

WEST CHESTER UNIVERSITY

PRESIDENTIAL SEARCH PROSPECTUS





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INTRODUCTION


WEST CHESTER UNIVERSITY
PRESIDENTIAL SEARCH PROSPECTUS

The Role of the President

West Chester University seeks its 16th president, a person of integrity and vision who will lead the largest university in Pennsylvania's State System of Higher Education (PASSHE). The president is the institution's chief executive, reporting to the Board of Governors of the State System through the chancellor and works closely with the university's Council of Trustees regarding university policy and fiduciary matters. WCU's next president will provide leadership not only for its main campus in West Chester, but also its vibrant Philadelphia campus. The campus community is seeking a bold visionary who appreciates and respects West Chester University traditions, including a strong commitment to student success, shared governance, and working collaboratively with its unions, while boldly leading the university toward an even brighter future. West Chester University

finds itself at an exciting crossroads, celebrating its increasing national prominence while planning for its next 150 years.

Qualifications for The President of West Chester University

The next president of West Chester University has a historic opportunity to shape the direction of the institution, including the opportunity to foster excellence in the more than 17,000 students, exceptional faculty and staff, and dynamic alumni base. The next president will work with faculty, students, staff, alumni, and community partners to promote a shared vision of higher education dedicated to an exceptional student experience and research excellence. This president will take office with a charge to lead West Chester University into

a vibrant future that draws upon its mission: West Chester University is a community of educators that develops graduates to succeed personally and professionally and contribute to the common good.

The next president will be an experienced and accomplished leader who understands that teaching and research excellence, together with service and community engagement, are at the very heart of West Chester University. The president will have a track record of wise stewardship of resources, talent, and innovation. Passionate about the promise of social mobility and economic opportunity presented by an affordable and outstanding education, the president will possess a clear and articulate understanding of the indispensability of diversity, equity, and inclusion in the classroom, the workplace, and beyond. A proven, capable, and experienced administrator, the president will encourage and support teaching, research, and public service as instruments of being a steward of place and supporting student success and community development. The president will advocate for West Chester University with community partners in the civic and business sectors. The president will also serve as the "face of fundraising" for the university and will be expected to engage and encourage donors and alumni to maintain a lifelong supportive relationship with West Chester University, fostered by outstanding academic and athletics programs at the university.



PRESIDENT

The president will have excellent communication skills, a capacity for collaboration, and an appreciation for the multitude of interests that exist within this vibrant institution and its constituencies. The next president will be a university-wide leader who grasps both the big picture and the foundations that comprise it. The president's role is to sustain and promote the university as a leader in the areas of ideas, discoveries, and technologies, both locally and nationally. A visionary leader, the president will be committed to nurturing within WCU's students the best critical- and creative thinking skills and equipping them with the expertise they need to succeed in the changing landscape of citizenship and work. The next president must be a thoughtful leader and a cooperative problem-solver. Working with a variety of partners, the president will shape short- and long-term strategies to guarantee that West Chester University not only embraces the future challenges of higher education but also helps define the role of public higher education in addressing them.

PRIORITIES FOR LEADERSHIP

Strong preference will be given to candidates with the following qualifications and attributes:

- An academic background and credentials, including an earned doctorate or the highest degree in their chosen academic field

- A successful record of academic leadership based on a robust combination of scholarly accomplishment and executive experience
- Experience with budgetary decision-making, framed by the financial issues currently facing public universities
- Successful experience working with a variety of unions, a strong commitment to shared governance, and the ability to collaborate effectively on system-wide initiatives
- Evidence of commitment and demonstrated experience in developing a sustained culture of inclusive excellence at the institutional level that models and puts into practice principles of diversity, equity, inclusion, and belonging
- A commitment to the teaching mission of the university in a rapidly changing world
- A demonstrated comprehension of and appreciation for scholarly productivity and creative excellence, including the distinctive contributions of all the university's schools and colleges to a diverse, R2 comprehensive university
- A commitment to continuing environmentally sustainable and educational programs related to the responsible stewardship of natural resources and the environment
- A commitment to maintaining the positive role and impact of athletics in support of the university, its students, alumni, local communities, and the state

- The demonstrated ability to attract and retain a diverse and accomplished faculty, student body, and staff and to articulate the ethical and educational reasons for doing so
- The ability to represent the mission, challenges, and opportunities of West Chester University and the willingness to provide national leadership in higher education
- A commitment to effective and transparent communication and collaborative work with various partners, including faculty, staff, students, alumni, donors, and community leaders
- A proven record in fundraising, advancement activities, and alumni relations, and a capacity for cultivating a broad range of stakeholders
- The ability to identify and recruit high-quality talent committed to excellence at all levels and in all areas of the institution, with a record of building, empowering, and mentoring a strong, skilled, and collaborative leadership team
- An understanding of the culture and importance of student leadership, involvement, and opinion at West Chester University and a passion for supporting and enhancing that culture
- The ability to establish and facilitate sustainable and mutually beneficial relationships with a broad range of stakeholders, including alumni; donors and sponsors; parents; the public; local, state, and federal public officials; the business community; students; faculty; and staff

- The ability to appreciate, recognize, and commit to leveraging the passion of the West Chester alumni base and appreciation for and enthusiasm about being or becoming a part of the West Chester University community and culture

PRINCIPAL RESPONSIBILITIES OF THE WEST CHESTER UNIVERSITY PRESIDENT

- Provide exemplary leadership, management, and resource development
- Manage an operating budget of nearly \$380 million
- Partner with a diverse group of institutions within PASSHE, community colleges, and other educational institutions to advance the university's mission throughout the Commonwealth of Pennsylvania and the U.S.
- Work collaboratively with the West Chester University Council of Trustees to develop the university's priorities and strategic vision, leading the institution to successfully accomplish them, and carrying out the strategic vision within the context of the university's tradition of shared governance
- Work with the university's Foundation to set and lead the philanthropic agenda for the university
- Provide oversight for the development, delivery, and assessment of academic programs, policies, and research activities

- Provide oversight for an outstanding and competitive intercollegiate athletics program for the university, including university accountability for NCAA compliance
- Ensure that the total student experience, including academics, mental and physical health, nutrition, and safety, are a priority
- Support and strengthen public safety and foster university compliance with federal and state regulations
- Build strong partnerships and cultivate existing relationships with West Chester community leaders
- Represent the university in enhancing the position of West Chester University in higher education and increasing visibility with its constituencies as well as the general public, serving as a visible and engaging leader
- Participate in the university's overall strategic planning, allocation, and evaluation operations

CHALLENGES AND OPPORTUNITIES

The next president of West Chester University will begin their tenure at an exciting time in the life of the institution that will prove to be both highly challenging and deeply rewarding. The president will be able to make distinctive and lasting contributions to the university and create an enduring legacy that benefits rising generations of students, faculty, and staff.

Major challenges and opportunities facing the next president include:

- Embracing the mission, vision, and values of West Chester University
- Leading with strategic vision in a complex academic environment, providing the requisite leadership to enhance shared governance within the life of the university
- Providing transformational leadership to set and achieve bold goals to sustain the university's momentum
- Managing enrollment growth and all of its impacts
- Supporting and developing infrastructure related to research activity, grant funding, and related student experiences
- Reinforcing the university's sense of community by engaging the campus in a shared sense of mission and purpose; using listening and civil discourse in transparent decision making to encourage trust and mutual respect
- Sustaining student success as the university's defining characteristic by promoting social justice and equity for all, high retention and graduation rates, student involvement in campus life, and integration of academic and co-curricular programs
- Promoting infrastructure upgrades with new faculty development and campus renovations to support student success

- Maintaining financial health, exhibiting strong financial management skills, and innovation regarding developing new revenue streams, and adjusting the planning to maintain and improve the university's future financial security
- Assisting in development and attraction of resources for fundraising and working with all constituencies on and off campus to enrich the university's philanthropic culture
- Representing the university in enhancing its position in higher education and increasing visibility with its constituencies as well as the general public, serving as a visible and engaging leader
- Celebrating and promoting a culture of diversity, equity, and inclusion; continuing to place these values as a cornerstone of the institution

- Balancing the future of the university with the institution's commitment to sustainability and environmental responsibility
- Appreciating the history and role of the various collective bargaining units on campus; continuing to foster a positive relationship with the unions
- Being politically proactive with proven advocacy skills for leading and lending influence effectively at the system level as well as the state, federal, and local levels of government
- Addressing critical issues for students, including housing insecurity, food insecurity, and mental health
- Addressing critical issues for faculty and staff, including respect and inclusion, recognition and appreciation, and professional development

- Demonstrating a commitment to the use of technology to both improve student learning and to deliver high quality instruction via distance education

How to Apply

Associate Vice President of Executive Search Julie Holley with Greenwood Asher & Associates® is assisting West Chester University with this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials should include:

- A letter of interest that clearly states the applicant's qualifications for the position that is no more than five to seven pages in length
- A current résumé/curriculum vitae
- The name, relationship, and email address of five professional references

We strongly encourage submitting application materials as PDF attachments.

Please direct inquiries, nominations, and application materials to:

Julie Holley, Associate Vice President
of Executive Search

julieholley@greenwoodsearch.com





MISSION, VISION, VALUES

 **WEST CHESTER UNIVERSITY**
PRESIDENTIAL SEARCH PROSPECTUS

West Chester University is a community of educators that develops graduates to succeed personally and professionally and contribute to the common good.

WCU GRADUATES WILL:

- Apply scientific reasoning and demonstrate quantitative and qualitative literacy
- Collaborate with others to solve problems and address societal needs
- Communicate effectively and participate in civic discourse
- Engage inclusively in a diverse society
- Understand the ethical implications of decisions and the world in which they live

INSTITUTIONAL GOALS:

To fulfill its Mission as a public institution serving the Commonwealth, West Chester University will focus on student success and institutional improvement as measured by the degree to which WCU demonstrates:

- Access to learning
- Community and cultural engagement
- Continuous improvement
- Critical thinking
- Inclusion
- Scholarly and creative activities
- Sustainability

MISSION STATEMENT

West Chester University will be a national model for excellence for public regional comprehensive universities and especially noted for:

- Undergraduate programs that actively engage students in connecting the life of the mind to the world in which they live and work.
 - The responsiveness of its graduate and post-baccalaureate programs to regional needs.
 - Its focus on providing lifelong-learning, technical, and applied skills essential to graduates' success now and in the future.
- A commitment by faculty, staff, and administrators to provide access and to serve effectively the educational needs of a diverse student body.
 - Its role as a leading educational and cultural resource and partner in fostering the economic, social, and cultural vitality of southeastern Pennsylvania.

VISION STATEMENT

West Chester University is committed to attracting, enrolling, and graduating quality students from a wide variety of educational, cultural, and economic backgrounds.

This endeavor requires the university to attract and retain highly qualified faculty and staff and to provide each member of the university community with learning and leadership development opportunities. To this end, the university supports and encourages programs that benefit all people and that seek to eradicate discrimination and injustice. We treasure what we believe to be the highest principles of American society: the worth and uniqueness of each individual, the belief that success is to be earned by individual effort put forth in an environment founded on equality of opportunity, and the appreciation of the ideal of an inclusive society.

We believe that it is incumbent upon all members of our community — staff, students, faculty, and administrators — to conduct themselves with civility toward one another at all times. We value the special talents and contributions of each member of our community. We further affirm the worth and dignity of each member and the shared responsibility of all to treat each other as individuals, with respect and courtesy.

As a university owned by the citizens of Pennsylvania, we value our mission to provide the best educational opportunities possible, which will enable the university community to successfully address the concerns of a global society. To this end, West Chester University seeks to provide diligent advising for students and to focus on teaching students to think clearly and critically, to make logical and ethical judgments, and to communicate effectively with others.

West Chester University's community strongly supports the principles of academic integrity and academic responsibility, viewing both as the province of every member of the campus community. We hold the highest esteem for teaching directed toward student learning and affirm that mastery of content as well as mastery of teaching skills necessary to communicate such content are paramount.

This values statement is intended to be a living document that will serve West Chester University as it changes and evolves in the coming years.

WEST CHESTER UNIVERSITY VALUES STATEMENT

ABOUT THE UNIVERSITY

 WEST CHESTER UNIVERSITY
PRESIDENTIAL SEARCH PROSPECTUS

About West Chester University

West Chester University is on the move and moving fast. As one of the top regional comprehensive public universities in the nation, we now serve more than 17,000 students at the undergraduate and graduate levels and have earned a national reputation for excellence, value, and student success.

WCU's status as a flagship institution is reflected in strong performance outcomes, as documented in a recent analysis of six-year graduation rates among public four-year universities by the *Chronicle of Higher Education*.

In a list of more than 588 institutions, WCU ranked 64th, placing us ahead of much larger and more well-known institutions both inside and outside of Pennsylvania, with a six-year graduation rate of 72.6%. As the university's reputation for excellence has become more widely known throughout the United States, the institution has attracted a different caliber of faculty and staff who are recognized for their professional contributions and creative and scholarly activity. This level of excellence has positively impacted the experience of students and produced a learning environment that is dynamic, inclusive, and focused on their success.

As WCU has remained steadfast in its commitment to being a regional comprehensive university in the liberal arts tradition that highly values teaching, the institution is also earning respect for its ability to offer doctoral-level education and produce research and creative activity of the highest order. Even as the university begins to demonstrate the characteristics of institutions traditionally defined as doctoral universities using the Carnegie Basic Classification Methodology, WCU remains true to its student-centered mission and goals.

Since 2013, WCU has been the largest campus in PASSHE and the fifth largest institution delivering four-year degrees in the Commonwealth of Pennsylvania. Within PASSHE, WCU is known for its academic excellence across all of its colleges, the diversity of its student body, and its innovative approaches to higher education administration. The university's success is rooted in its approach to promoting efficiency while relying on shared governance to ensure that every decision is aligned with the institutional mission and strategic priorities.

As the institution has grown, added engineering and doctoral programs, expanded its operations in Center City Philadelphia, and reorganized its operations to better support its mission, WCU has simultaneously worked to ensure that student success is at the center of everything the institution does.



History of the University

Although officially founded in 1871, the university can actually trace its roots to West Chester Academy, a private, state-aided school that existed from 1812 to 1869. The academy enjoyed strong support from the Chester County Cabinet of the Natural Sciences. It was recognized as one of Pennsylvania's leading preparatory schools, and its experience in teacher training laid the groundwork for the normal school years that were to follow.

As the state began to take increasing responsibility for public education, the academy was transformed into West Chester Normal School, still privately

owned but state certified. The Normal School admitted its first class of 130 students on September 25, 1871. In 1913, West Chester became the first of the normal schools to be owned outright by the Commonwealth.

West Chester became West Chester State Teachers College in 1927 when Pennsylvania initiated a four-year program for teacher education. In 1960, when the Commonwealth paved the way for liberal arts programs in its college system, West Chester was renamed West Chester State College. Two years later, West Chester introduced the liberal arts

program that turned the one-time academy into a comprehensive college.

In recognition of the historic merit of the campus, the West Chester State College Quadrangle Historic District was placed on the National Register of Historic Places in 1981. The buildings included in this historic district are Philips Memorial Building, Ruby Jones Hall, Recitation Hall, and the Old Library. Except for Philips, these buildings were all constructed from native Chester County serpentine stone.

West Chester State achieved another major milestone with the passage of the State System of Higher Education bill. West Chester became one of the 10 universities in the State System of Higher Education on July 1, 1983. Along with its new name — West Chester University of Pennsylvania of the State System of Higher Education — the institution acquired a new system of governance and the opportunity to expand its degree programs.



Governance

West Chester University of Pennsylvania

- Dr. Jeffery L. Osgood, Jr.
Executive Vice President and Provost (Interim)
- Dr. Tabetha Adkins
Vice President of Student Affairs (Interim)
- Dr. Jen Bacon
Deputy Provost (Interim)
- Dr. Zebulun Davenport
Vice President for University Advancement and External Affairs
- Andrew Lehman
Vice President for University Affairs, Chief of Staff
- Todd E. Murphy
Vice President for Administration & Finance
- Dr. Tracey Ray Robinson
Vice President for Diversity, Equity and Inclusion Officer and Chief Diversity and Inclusion Officer

West Chester University Council of Trustees

- Robert M. Tomlinson '70, Chair (Bensalem)
- Barry C. Dozor '71, Vice Chair (Broomall)
- Marian D. Moskowitz, Secretary (Malvern)
- Dr. Daniel Greenstein, Chancellor, *ex officio* (Harrisburg)
- Thomas A. Fillippo '69 (Malvern)
- Christopher H. Franklin '87 (Bryn Mawr)
- Jonathan Ireland '93, M'03 (Coatesville)
- Julie Ward, Student Trustee (Fogelsville)
- Stephen Kinsey (Philadelphia)
- Sue Yoder Schick (West Chester)
- Betty Silfa (West Chester)
- Bernard J. Carrozza, Trustee Emeritus
- J. Curtis Joyner, Trustee Emeritus
- Johanna K. Havlick, Trustee Emerita ^{††}
- Eli Silberman, Trustee Emeritus
- William E. Hughes, Sr., Trustee Emeritus ^{††}
- John Unruh '64, Trustee Emeritus

Commonwealth of Pennsylvania

- Josh Shapiro, Governor
- State System of Higher Education**
- Dr. Daniel Greenstein, Chancellor
- Board of Governors*
- Cynthia D. Shapira, Chair (Pittsburgh)
- David M. Maser, Vice Chair (Philadelphia)
- Samuel H. Smith, Vice Chair (Punxsutawney)
- Senator David Argall (Tamaqua)
- Representative Tim Briggs (King of Prussia)
- William Gindlesperger (Chambersburg)
- Dr. Khalid N. Mumin,
Acting Secretary of Education (Harrisburg)
- Robert W. Bogle (Philadelphia)
- Abigail Hancox (Indiana University of Pennsylvania)
- Derek Harshbeger (Penn West University)
- Daniel A. Klingerman (Williamsport)
- Marian D. Moskowitz (Malvern)
- Representative Brad Roae (Meadville)
- Senator Judith L. Schwank (Reading)
- Larry C. Skinner (Philadelphia)
- Allison Jones (Philadelphia)
- Skylar Walder (Shippensburg)
- Neil R. Weaver (York)
- Governor Josh Shapiro (Harrisburg)
- Janet L. Yeomans (Philadelphia)
- F. Eugene Dixon, Jr., Chairperson Emeritus ^{††}

^{††} deceased

WOMEN ELEMENTS

#2

Largest University
Geothermal System

in the nation



17K⁺

STUDENTS

670⁺

STUDY ABROAD PROGRAMS
ACROSS EVERY
CONTINENT
EXCEPT ANTARCTICA

A COMMUNITY THAT REPRESENTS MORE THAN
29 STATES & 74 COUNTRIES



300⁺ student organizations
INCLUDING 34 FRATERNITIES AND SORORITIES

R2 RESEARCH UNIVERSITY

180⁺ academic opportunities

academic opportunities in 40 fields of study across
undergraduate, graduate, and doctoral levels

7

ACADEMIC
COLLEGES

24 INTERCOLLEGIATE
NCAA DIVISION II TEAMS



RECOGNIZED BY THE
CARNEGIE
FOUNDATION
FOR
COMMUNITY
ENGAGEMENT

19:1



STUDENT-TO-FACULTY RATIO



ACADEMICS

COLLEGE OF ARTS AND HUMANITIES
COLLEGE OF BUSINESS AND PUBLIC MANAGEMENT
COLLEGE OF EDUCATION AND SOCIAL WORK
COLLEGE OF HEALTH SCIENCES
COLLEGE OF THE SCIENCES AND MATHEMATICS
WELLS SCHOOL OF MUSIC
UNIVERSITY COLLEGE

**180+ ACADEMIC
OPPORTUNITIES**


WEST CHESTER UNIVERSITY
PRESIDENTIAL SEARCH PROSPECTUS

77K+

**JOBS AND
INTERNSHIPS OFFERED**

Career Development Center
2022-2023

\$10.4+
MILLION

for research projects across
campus from organizations
ranging from the National
Institutes of Health to the
Office of Naval Research

72%

of WCU students graduate
within 6 years vs. 62%
national average

93%

placement rate within 6
months after graduation.
WCU Class of 2022

82%

first-year retention rate —
46 out of 128 R2 institutions

WCU STUDENTS INTERN WITH:

**DISNEY, PHILADELPHIA STYLE, TED, URBN, FOX, WSFS BANK, QVC, SAP, PHILADELPHIA EAGLES,
KPMG, VANGUARD, WORLD HEALTH ORGANIZATION**

WCU GRADUATES WORK WITH:

**GOOGLE, U.S. DEPARTMENT OF STATE, PHILADELPHIA SOUL, TRIVAGO, NFL, ABC, DISNEY,
INSOMNIA COOKIES, TWITTER**



The university continues to be recognized for its quality academic programs, accessibility, and affordability.

West Chester University is recognized by many media outlets as a top institution in the nation.

While this is only the second year WCU has been ranked by *U.S. News & World Report* in the National Universities category — due to WCU now being recognized as an R2 doctoral university, exhibiting high research activity — WCU's recent improvement in the publication's rankings now places the institution in the top half of all national universities in the U.S.

Furthermore, *U.S. News & World Report* also recognizes WCU in the publication's following lists: **Top Public School**, **Best Value School**, **Top Performer on Social Mobility**, and **Best College for Veterans**. WCU also finds itself on *Forbes* list of America's Top Colleges, which "showcases 500 of the finest U.S. colleges." *Washington Monthly*, whose rankings focus on institutions' contribution to the public good in the areas of social mobility, research, and promoting public service, has ranked WCU in the top third of national universities for the second year in a row.

127
OUT OF 442

WASHINGTON MONTHLY
National Universities



307
OUT OF 500

FORBES
America's Top Colleges



**U.S. NEWS &
WORLD REPORT**

209
OUT OF 435

National Universities (Overall)

112
OUT OF 227

Top Public Schools

111
OUT OF 211

Best Value Schools

147
OUT OF 176

Best Colleges for Veterans

222
OUT OF 434

Top Performers on
Social Mobility

Research

As an R2 Carnegie Classification institution, research is of critical importance to West Chester University and an integral component of our teacher–scholar model, which recognizes the ways that teaching informs research, and that research enhances teaching. By conducting research and incorporating it into the classroom, faculty bring current, contemporary concepts to life and inspire students to pursue their own scholarly interests. As an R2 institution, West Chester University attracts exceptional faculty whose commitment to embracing our teaching–scholar model is translated to their work with our students. Faculty research and creative activities are a part of our identity at WCU, where faculty are committed to bringing research into teaching and learning in the classroom.

This past academic year, we saw an impressive increase in the number of faculty and student grant submissions and external awards, with a 33% growth in submissions from faculty PIs and a 35% increase in our external grant acceptance rate. The university also saw a boost in pre-tenure faculty submitting for external grants, accounting for 36% of new grant submissions. With nearly \$8M in awarded external funding this past year, exceeding all other years, WCU understands the increasing importance and centrality of research. We are committed to prioritizing our focus on research and the impact of that research on our students, faculty, and community.



Moon Shot for Equity at WCU

Together with Delaware County Community College, WCU is participating in EAB's Moon Shot for Equity. The Moon Shot mission is a data-driven, organizational learning process designed to foster institutional change through identifying and eliminating barriers and disparities to success among college students. Consistent with WCU's mission to provide access and high-quality undergraduate education, the aim of this mission is to identify structural barriers that lead to unintended inequalities in retention and degree completion rates for different populations of students. Over a 10-year period, WCU will implement 15 best practices that aim to eliminate those disparities

Moon Shot for Equity promotes the principle of equity-mindedness. In this way, our focus is on institutional barriers to student excellence, rather than on potential deficits among individual students. Research shows that programs that aim to eliminate student deficits alone are often not sufficient to bring about equity in student outcomes. By identifying and eliminating structural inequalities that are obstacles to equity at WCU, we are better positioned to affect and sustain systemic change, closing equity gaps and improving student success for all WCU students.

Two years into the Moon Shot for Equity mission at WCU, we have directly engaged over 400 staff, faculty, and students in our work. We have examined data, benchmarked our most profound institutional equity gaps, and engaged the campus community in systemic inquiry to identify barriers to equity in our institutional policies and practices. Five goal teams have recommended Specific institutional changes, and we are now developing a collaborative implementation plan to: (a) change policy on registration holds; (b) centralize funding for emergency grants; (c) deploy retention grants more strategically; (d) replace of developmental mathematics courses with co-requisite, credit-

bearing college-level mathematics courses; (e) improve onboarding for transfer students across campus to encourage belonging and inclusion; (f) facilitate the articulation of transfer credits across institutions; (g) launch a coordinated approach to proactive advising that uses technology and data. In addition, WCU is working to increase opportunities for faculty development of inclusive teaching practices, enhance recruitment and retention of faculty and staff from historically underrepresented and marginalized identity groups in higher education, and reimagine our approach to student mental health and well-being through the development of a coordinated care network.



Undergraduate Programs of Study

– A –

Accounting
Anthropology
Art: Graphic and Interactive Design Specialization
Art: Studio Arts Specialization

– B –

Biochemistry
Biology: Cell and Molecular
Biology: Ecology and Conservation
Biology: Integrative Biology
Biology: Marine Science
Biology: Medical Lab Science
Biology: Microbiology
Biomedical Engineering
Business Analytics
Business Management
Business Management:
 Human Resources Concentration
Business Management:
 Business Process and Data Analytics

– C –

Chemistry
Chemistry-Biology
Communication Sciences and Disorders
Communication Studies
Computer Science
Criminal Justice

– E –

Economics
Education: Early Grades Preparation PreK-4
Education: Early Grades Preparation PreK-4/
 Special Education PreK-12
Education: Middle Grades Preparation 4-8
Education: Middle Grades Preparation 4-8/
 Special Education PreK-12
Education: Special Education PreK-12

English

Environmental Health
Exercise Science: Exercise Science Specialist
Exercise Science: Pre-Chiropractic
Exercise Science: Pre-Occupational Therapy
Exercise Science: Pre-Physical Therapy

– F –

Finance
Forensic and Toxicological Chemistry
French

– G –

Geography (General/Geography Track)
Geography: Environmental
Geography: Geographic Information Science (GIS)
Geography: Location Analytics
Geoscience: Earth Systems
Geoscience: Geology
German

– H –

Health and Physical Education: Teacher Certification
Health Science: General
Health Science: Respiratory Care
History

– I –

Interdisciplinary Studies
Interdisciplinary Studies: Professional Studies
Interdisciplinary Studies: STEM-H
International Business

– L –

Linguistics

– M –

Marketing
Mathematics

Mathematics: Actuarial Science
Mathematics: Applied and Computational
Mathematics: Finance
Mathematics: Pure Mathematics
Mathematics: Statistics
Media and Culture
Music Education
Music: Elective Studies
Music History
Music: Studio Composition
Music Theory
Music Therapy
Music: Instrumental Performance
Music: Jazz Performance
Music: Keyboard Performance
Music: Vocal Performance

– N –

Nursing
Nursing: RN-to-BSN
Nutrition: Dietetics
Nutrition: Lifestyle Nutrition

– P –

Pharmaceutical Product Development
Pharmaceutical Product Development:
 Pre-Pharmacy Concentration
Philosophy
Philosophy: Religious Studies
Physics
Physics: 3+2 B.S./M.S. in Physics & Quantum
 Science & Engineering (partnership with
 University of Delaware)
Physics/Engineering 3+2 BS
Political Science: Government and Politics
Political Science: International Relations
Psychology
Public Health

– R –

Russian

– S –

Secondary Education: Biology
Secondary Education: Chemistry
Secondary Education: Earth-Space Science
Secondary Education: English
Secondary Education: Mathematics
Secondary Education: Physics
Social Work
Sociology
Spanish
Sports Medicine Studies Accelerated BS/MS
Supply Chain Management
Supply Chain Management: Healthcare Supply
Chain Management

– T –

Theatre: Design/Production
Theatre: General Studies
Theatre: Musical Theatre
Theatre: Performance

– U –

Undeclared/Exploratory Studies
Urban Community Change
Urban and Environmental Planning

– W –

Women's and Gender Studies

Graduate Programs of Study

DOCTORATE

Doctor of Education in Policy, Planning and Administration
(Ed.D.—Concentrations: Higher Education and Curriculum & Instruction)

Doctor of Nursing Practice (D.N.P.)

Doctor of Psychology in Clinical Psychology (Psy.D.)

Doctor of Public Administration (D.P.A.)

MASTERS

Biology

M.S. Biology (Thesis or Non-Thesis)

Business

Master of Business Administration (M.B.A.)

Communication Studies

M.A. Communication Studies

Computer Science

M.S. Computer Science

Counselor Education

M.S. Clinical Mental Health

M.Ed. School Counseling

Criminal Justice

M.S. Criminal Justice

Early and Middle Grades Education

M.Ed. Applied Studies in Teaching & Learning

M.Ed. Early Childhood Education

Earth & Space Sciences

M.S. Geoscience

Educational Foundations and Policy Studies

M.S. Transformative Education & Social Change

English

M.A. English

Geography & Planning

M.S. Geography

Master of Urban & Regional Planning

Health

M.P.H. (Concentrations: Community,

Healthcare Management, Environmental)

Higher Education Policy and Student Affairs

M.S. Higher Education Policy and Student Affairs

History

M.A. History

Holocaust & Genocide Studies

M.A. Holocaust & Genocide Studies

Kinesiology

M.S. Exercise & Sport Science

(Concentrations: Applied Sports Performance, Clinical Exercise Physiology, Sport & Exercise Psychology)

Languages & Cultures

M.A. Languages & Cultures

(Concentrations: French, German, & Spanish)

Literacy

M.Ed. Reading

Management

M.S. Human Resource Management

Mathematics

M.S. Applied Statistics (Concentrations: Biostatistics, Business & Marketing Analytics)

M.S. Applied & Computational Mathematics

M.A. Mathematics

(Concentration: Mathematics Education)

Music

M.M.

- History & Literature
- Theory & Composition
- Piano Pedagogy

M.M.: Education

- Research Report
- Performance
- Orff-Schulwerk
- Kodaly
- Music Technology

M.M.: Performance

- Instrumental
- Instrumental Conducting
- Choral Conducting
- Vocal
- Piano
- Organ

Nursing

Master of Science in Nursing

Nutrition

M.S. in Community Nutrition

Philosophy

M.A. Philosophy (Concentration: Applied Ethics)

Psychology

M.A. Psychology (Concentrations: General, Industrial/Organizational)

Public Administration

Master of Public Administration (Concentrations: Public Management, Non-Profit Administration)

Secondary Education

M.Ed. (Residency and Non-Residency)

Social Work

Master of Social Work

Special Education

M.Ed. Special Education

Speech Language Pathology

M.A. Speech Language Pathology

Sports Medicine

M.S. Athletic Training (Concentration: Post-Professional)

M.S. Physician Assistant Studies

Teaching English as a Second Language

M.A. Teaching English as a Second Language

Philadelphia Campus

West Chester University in Philadelphia offers some of the same top-ranked, accredited degree programs that are available on the main campus.

Programs at our Philadelphia location are designed for adult learners, offering flexibility that allows students to balance work, home, and school. Students learn in state-of-the-art classrooms, primarily in the evening, and many of the faculty are practitioners as well as scholars. The result is an adult learning community complete with support services to help students to succeed on their academic journeys. Classes are offered in-person, hybrid, and online.

UNDERGRADUATE PROGRAMS

Bachelor of Science in Business Management

Bachelor of Science in Nursing (RN to B.S.N.)

Bachelor of Social Work

GRADUATE PROGRAM

Master of Social Work



Accreditations and Nationally Recognized Programs

INSTITUTIONAL ACCREDITATION

West Chester University of Pennsylvania is accredited by Middle States Commission on Higher Education (MSCHE)

PROGRAMMATIC ACCREDITATION

Accreditation Board for Engineering and Technology (ABET)

Accreditation Council for Education in Nutrition and Dietetics (ACEND)

Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) – Provisional*

American Psychological Association (APA)

Association to Advance Collegiate Schools of Business (AACSB)

Commission on Accreditation of Allied Health Education Programs (CAAHEP)

Commission on Accreditation of Athletic Training Education (CAATE)

Commission on Collegiate Nursing Education (CCNE)

Committee on Accreditation for Respiratory Care (CoARC)

Council on Academic Accreditation in Audiology and Speech-Pathology (CAA)

Council for Accreditation of Counseling and Related Educational Programs (CACREP)

Council for the Accreditation of Educator Preparation (CAEP)

Council on Education for Public Health (CEPH)

Council of Social Work Education (CSWE)

Forensic Science Education Programs Accreditation Communication (FEPAC)

National Association of Schools of Art and Design (NASAD)

National Association of Schools of Music (NASM)

National Association of Schools of Theatre (NAST)

National Environmental Health Science and Protection Accreditation Council (EHAC)

Network of Schools of Public Policy, Affairs, and Administration (NASPAA)

Planning Accreditation Board (PAB)

West Chester University's Educator Preparation Programs are approved by the Pennsylvania Department of Education (PDE) to recommend candidates for certification.

** The ARC-PA has granted Accreditation-Provisional status to the West Chester University Physician Assistant Program sponsored by the West Chester University.*

RECOGNIZED PROGRAMS

American Council on Teaching Foreign Languages (ACTFL)

American Chemical Society (ACS)

American Music Therapy Association (AMTA)

American Orff Schulwerk Association (AOSA)

Association of Middle Level Education (AMLE)

Council for Exceptional Children (CEC)

International Accreditation of Counseling Services (IACS)

International Literacy Association (ILA)

National Association for the Education of Young Children (NAEYC)

National Association for Sport and Physical Education (NASPE)

National Council for Social Studies (NCSS)

National Council of Teachers of English (NCTE)

National Council of Teachers of Mathematics (NCTM)

National Science Teachers Association (NSTA)

National Security Agency (NSA)

Organization of American Kodaly Educators (OAKE)

Society of Health and Physical Educators (SHAPE)

Teaching English to Speakers of Other Languages (TESOL)

CAMPUS LIFE AND HOUSING

 **WEST CHESTER UNIVERSITY**
PRESIDENTIAL SEARCH PROSPECTUS



With 300+ clubs and organizations, there's no shortage of opportunities for involvement at WCU.



30+ GREEK ORGANIZATIONS

30 HONOR SOCIETIES

21 SERVICE ORGANIZATIONS

HUNDREDS OF SPECIAL INTEREST CLUBS AND ORGS INCLUDING:

A Chorus Line Company
American Medical Women's Association
Asian Student Association
Black Student Union
Bringing Hope Home
Climbing Team
Colleges Against Cancer
Collegiate Entrepreneurs
Organization
Dance Team
eSports
Filipino Student Alliance
High Street Harmonix
Improv Club
Irish Dance Team
Mindfulness Meditation group

Model UN
Outdoor Adventure Pursuits
Photography Club
Ram Squad
Slow Food
Student Activities Council
Student Veterans Group
Students for Sustainable Action
Swing Dance
To Write Love on Her Arms
Together We Rise
University Dance Company
WCU Studios
WCU radio
WCU Paintball Club



ON-CAMPUS HOUSING

10 MINUTE WALK
TO DOWNTOWN WEST CHESTER
AKA THE BOROUGH

12

residence halls
& apartments

throughout North &
South Campus



ONE OF THE NATION'S
TOP
COLLEGE
TOWNS

18
dining locations

100+ on campus events
each semester



MORE THAN
5,300
STUDENTS



CALL OUR RESIDENCES **HOME**



ATHLETICS

 WEST CHESTER UNIVERSITY
PRESIDENTIAL SEARCH PROSPECTUS



The Department of Athletics prepares our student-athletes for life-long success by providing opportunities for them to excel in the classroom, in competition, and in the community.

The nearly 600 NCAA Division II student-athletes at West Chester University crush the competition on and off the field, annually achieving a higher grade-point average than the rest of the student body while keeping the Golden Rams in contention for the Dixon Trophy (top all-around athletic program in the PSAC) through our 24 intercollegiate athletic programs. WCU Athletics boasts an 85% academic success rate and 76% graduation rate. Nationally, West Chester has ranked as high as eighth in the NCAA Division II Learfield/NACDA Cup standings and is perennially in the top 20.

Leaders off the field as well, the Golden Rams participated in close to 3,000 hours of community service in 2022–2023, and a quarter of our athletes participated in selective leadership programming. The Student-Athlete Success Program offers unique programming and workshops in the areas of academic success, career development, community and civic engagement, diversity and inclusion, leadership, and wellness.





MEN'S

Baseball (*National Champions 2012, 2017*)

Basketball

Cross Country

Football

Golf

Soccer

Swimming & Diving

Tennis

Track & Field

WOMEN'S

Basketball

Cross Country

Field Hockey (*National Champions 2011, 2012, 2019*)

Golf

Gymnastics

Lacrosse (*National Champions 2002, 2008*)

Rugby (*National Champions 2019*)

Soccer

Softball

Swimming & Diving

Tennis

Track & Field

Volleyball

Pennsylvania State Athletic Conference (PSAC)

Gymnastics East Conference (GEC)

National Intercollegiate Rugby Association (NIRA)

ARTS

 **WEST CHESTER UNIVERSITY**
PRESIDENTIAL SEARCH PROSPECTUS



Since our founding in 1871, the arts have held a special place on campus, providing a dynamic outlet for student expression, elevating our minds, and enhancing our spaces. West Chester University features a vibrant arts curriculum and community. With degree programs in Graphic and Interactive Design, Music, Music Education, Music Therapy, Studio Art, Studio Composition, and Theatre, we provide an outstanding education for artists while fostering a rich array of performance and exhibition opportunities.

Each year, for example, the Wells School of Music presents more than 200 performances by our ensembles, faculty, students, and guest artists. Our University Theatre puts on five shows each season, including our Student-Written One Acts, and the University Dance Company performs both a fall and spring concert. Exhibits in the John Baker Gallery and the Knauer Gallery rotate throughout the year, featuring world-renowned artists as well as showcasing the works of our faculty and students. In addition to our curricular offerings, West Chester University is home to a nationally recognized Poetry Center, sponsoring annual poetry prizes and a Poetry Festival.

WCU also offers high-quality camp experiences for children during the summer through our art camp, band camp, music camps, theatre camps, and writing camps.

The WCU Live! Performing Arts Series extends this reach even further, offering programming throughout the year for the enjoyment of the campus and larger West Chester area and surrounding communities by presenting internationally acclaimed artists in the disciplines of dance, music, theatre, and family entertainment.

The College of Arts and Humanities celebrates its role in championing the disciplines that ask us to examine and understand the human story, and disciplines that help us show, tell, and perform human stories of all kinds. In our Art + Design Department and our Theatre and Dance Department, we maintain two gallery spaces and three theatrical venues.

The Wells School of Music has prepared musicians to perform and teach for more than 100 years. Our 400 music students have access to multiple instructional, rehearsal, and performance spaces; instrument rentals; Presser Music Library; a music education lab; and the Center for Music Technology. Our ensembles have performed in prestigious conferences and festivals in the United States and abroad, including Italy, Germany, Austria, the United Kingdom, Costa Rica, and China.



DIVERSITY, EQUITY, AND INCLUSION


WEST CHESTER UNIVERSITY
PRESIDENTIAL SEARCH PROSPECTUS



West Chester University resides within the borders of the traditional homelands of the Lenape Nations. The university has a long track record of prioritizing diversity and inclusion, including it as a strategic priority in the last two strategic plans: Building on Excellence (2013) and Pathways to Student Success (2018). West Chester University hired its first Chief Diversity and Inclusion Officer in 2018, with the following responsibilities:



SPECIFIC RESPONSIBILITIES

- Provide vision, leadership, management, and strategic planning for diversity and inclusion initiatives across the university
- Align objectives and strategic plans with the mission of the university and organizational goals and work as a catalyst for inclusion by modeling inclusivity
- Ensure that diversity and inclusion initiatives are prioritized and operationalized, developing the capabilities, methods of service delivery, and programs and activities that anticipate and meet university needs
- Inform these activities through a combination of input received from a variety of university resources and from industry best practices, keeping abreast of best practices and current trends in diversity and inclusion and bringing that knowledge to inform program and policy development work
- Serve as a results-oriented catalyst for change throughout the university and its respective colleges, inspiring colleagues to achieve new levels of expertise, confidence, and productivity by engaging regularly with faculty, students, and staff
- Develop diversity-related programs, including invitation of speakers, education plans, and communications by leading these efforts directly as well as by engaging with individuals around the university and obtaining outside expertise

- Utilize communication experience, both written and verbal, to address concerns and issues during a crisis and proactively communicate the offerings of the office
- Serve as a member of the president’s senior leadership group and collaborates with university and colleges’ senior leadership, including the provost, vice presidents, and deans
- Serve as a resource for and offer input on retention, student success, enrollment and marketing and communications to ensure diversity and inclusion permeates all
- Represent the university at various community, civic, and professional meetings and conferences as requested
- Lead and/or participates in other special projects to be determined in consultation with the chief of staff and the president

In 2018, the Office for Diversity, Equity, and Inclusion established the vision for West Chester to become a national leader of inclusive excellence in higher education through leveraging internal and external partnerships. Awards and recognitions that WCU has received over the last five years include the following:

- Military Friendly Designation: Bronze (2018), Silver (2019, 2020), Gold (2021, 2022, 2023)
- Military Spouse Friendly Designation (2022)
- #15 Best Colleges for Veterans Regional Universities North (2022 *U.S. News* College Rankings)
- #23 Best Colleges for Veterans Regional Universities North (2021 *U.S. News* College Rankings)
- Higher Education Excellence in Diversity (HEED) Award Recipient: 2020, 2021, 2022, and 2023
- Diversity Issues in Higher Education — Most Promising Places to Work in Student Affairs (2019, 2020, 2021, and 2022)

Annually, the Office for Diversity, Equity, and Inclusion compiles an Affirmative Action Plan, as well as an Annual Report on Title IX and Sexual Misconduct. In addition, a plethora of professional development opportunities are extended to students, faculty, and staff throughout the year through the Training and Development arm of the office and through the Institute for Cultural Competence and Inclusive Excellence, a signature initiative and non-credit certificate program. Seed funding for D&I projects is available to faculty and staff annually through the Innovation in Diversity and Inclusion Grants Council. The chief diversity officer also works in conjunction with the Division of Business and Finance as it relates to supplier diversity special projects and outreach.

In 2022, along with other reorganization that was occurring at West Chester, the Division for Diversity, Equity, and Inclusion was assembled to include the following:

- Office for Diversity, Equity, and Inclusion
- Center for Women and Gender Equity
- Lawrence A. Dowdy Multicultural Center
- Greg and Sandra Weisenstein Veterans Center
- Center for Trans and Queer Advocacy
- Frederick Douglass Institute
- Several university commissions, councils, committees, and caucuses:
 - ◊ Campus Climate Intervention Team
 - ◊ Council for Diversity, Inclusion and Academic Excellence
 - ◊ LGBTQIA+ University Caucus
 - ◊ Multicultural Faculty Commission
 - ◊ President’s Commission on the Status of Women
 - ◊ ADA Committee
 - ◊ Military Veterans Coordinating Committee

A few of the many additional key DEI offices, programs, or initiatives across the university include the following:

OFFICES

- Dub-C Autism Program — supports students with autism spectrum disorder (ASD)
- The Global Engagement Office
- The Office of Educational Accessibility
- The University Food Pantry

INITIATIVES

- Moon Shot Initiative — a partnership with EAB and Delaware County Community College with the specific goal of closing institutional equity gaps in student success.
- The COMPASS Program — supporting minority males
- WCU Promise Program — a campus-based program providing targeted support, campus resources, and financial assistance to unaccompanied homeless youth and foster youth.
- Interfaith, Meaning-Making, and Spirituality Project
- Interfaith Prayer and Meditation spaces
- Tri-Alpha First-Generation Honor Society
- The Frederick Douglass Teaching Scholars Fellowship — offers summer, semester, or year-long teaching opportunities to graduate students entering their final year of the terminal degree or recent postdocs.
- Annual LatinaXo Communities Conference
- Annual Rev. Dr. Martin Luther King Jr. Campus Commemoration
- Tribal Specialist Training Program
- Athletics Diversity and Inclusion Committee

ACADEMIC PROGRAMS

- The Institute of Race and Ethnic Studies
- Holocaust and Genocide Education Center
- Women's and Gender Studies
- Deaf Studies



SUSTAINABILITY

WEST CHESTER UNIVERSITY
PRESIDENTIAL SEARCH PROSPECTUS



WCU has long worked to advance environmental, social, and economic sustainability in our academics and campus operations.

Our Climate Action Plan and three consecutive strategic plans have highlighted and detailed the commitments the university has made to carbon neutrality and sustainable practices in waste management, energy use, transportation, dining systems, purchasing, and curriculum. The following four initiatives demonstrate the range of our efforts and the importance of sustainability in our values and mission.

- Our Brandywine Sustainability Workshops have trained 125 faculty members to bring concepts of environmental, social, and economic sustainability into their classroom teaching, and 180 staff members to apply the principles outlined in our Green Office Program to their office practices and programs. Dozens of students have deepened their understanding of sustainability through peer-designed workshops, and WCU faculty and staff are currently working with PASSHE colleagues to bring faculty representatives from all 10 system universities to West Chester in 2024 for a system-wide Brandywine Faculty Sustainability Workshop.

- We apply Leadership in Energy and Environmental Design (LEED) standards in all new construction and building renovations and currently have two LEED Gold and two LEED Silver-certified buildings on campus.
- In the early 2000s, as our Facilities Division weighed alternatives for upgrading campus heating and cooling systems, WCU decided to invest in geo-thermal technology. In 2023, after three successive phases of investment, design, and construction, over half of the north campus building space is connected to district or building-specific geo-thermal systems. Environmental and financial benefits have been the result, with overall campus carbon emissions dropping by over a third from 2010 to 2022, even as the student body and building space increased substantially. Energy costs fell as coal was eliminated from our energy portfolio, and heating oil use dropped to less than 10% of 2010 levels.
- For more than five decades, West Chester State College and now West Chester University has protected 126 acres of forests, meadows, wetlands, and streams on south campus for research, ecological, creative, recreational, and community benefits. In September 2023, we celebrated the Robert B. Gordon Natural Area's 50th anniversary and unveiled educational signs developed in a new collaboration between the university and members of the The Delaware Tribe of Indians.



photo by Thomas Holdsworth

WCU FOUNDATION AND ALUMNI ASSOCIATION


WEST CHESTER UNIVERSITY
PRESIDENTIAL SEARCH PROSPECTUS



Generations of alumni, faculty, staff, friends, family, and community partners bolster each new WCU class with a vision for the future — and the support to make it possible.



The West Chester University Foundation focuses on building a culture of giving by forming lifelong relationships with alumni and donors, all of whom have diverse interests and experiences.

The Foundation is home to the Office of Alumni Engagement, the team that works hand-in-hand with the WCU Alumni Association's Board of Directors to encourage alumni, alumni constituent groups, and future alumni to become advocates and supporters of the university.

Through signature events like Homecoming and Alumni Weekend, regional programming, opportunities to mentor students through volunteer work, and classroom speaking engagements, the Alumni Association engages students from their first days on campus through the entire cycle of their personal and professional involvement with WCU.

From the moment a student steps off the stage at commencement, they become a member of the WCU alumni network that is more than 130,000 strong — they become Rams for Life.

The WCU Foundation aligns its mission with that of the university, and they therefore align fundraising, awareness, and support to university goals. The Foundation has raised millions to help WCU students thrive, lead, and grow by funding scholarships, resources, and programs that support students so they can reach their full potential.

Partnering with both individual and organization-scale donors, the WCU Foundation ensures giving options are clear, so they know how their gifts impact initiatives they care about. While West Chester University is the sole beneficiary of the WCU Foundation, the Foundation functions independently under its own board of directors and pursues its own investment policies and portfolio management.



WEST CHESTER BOROUGH


WEST CHESTER UNIVERSITY
PRESIDENTIAL SEARCH PROSPECTUS



One of the best things about West Chester University is the location. Nestled in the Brandywine Valley just 30 minutes from Wilmington and 45 minutes from Philadelphia, West Chester sits in the heart of the Northeast and is the epitome of a college town. In fact, it's ranked one of the BEST college towns in the nation. The best part about "The Borough?" It's just a 10-minute walk from campus.

The county seat of Chester County, Pennsylvania, West Chester is an incredibly vibrant neighborhood with pedestrian-friendly streets lined with shops, parks, and historic buildings. There are 75 restaurants in the borough alone!

The borough boasts all the charm of a small town along with the resources and events of a cosmopolitan city. Its proximity to Philadelphia, New York City, and Washington, D.C. means that opportunities for our students, faculty, and staff are unparalleled, including access to world-class cultural activities, dining, hospitals, and direct flights from Philadelphia to destinations around the globe.



WEST CHESTER UNIVERSITY