University.

### **Challenges and Opportunities**

Youngstown State University is a dynamic institution that has built and sustains a distinctive mission. The new Vice President for University Advancement will play a key role in sustaining and further strengthening YSU's mission and impact. Among others, the following represent some key challenges and opportunities the new Vice President will need to address.

**Strategic Goal Setting and Implementation:** The Vice President will work with the President and Board to create and articulate clear goals and implementation strategies. Leading a robust on-going development effort that meets current institutional priorities and strengthens the overall fundraising potential of YSU will be a key priority.

**Developing an Effective, Responsive Team:** The Vice President will be responsible for creating within the department a structure and data system that promotes state-of-the-art prospect research, pipeline-oriented relationship building, and data-driven decision making. The Vice President will work to develop a strong team environment with a shared vision and measurable goals. In addition, the Vice President will be able to make a strategic hire for the Chief Development Officer.

**Enhancing YSU's Philanthropic Culture:** The next Vice President will develop and lead a more systematic communication, identification and cultivation process for major and mid-range donors. This effort will require many campus constituencies to become more engaged in fundraising activities, including faculty, staff and alumni volunteers. The Vice President will work with staff to create meaningful ways to reach new prospective donors and to meet the development goals of the University.

**Strengthening Alumni Engagement:** As YSU explores ways to better connect with graduates, the Vice President will play a crucial role in leading discussions on how to strengthen those relationships and to address the unique interests, expectations and motivations of YSU alumni.

**Building Communications:** A key component of these advancement initiatives will be the communications program, and YSU will need to effectively and persuasively “tell its story” with both new and continuing friends and donors. These communications will need to focus on the University and its impact, as well as on advancement goals, priorities and strategies.

**Building and Developing Strong Staff:** In order to retain and advance staff, the Vice President will need to create additional plans and opportunities for training and professional development. In order to meet the advancement objectives of the University, the Vice President will be a creative leader of staff and resources, further strengthening a talented and committed staff.

**Serving as a Trusted Advisor:** The Vice President will serve as a key member of YSU’s leadership team, working closely with the President, Board of Trustees, and other senior administrators. The Vice President will need to articulate a bold, well-developed vision for the University Advancement Division, while working to further agreed-upon institutional priorities. The Vice President will need to inspire confidence, prompting others to embrace fully the philanthropic objectives of the University.

**Position and Qualifications**

The Vice President for University Advancement is the University’s chief advancement officer and is responsible for and provides leadership for, the activities of the University Advancement Division (UAD). The Vice President reports directly to the President and works closely with the YSU Board of Trustees.

The units within UAD include: University Development; Alumni and Events Management; and radio station WYSU.

Specific responsibilities for the Vice President include but are not limited to:

- Serving as a member of the President’s Cabinet, YSU’s senior administrative team;
- Working closely with the President, establishing and implementing university-wide policy goals and plans for university advancement;
- Building and maintaining strong relationships with the major stakeholders of the University, including donors, alumni, community and civic leaders, and state officials, among others;

- Establishing and maintaining effective partner relationships with the President, staff, and Board of the YSU Foundation;
- Supervising and overseeing the work of the university development, alumni and events management, and WYSU staffs, including: developing and managing short-term and long-term plans; developing budgets and spending priorities; developing measures for assessment and accountability; and developing and improving the use and management of data;
- Serving as the University's chief advancement officer with primary responsibility for the development and implementation of all fundraising and alumni programs and policies;

The Vice President for University Advancement, working closely with the President and the UAD unit heads, plans and conducts:

- Stewardship and fundraising programs for annual, major and planned giving programs;
- Alumni programs and events, as well as the cultivation of alumni relationships more generally;
- Non-commercial, listener-supported radio programs for the community and region.

With respect to **professional qualifications**, the ideal candidate will have:

- A substantial record of successful leadership and achievement in advancement and fundraising, including capital campaigns, annual giving, planned giving, major gifts, and identifying and targeting donor communities;
- An understanding of, and preferably experience with, university communications and alumni relations;
- A demonstrated commitment to the purposes, values, and goals of a public university such as YSU;
- Experience with and commitment to working collaboratively with administrators, faculty, alumni, donors, staff, community leaders and government officials;

- Experience with and commitment to using technology and data management effectively to further the goals of advancement;
- Personal motivation, initiative, and creativity are essential; strong verbal and written skills are required. Bachelor's degree required; higher degree preferred.

With respect to **personal characteristics**, the ideal candidate will:

- Have the highest personal integrity;
- Have the ability to formulate and communicate a clear vision;
- Be committed to academic freedom and the full exchange of ideas;
- Be an effective communicator and listener;
- Enjoy and value personal interaction with the diverse members of the campus and surrounding community, including students, staff, faculty, alumni, and local and regional residents;
- Have the maturity, vision, and capacity to support, motivate and energize others;
- Be sensitive and responsive to issues of race, ethnic, and economic diversity, gender equity; disabilities, and sexual orientation.

### **Information for Applicants**

For optimal consideration materials should be submitted no later than Wednesday, February 22, 2012. Application materials should include a cover letter addressing the attributes noted above, a resume or curriculum vitae, and the names, addresses, emails, and telephone numbers of at least five references.

Chuck Bunting and Matthew Bunting, of Storbeck/Pimentel & Associates, are assisting YSU and the search committee. Questions, requests for the complete search profile, and all written nominations and applications should be sent by email to:

[youngstown@storbeckpimentel.com](mailto:youngstown@storbeckpimentel.com).

*YSU is an affirmative action/equal opportunity employer committed to increasing the diversity of its faculty, staff, and students.*