

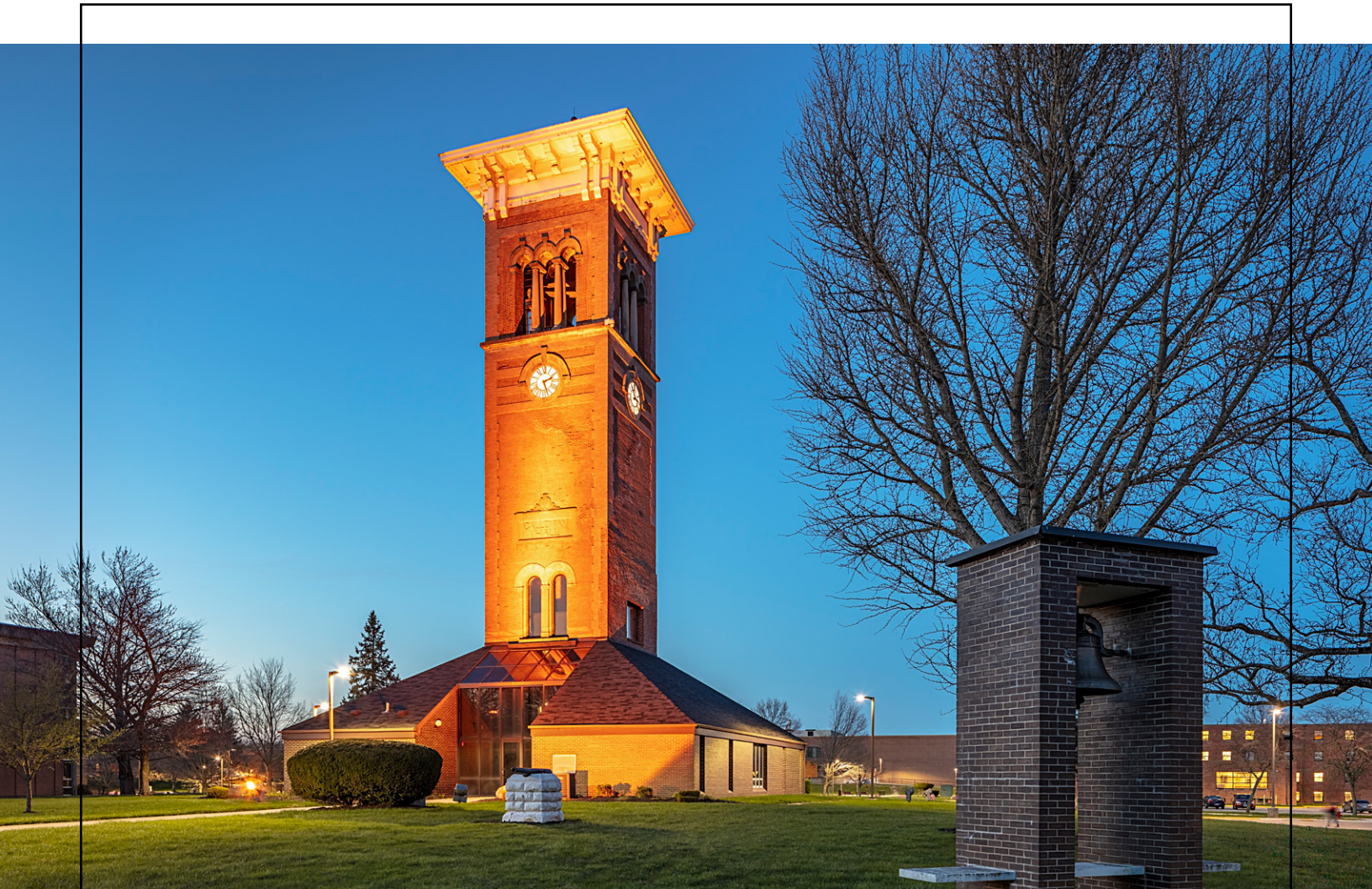
SEARCH PROSPECTUS:

Presidential Search



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THE HISTORY

Central State University, located in Wilberforce, Ohio, announces a national search for its ninth president. The University seeks a distinguished and visionary leader who will build upon the legacy of the past and strengthen the university in its commitment to excellence, research and service.

About Central:

Central State University's history begins with our parent institution Wilberforce University, named in honor of the great abolitionist William Wilberforce. Established at Tawawa Springs, Ohio in 1856, Wilberforce is affiliated with the African Methodist Episcopal (A.M.E.) Church and is one of the oldest Black-administered institutions of higher education in the nation.

In 1887, the Ohio General Assembly enacted legislation that created a Combined Normal and Industrial Department at Wilberforce University ("the Department").

The statute establishing the Combined Normal and Industrial Department declared that the institution was "open to all applicants of good and moral character" thereby indicating no limitations as to race, color, sex, or creed. It was clear however, that the Department and its successors were designed to serve the educational needs of African-American students.

Although the Department operated as part of Wilberforce University in most respects, a separate Board of Trustees was appointed to

THE HISTORY (cont.)

govern the state-financed operations. In 1941, the Department expanded from a two-year to a four-year program, and in 1947, it legally split from Wilberforce, becoming the College of Education and Industrial Arts at Wilberforce. The name was changed in 1951 to Central State College, and in 1965, the institution achieved university status.

In July 2012, Central State welcomed its eighth president, Dr. Cynthia Jackson-Hammond. Under her administration six compelling priorities for the University have been established: 1) a quality academic experience; 2) targeted student enrollment; 3) improved retention rates; 4) reduced time to degree; 5) production of graduates with the knowledge, skills and dispositions for advanced studies and careers; 6) and efficient and effective institutional operations.

New initiatives are in progress which include aggressive efforts to increase student retention:

- Enhancing the University's image internally and externally through the embodiment of the tenets, Service ... Protocol ... Civility;
- Diversification of the student body through focused recruitment of local and international students;
- Development of more fluid articulation agreements with community colleges and cooperative agreements with area universities, municipalities and businesses;
- Improved communications with students, staff, and alumni;
- Implementation of the University's 2014-2020 Strategic Plan;
- Ongoing integration of CSU's mission with the Land-Grant mission resulting from the University's federal Land-Grant designation in February, 2014.

Today, as an 1890 Land-Grant Institution, Central State University is expanding Science, Technology, Engineering, Agriculture and Mathematics (STEAM) academic programming, research, education and extension services; developing partnerships within Ohio's agricultural industry; enhancing facilities; and engaging the local communities, all for the future growth and sustainability of the University. As a part of its expansion, the College of Education is creating a new School of Agriculture Education and Food Science and degree programs in Agriculture Education & Agriculture Extension along with Exercise Science. The College of Science and Engineering has added a new degree program in Sustainable Agriculture. Additionally, two new land acquisitions will house the future home of the CSU Regional Technical Resource Center and the CSU Botanical & Vegetable Garden.



THE CAMPUS

From a single brick building erected in 1890, the Central State University campus has grown to a total of 42 principal structures even though on April 3, 1974, more than half of the University facilities were destroyed by a tornado which struck the campus and nearby communities. Following the devastation, a campus plan was developed to create a new Central State University and return the campus to its natural beauty.

Today Central State University has facilities valued around \$335 million, ranging from a power plant that has been named to The National

Historic Register to the new University Student Center, which opened in Fall 2015.

Student life is centered around the residence hall complexes, the Student Center, and the Gymnasium which are used for a variety of co-curricular activities.

Adjacent to the main campus is an outdoor education area, a natural reserve. Within a hundred yards of the Robeson Center is the National Afro-American Museum and Cultural Center, operated by the Ohio Historical Society.

VISION & MISSION STATEMENT

Central State University aspires to be a premier institution of excellence in teaching and learning that embraces diversity and produces graduates with the knowledge, skills, and dispositions to make valuable contributions in a global society.

Mission Statement

Central State University, an 1890 Land-Grant institution, prepares students with diverse backgrounds and experiences for leadership, research and service. The University fosters academic excellence within a nurturing environment and provides a strong liberal arts foundation leading to professional careers and advanced studies.

Central State University is dedicated to:

- Providing a culturally enriched learning environment by offering programs with multicultural and global perspectives;
- Stimulating intellectual curiosity for continuous search for knowledge;
- Teaching students to think critically and communicate effectively;
- Maintaining an environment of excellence through innovative teaching, service, and research;

- Developing an environment where students can aspire for excellence;
- Preparing students to address opportunities of a technologically oriented world;
- Serving populations from diverse backgrounds and experiences; and
- Collaborating with other educational institutions, business organizations and government agencies to enrich learning experiences and educational opportunities for students.





QUICK FACTS

2019 enrollment: 2,033

Includes 103 Bahamian students, who make up about 90% of CSU's international student population.

Student faculty ratio 16:1

Faculty: About 130

Staff: About 230

Student Organizations: 38

Majors: 38

INSTITUTIONAL DISTINCTIONS

Research partners include: the U.S. Air Force, NASA, the National Institute of Health, the National Science Foundation, and the Departments of Energy and Defense

Strategic Partnerships:

- SodexoMagic (conference and food services)
- University Housing Solutions (new apartment-style student housing)
- Speedway
- Union Savings Bank and the Ohio Bankers League (Summer Banking Institute)
- Bahamas Ministry of Education (Bahamian Student Merit Program)
 - <http://www.centralstate.edu/prospects/index.php?num=59>

Hallie Q. Brown Memorial Library Collection:

- Contains the university's collections of more than 300,000 volumes, about 850,000 pieces of microfiche and microfilm, 75 current periodical titles, 30,000 bound volumes of periodicals, and collections of phonograph records, tapes, CDs, DVDs, and films. And there are more than 100,000 E-books and more than 64,000 E-journals.

- Marauder Tuition Guarantee
 - Offers 0% tuition increase in 4 years of study

Central State University Chorus is world renowned.

- Having toured, Barcelona, Durbach, Germany, and Madrid, Medellin, Colombia, Prague, The Czech Republic, Strasbourg, France and Valencia, Spain, the CSU Chorus is highly sought out. Among its signature performances are: the Congressional Black Caucus Prayer Breakfast, Ohio Gov. John Kasich's inauguration, the White House's annual

holiday celebration at the invitation of First Lady Michelle Obama, the rotunda of the United State Senate's Russell Building, as well as partnering with Grammy Award-winning artist Kanye West to perform in his Sunday Service.

Central State Rankings:

- 2017 HBCU of the Year, according to HBCU Digest
<https://hbcudigest.com/central-state-captures-2017-hbcu-of-the-year-honors/>
- 2018 Best Business Program of the Year for the Summer Banking Institute, according to HBCU Digest
<https://hbcudigest.com/virginia-state-claims-hbcu-of-the-year-crown/>
- 2018 Outstanding Post-Secondary Program for the School of Agricultural Education and Food Science, according to the Ohio Association of Agricultural Educators
<https://www.farmanddairy.com/news/central-states-school-of-ag-education-wins-award/493587.html>
- Among the 15 Most Affordable Colleges for International Students in 2019, according to US News and World Report
<https://www.usnews.com/education/best-colleges/slideshows/15-most-affordable-colleges-for-international-students>



INSTITUTIONAL DISTINCTIONS (cont.)

- Fifth most affordable out-of-state tuition in the nation in 2016, according to US News and World Report <https://hbculifestyle.com/csu-affordable-tuition/>
- Currently 13th Best Affordable School in Ohio for Bachelor's Degree, according to [AffordableSchools.net](https://affordableschools.net/affordable-bachelors-degree-colleges-ohio/) <https://affordableschools.net/affordable-bachelors-degree-colleges-ohio/>
- 2019 US News ranked Central State #14 in Top Performers on Social Mobility among regional Midwest colleges. <https://www.usnews.com/best-colleges/rankings/regional-colleges-midwest/social-mobility>

Alumni

- More than 14,000 across the globe, including 20 alumni chapters
 - Notable Alumni
 - Hastings Kamuzu Banda, former president of Malawi
 - Joyce Beatty, Congresswoman
 - Elizabeth Eckford, one of the Little Rock Nine
 - Leontyne Price, operatic soprano
 - Teddy Seymour, first African American to sail around the world solo
 - John W. Shannon, former Under Secretary of the U.S. Army
 - Nancy Wilson, jazz singer



ACADEMICS

As Ohio's only publicly funded Historically Black University, Central State University offers a broad curriculum that ensures every student is exposed to the world beyond the classroom.

College of Humanities, Arts, and Social Sciences:

The College of Humanities, Arts, and Social Sciences offers 17 degree programs. In addition, by offering courses to support the General Education program, the College provides students with a broad foundation in the liberal arts. The guiding principle of General Education is that each person who graduates from college should possess the ability to think critically and analytically, to communicate information and ideas effectively, to know history and its role in shaping the present, to use technology to enhance learning, and to understand human life more deeply and productively through familiarity with the work of writers, thinkers, and pioneers in the arts, humanities, and social sciences.

The College comprises four departments: Fine and Performing Arts, Humanities, Social and Behavioral Sciences, and Military Science. The College also houses the University College, the Honors Program, the Louis Stokes Center on Aging, the Mass Communications Center, and numerous federally and state funded research programs.

College of Business:

The College of Business offers two degree programs – the Bachelor of Science in Accounting and the Bachelor of Science in Business Administration – with eight degree concentrations.

The College of Business works diligently toward accomplishing the vision of becoming globally recognized by its stakeholders for preparing graduates to succeed in business and society. As it approaches this audacious goal, the faculty, staff, and students in the college understand that everyone plays a vital role in making this vision a reality.



The diverse and dedicated faculty and staff are committed to maintaining the highest standards set by the Accreditation Council for Business Schools and Programs. This is partially accomplished through continuous improvement in the academic rigor of the courses and programs, increasing student engagement, and creating fulfilling experiential opportunities for the students who are served by the college.

The Business Advisory Council works with the dean and college staff to provide seasoned business advice on curriculum, internship and cooperative educational opportunities, and by providing financial support through donations and fundraising.

College of Engineering, Science, Technology, and Agriculture:

The College of Engineering, Science, Technology, and Agriculture (CESTA) at Central State University offers degree programs in 10 critical areas of Science, Technology, Engineering and Mathematics (STEM). CESTA offers minors in many of these same programs as well as in interdisciplinary fields such as Environmental Science, Forensic Science, Computational

ACADEMICS (cont.)

Science and Nuclear Engineering. CESTA is the critical hub for computer literacy, mathematics, and science requirements in the General Education component of all CSU programs. Unique to Ohio, and the Nation, CESTA offers an interdisciplinary degree programs in Water Resources Management.

College of Engineering, Science, Technology, and Agriculture comprises four departments: the Department of Agricultural and Life Sciences, the Department of Manufacturing Engineering, the Department of Math and Computer Science and the Department of Water Resources Management. The College also contains the International Center for Water Resources Management (ICWRM), the Center of Excellence of STEM Education (STEM-X-ED) and the Center of Excellence in Emerging Technologies (CEET) - a Center designated by the State of Ohio.

CESTA has excellent laboratories for instruction and research and trains students in the hands-on usage of advanced equipment. Many CESTA faculty are engaged in cutting edge and unique research for Federal agencies such as Air Force Research Laboratory (AFRL), the National Aeronautics and Space Administration (NASA), the National Science Foundation (NSF), the Department of Energy (DoE), the Department of Defense (DoD), and the National Institute of Health (NIH), among other agencies. CESTA is well connected with larger universities in Ohio as well as federal laboratories throughout the Nation. CESTA works closely with the National Environmental Technology (NET) Incubator at CSU and engages in technological development and commercialization.

Central State University students engage in research at major universities, federal laboratories and on-campus CSU laboratories throughout the academic year and summer months. Student industrial internships are also

available. CESTA works closely with the Center for Student Opportunities (CSO) in identifying scholarships, internships, and graduate school preparation courses as well as offering assistance with graduate school visits and placement.

College of Education:

The preparation of educators has a distinguished history at Central State University. Thus, over the years, graduates of the College of Education have made significant contributions to the profession as teachers and administrators. The College remains committed to maintaining that rich history of service by preparing educators who understand the dynamics of educating students in a complex and diverse society.

Programs in the College of Education have clinical experiences as a central core of educator preparation. Through the cooperation of area schools, College of Education candidates spend a significant portion of their preparation in actual classrooms studying the role of teaching in the educational growth of students. The integration of theory to practice applies to all the educator preparation programs offered by the College that range from preparing teachers for the kindergarten and primary to the high school levels. The College also offers the post-baccalaureate program for those who seek an initial teaching license and who have completed at least the undergraduate degree.

For those interested in pursuing a rewarding career in teaching, the College of Education offers a comprehensive array of professional options, including degree programs leading to licensure in early childhood, mild and moderate intervention specialist, physical education, music education, and physical science, to name some of the programs offered

STUDENT LIFE

Student life is centered around the residence hall complexes, the Student Center, and the Gymnasium which are used for a variety of co-curricular activities. [A new, multiplex residential, academic and wellness complex is under construction.](#) In this impressive facility even the studio apartments will have full kitchens. The wellness facility will have a full range of equipment, studios and amazing views.

There are approximately 30 student organizations operating on campus. These student organizations are classified under six categories: Academic, Business, Special Interest, Religions, Honorary and Greek letter organizations. The Office of the University Center and Student Development in conjunction with the SGA's Inter-Organization Committee monitors the recognized student organizations' activities.

LOCATION

Central State University is situated in picturesque Wilberforce, Ohio, a small, diverse and thriving residential community steeped in the history and legacy of the Underground Railroad. A hub of cultural and learning opportunities, Wilberforce has two historically black universities, Central State University and Wilberforce University. Wilberforce, Ohio is also home to the National Afro American Museum and Cultural Center, the Association of African American Museums, Payne Theological Seminary, and the Charles Young Buffalo Soldiers National Monument.

Wilberforce, bordered by the city of Xenia, is part of the city of Dayton Metropolitan area – the fourth largest metropolitan area in Ohio. Wilberforce is situated at the nexus of nearly 5 million people in the Dayton, Cincinnati and Columbus metropolitan areas – all within about an hour's drive.

Nestled in one of the fastest growing counties in the region, Wilberforce offers easy access to exceptional arts and culture, headliner concerts



Athletics

The Central State athletics department competes in

- 10 NCAA Division II athletic teams (five men, five women)
 - Men's: Basketball, Cross Country, Football, Track & Field (Indoor & Outdoor)
 - Men's Volleyball starts in 2020-2021
 - Women's: Basketball, Cross Country, Track & Field (Indoor & Outdoor), Volleyball
 - Affiliation: NCAA Division II
 - Conference: Southern Intercollegiate Athletic Conference (SIAC)
 - Nickname: Marauders & Lady Marauders

and music festivals, outdoor recreation, eclectic shopping and entertainment.

Xenia offers an assortment of parks, playgrounds, picnic shelters, outdoor fitness equipment, basketball courts, a skate park, baseball & softball diamonds, walking paths, and fishing areas. And nearby Yellow Springs, one of the most recognized inclusive communities in the nation, is home to famed comedian Dave Chappelle.

Dayton, the closest city of the three neighboring metropolises, is full of history. It was home to aviation pioneers, the Wright Brothers, poet Paul Laurence Dunbar, and Olympic gold medalist Edwin C. Moses. Dayton is also a haven for the performing arts. The Schuster Center, a world-class, state-of-the-art performance hall, attracts arts aficionados from all corners of Ohio and around the nation. Dayton is also known as the "Birthplace of Funk," producing famed performers such as Zapp, Lakeside, the Ohio Players and Slave.



THE BOARD OF TRUSTEES AND OFFICE OF THE PRESIDENT

The Board of Trustees, to whom the President reports, numbers up to 9 members. The President's Cabinet is made up of the Provost/Vice President for Academic Affairs, Chief of Staff, Vice President for Administration and Finance & CFO, Vice President for Institutional

Advancement & Athletics, Vice President of Student Affairs & Enrollment Management, Vice President of Information Technology & Chief Information Officer, Chief Government Relations Officer, General Counsel and Senior Policy Consultant.

THE LEADERSHIP AGENDA

Central State University seeks a president to lead the institution at a pivotal moment in its proud and distinguished history. This leader will move CSU forward in its mission to academically prepare students with diverse backgrounds and educational needs for leadership and service in an increasingly complex and rapidly changing world.

After hearing from representatives of all constituents of the Central State University community—students, faculty, staff, alumni, state and local governmental officials and friends of the University—the Board of Trustees has identified the following leadership priorities for the University's next President:

Priorities

- Build upon the University's historic commitment to academic excellence
- Increase student retention and graduation rates
- Improve technology and support systems for students and faculty
- Enhance relationships and partnerships with businesses in the local community and around the state
- Grow faculty in select areas
- Develop a new Strategic Plan
- Engage new donors, raise funds and build the endowment

THE LEADERSHIP AGENDA (cont.)

- Utilize new independent revenue stream to support Land-Grant mission
- Capitalize on strong state and local support of the Central State mission
- Enhance the dynamic, energized, and outcome oriented leadership team
- Blend HBCU and Land-Grant missions
- Capitalize on rural location
- Attract nontraditional students
- Grow Land-Grant extension operations
- Align academic programs with workforce readiness
- Refine and promote the new the image and brand of Central State University
- Build bridges with the agriculture community
- Develop an aggressive enrollment management plan consistent with evolving mission

Qualities and Abilities

- Relationship builder
- Creative, open minded, and transparent
- Holistic concern for the institution
- Respectful of others and the significance of tradition
- Able to balance and manage ambiguity
- Comfortable in a range of professional and social settings
- Demonstrated passion for student personal and professional success
- Proven ability to collaborate across multiple constituencies





PROCEDURES FOR NOMINATION AND APPLICATION

Central State University is being assisted in this search by Academic Search, Inc. Prospective candidates and nominators may arrange a confidential discussion with senior consultants Shirley R. Pippins at shirley.pippins@academicsearch.org or Sidney Ribeau at sidney.ribeau@academicsearch.org. Nominations can also be submitted electronically to CentralStatePresident@academicsearch.org.

Applications should consist of the following documents, all in PDF format:

1. A detailed cover letter expressing the candidate's interest in and qualifications for the position;
2. A current curriculum vitae (CV);
3. A list of professional references representing diverse relationships with the candidate including current contact information and a note explaining the working relationship of each to the applicant. References will not be contacted without the explicit permission of the candidate.

This position is open until filled.

ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Central State University in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit <http://www.academicsearch.org/>.



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of potential leaders
in higher
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