



**Pittsburg State University**  
**PRESIDENTIAL SEARCH**

***LEADERSHIP PROFILE***

# The Opportunity

Pittsburg State University in Pittsburg, Kansas is seeking nominations and applications for the position of President. The President shapes the strategic vision of the university and is responsible for all operations on a busy, dynamic campus in southeast Kansas. The President also plays a critical role on the local, state, and national stage as a leader who works closely with colleagues in education, business, and government to support higher education and regional economic development.



# About Pittsburg State University

Founded in 1903, Pittsburg State University's residential and online undergraduate and graduate student population of 6,000 is guided by an exceptionally talented faculty, staff, and administrative team numbering about 750, and operates on a \$110 million annual budget. A vibrant living-learning environment invites students across the region, the nation, and the globe to be part of the robust "Gorilla Nation" spirit, while engaged in learning in the university's four colleges: College of Arts and Sciences, Kelce College of Business, College of Education, and the College of Technology. Pittsburg State University has institutional accreditation through the Higher Learning Commission. Gorilla student-athletes compete in 12 NCAA Division II sports and receive exceptional fan support from the broad university community. Pittsburg State University is a member of the Mid-America Intercollegiate Athletics Association.

## Mission

The mission of Pittsburg State University is to provide transformational experiences for its students and the community.

## Vision

Pittsburg State University will be the first choice for:

- Students seeking a quality education through nationally-recognized programs;
- The most talented faculty and staff seeking dynamic careers;
- Partnerships with communities, businesses, organizations, and individuals in the region;
- External investment by donors, grant makers, and government.



# Core Values

## **STUDENT-FOCUSED**

Continue a campus environment where students feel a connection to the university and its faculty and staff by making students and their success the driving force behind institutional decisions at all levels.

## **EXCELLENCE**

Ensure the university strives for outcomes that are exemplary by demanding quality in all aspects of the institution's operations.

## **BY DOING LEARN**

Perpetuate the university's founding principal of "By doing learn," through the creation of academic programs and opportunities that engage students in real world activities.

## **DIVERSITY**

Foster a diverse and international campus culture among students, faculty, and staff that supports an understanding and acceptance of a variety of ideas, beliefs, and cultures, thereby creating opportunity for all.

## **COMMUNITY**

Enhance the university's strong relationship with the region and the Pittsburg community by maintaining a welcoming campus and creating big university opportunities in a small campus atmosphere.

## **INNOVATION**

Encourage students, faculty, and staff to take informed, calculated, and strategic risks to build upon their success, start new ventures, utilize new technologies, and forge an entrepreneurial path forward.

## **SUSTAINABILITY**

Recognize there are limited and finite resources in the world, and, therefore, commit ourselves to establishing best practices to conserve resources as well as decrease the university's carbon footprint.





# About Pittsburg

Pittsburg, Kansas is a thriving, innovative community of 20,000 people whose roots reside all around the world. The rich history of this Southeast Kansas community stretches back to the late 1800s when immigrants from France, Italy, Germany, and Sweden came here to take advantage of the booming coal industry.

Since its beginning, Pittsburg has been a regional leader in ambition and entrepreneurship. Many of the city's largest and most successful businesses started as an idea in a garage, started as a dream.

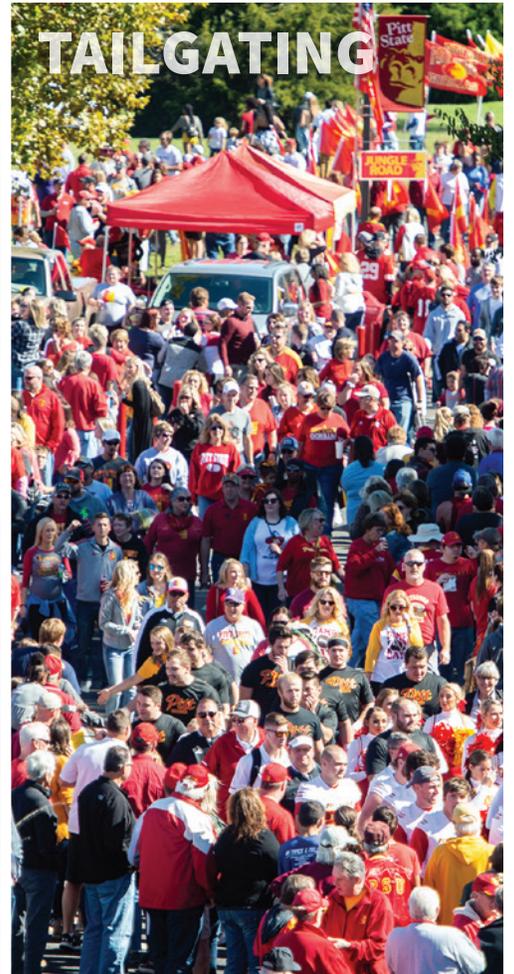
With hard work as its foundation, Pittsburg has grown into a vibrant community with countless opportunities for outdoor recreation, boutique shopping, the arts, technology, dining, and support for the next big idea.

And when it's time to get out of town for the weekend, take a 90-minute drive to Kansas City, Northwest Arkansas, Springfield, and many other bustling regions of the Midwest.





**GOLF**



**TAILGATING**



**PARKS**



**BOUTIQUES**



**COFFEE SHOPS**



**TRAILS**



**LIVE MUSIC**

# Pittsburg State University's President

The Kansas Board of Regents ("Board") and the Pittsburg State University community invite nominations and applications for the position of President of Pittsburg State University. Located in the progressive, self-made community of Pittsburg, the university boasts premier facilities for hands-on, industry-sought academic programs, perennially competitive intercollegiate athletics teams, globally-recognized performing arts events, and a host of uniquely close partnerships that serve to transform the lives of students and the community.

As the home of the Gorillas, the only gorilla mascot in the NCAA, the spirit of Pittsburg State University is thoroughly infused throughout the region. To lead the institution, The Board seeks a growth-oriented, proven leader that will build on the university's foundation of good fiscal management, unique program delivery, and exceptional relationships with its host city to drive recruitment and retention while advancing the university's mission to provide transformational experiences for its students and the community.



# Expectations

Pittsburg State University's presidential search committee expects an inspiring, approachable, leader of integrity. This individual must be a dynamic, politically astute, forward-thinking President who will be a forthright champion of the university. The President must embrace a genuine commitment to the university's core values: student-focused, excellence, "by doing learn," diversity, community, innovation, and sustainability.

The new president will come to Pittsburg State University with knowledge of and experience in higher education issues and environments. The successful candidate must be able to balance academic and administrative excellence with the ability to be the voice and face of the university in the city, state, and the region. The President must work diligently to support a collaborative governance environment, using a consultative style with attention to professional development for faculty and staff. The President will lend progressive guidance to a new strategic plan, and will be an authentic collaborator who continually strives to improve the student experience.

Pittsburg State University's new President must be an entrepreneurial, enterprising, empowering presence. As a staunch university advocate, the next President must nurture the close-knit, mutually cooperative relationship with the city of Pittsburg by building and maintaining diverse partnerships and collaborations for the well-being of the university, the community, the Board, the system, and statewide interests, as well as national and international partners.



# Characteristics

The successful candidate should possess the following characteristics:

- A caring, teach first, student-centered learning focus with knowledge of the traditional and non-traditional learner;
- Commitment to equity, social justice, diversity, and a culture of inclusiveness at all levels for the university community;
- Communicator and active listener with an approachable, transparent, open-door, servant leader style;
- Knowledge of enrollment management strategies with bold, innovative outlooks to support growth, retention, access, and success;
- Competence in budgeting, financial management, fundraising, and identifying new external funding sources;
- Respect for the balance between shared governance practices with fair, responsible leadership in a collective bargaining environment;
- Commitment to understand and advance a technology framework that prioritizes best practices and addresses trends for in-person, hybrid, and online learning growth opportunities;
- Commitment to promote and champion a comprehensive NCAA Division II intercollegiate athletics program, and embrace the power of athletics to secure fidelity to and support of the university;
- Experience with collaborations and building partnerships with stakeholder groups, including but not limited to the state legislature; city, county, and tribal leaders; K-12 and other institutions of higher education; business; and industry;
- Strong advocate for the university while supporting statewide policies of the Kansas Board of Regents and colleague presidents;
- Ability to engage and be committed to the work of the PSU Alumni Association, PSU Foundation, donors, and other university support groups;
- Senior-level higher education experience in a regional university similar in size and mission to PSU (preferred); and
- Earned doctorate or terminal degree from an accredited institution of higher education (preferred).



# Nominations and Applications

To assure best consideration, nominations and applications should be received by February 18, 2022. The application must include a letter of interest of not more than three pages; a current résumé (or curriculum vitae); and the names of five professional references with each person's position, office or home address, email address, and telephone numbers. References will not be contacted without prior authorization from the applicant. The new president will assume office on or about July 1, 2022.

The Kansas Board of Regents and university presidential search committee are being assisted by James H. McCormick and Janice S. Fitzgerald, Executive Search Consultants, AGB Search. Nominations and applications should be sent electronically to **pittsburgstatepresident@agbsearch.com** (MS Word or PDF format). Additional university information may be found at **www.pittstate.edu**. The consultants may be contacted at 651-238-5188, **jim.mccormick@agbsearch.com**, or 717-580-0663, **janice.fitzgerald@agbsearch.com**.

*The Kansas Board of Regents is committed to compliance with all applicable laws concerning affirmative action and equal employment opportunities. All employment terms and conditions, including but not limited to compensation and benefits, shall be granted without regard to race, color, religion, national origin, age, sex, genetic information, disability or sexual orientation. Decisions about applicants for employment shall be made on the basis of job-related criteria, such as ability, availability, experience and training.*



# Pittsburg State University Links



**PRESIDENTIAL SEARCH**  
[pittstate.edu/presidentialsearch](http://pittstate.edu/presidentialsearch)



**ACADEMICS**  
[pittstate.edu/academics](http://pittstate.edu/academics)



**PRESIDENT'S OFFICE**  
[pittstate.edu/president](http://pittstate.edu/president)



**STRATEGIC PLAN**  
[pathwaytoprominence.pittstate.edu](http://pathwaytoprominence.pittstate.edu)



**GORILLA ATHLETICS**  
[pittstategorillas.com](http://pittstategorillas.com)



**STUDENT LIFE**  
[pittstate.edu/studentlife](http://pittstate.edu/studentlife)



**STUDENT SUCCESS**  
[pittstate.edu/studentsuccess](http://pittstate.edu/studentsuccess)



**PSU FOUNDATION**  
[pittstate.edu/foundation](http://pittstate.edu/foundation)



**VIRTUAL CAMPUS TOUR**  
[pittstate.edu/visit](http://pittstate.edu/visit)



**GORILLA ALUMNI**  
[pittstate.edu/alumni](http://pittstate.edu/alumni)



**HUMAN RESOURCES**  
[pittstate.edu/hr](http://pittstate.edu/hr)



**ABOUT PITTSBURG**  
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