



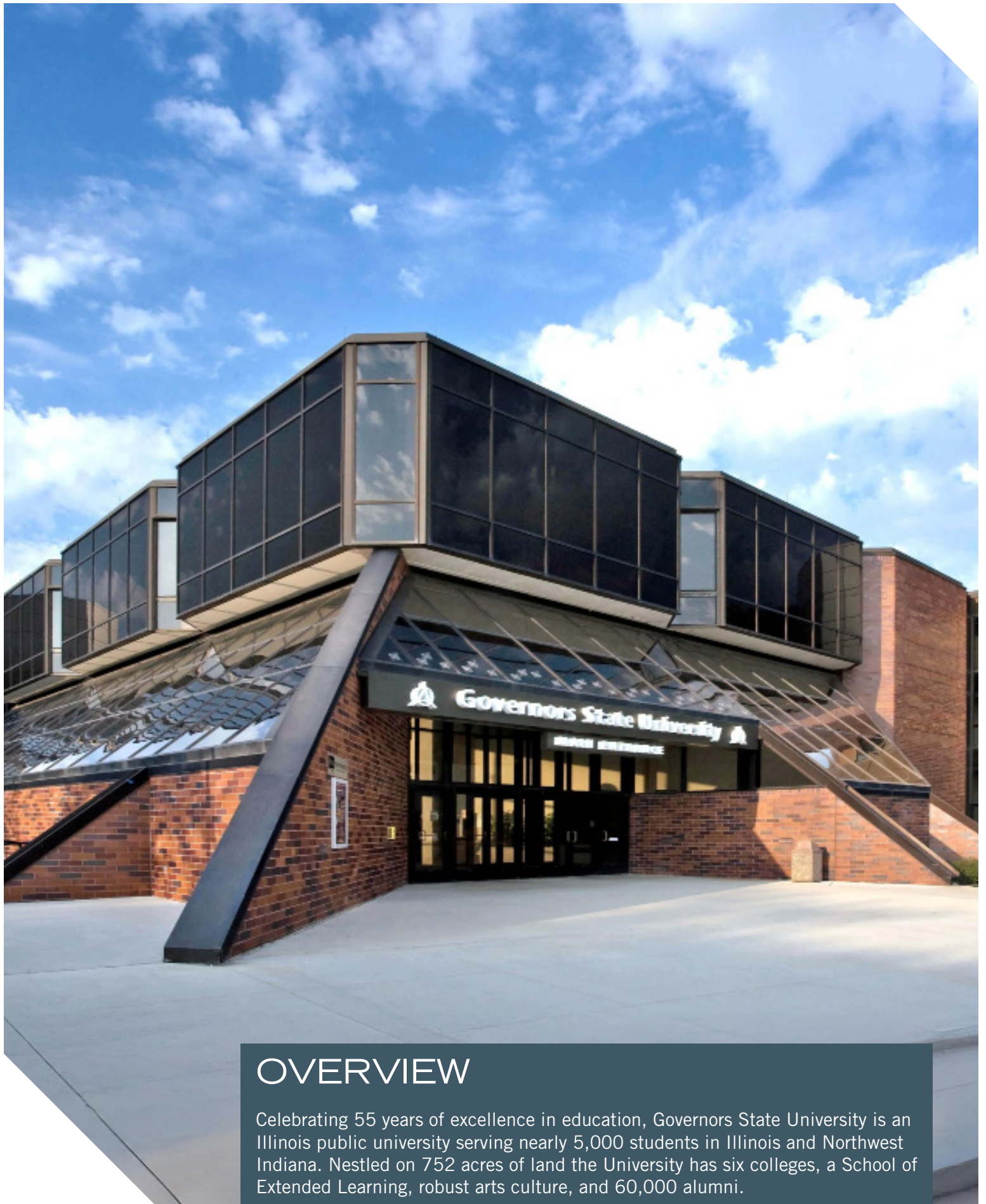
# GOVERNORS STATE UNIVERSITY

## PRESIDENTIAL SEARCH



***Governors State***  
UNIVERSITY





## OVERVIEW

Celebrating 55 years of excellence in education, Governors State University is an Illinois public university serving nearly 5,000 students in Illinois and Northwest Indiana. Nestled on 752 acres of land the University has six colleges, a School of Extended Learning, robust arts culture, and 60,000 alumni.



# POSITION EXPECTATIONS AND OPPORTUNITIES FOR LEADERSHIP

As the leader of a complex academic enterprise, the next President of Governors State University (GovState) will build on the momentum of President Cheryl Green's presidency and will place a particular emphasis on several strategic imperatives that will continue to strengthen the University and add value to its students, faculty, staff, and community.

Governors State University is looking for a forward-thinking leader who, in partnership with the Board of Trustees, will:

## Maintain and Strengthen GovState's Mission to Transform Lives in Illinois and Northwest Indiana

As a University that changes students' lives, GovState invests in student success through a commitment to mentoring and a deliberate focus on student achievement of academic, professional and personal goals. The next President will possess a deep understanding of the community in which the University operates, the needs of its students, and GovState's substantial economic and social impacts on the region it serves.

Located at the intersection of urban, suburban and rural America, GovState serves students and communities from diverse communities. The President will continue to sharpen GovState's identity and ensure it maintains focus on the key elements of the mission. A new strategic plan for 2025-2030 is in process, and the President-Elect will have an opportunity to review the plan before it is finalized and implemented.



### GovState MISSION, VISION & CORE VALUES

#### MISSION

Governors State University is committed to offering an exceptional and accessible education that prepares students with the knowledge, skills and confidence to succeed in a global society.

#### VISION

GovState will create an intellectually stimulating public square, serve as an economic catalyst for the region, and lead as a model of academic excellence, innovation, diversity and responsible citizenship.

#### CORE VALUES

**Invest in Student Success** through a commitment to mentoring and a deliberate university focus on student achievement of academic, professional and personal goals.

**Provide Opportunity and Access** to a first-class public education to residents of our surrounding communities and all those traditionally underserved by higher education.

**Serve as an Economic Catalyst** for the citizens of the State of Illinois and our larger Midwest region, so that our communities grow and flourish.

**Prepare Stewards of our Future** to thrive in the global economy, to contribute to ongoing innovative research and to serve as stewards of the environment.

**Demonstrate Inclusiveness and Diversity** to encourage acceptance of wide-ranging perspectives among students, staff, faculty and members of the broader community.

**Promote Quality of Life**, which encompasses civic, personal, professional and cultural growth.



## Enhance the Student Experience and Student Success

As a former upper division institution that is now a comprehensive university, Governors State University in a few short years has transformed to meet the needs of its student body and is continuing to develop academic and co-curricular offerings for first- and second-year students, upper-level undergraduates, students in graduate programs, and for lifelong learners. In the last four years, two pathways to law degrees have been established with other public universities. Also, two University programs have been elevated to colleges: The Honors College, which is recognized as a national model of excellence, and the Graduate College, which offers streamlined support to students pursuing advanced education.

To enhance student persistence, a group of specialists has recently been hired, with a need for additional advising resources in the years ahead. Governors State is partnering in a two-phased process with Georgia State University's National Institute for Student Success to address retention and to reimagine the barriers to student success.

Approximately 300 students live in GovState's residence hall, and the new President will have the opportunity to explore additional on-campus housing facilities, as well as expanded dining services that will support students who reside on- and off-campus. In turn, additional clubs and student activities will enhance the student experience for both residential and commuter students.

GovState is a member of the National Association of Intercollegiate Athletics (NAIA). GovState's more than 250 student-athletes currently participate in 15 sports, with additional teams planned for the near future. As part of the Facilities Master Plan, new athletics facilities are in development, including construction of a soccer field that is expected to open in Fall 2025. Continued attention to intercollegiate and recreational athletics will be an important priority for the next President.

Facilitating more extensive and effective use of technology will streamline operations and will allow the University's staff and faculty to spend more time in student-facing activities.







## Lead in a Shared Governance Environment

A strong tradition of shared governance is a hallmark of Governors State University. Senior leadership, faculty, staff, and students are expected to operate in a collaborative manner that focuses on the overall well-being of the University and its community members. With several highly engaged unions on campus, the President must lead effectively in a collective bargaining environment and work to ensure that transparency is at the forefront of interactions and communications with both on- and off-campus constituents. The President will be attentive to the morale and engagement of all community members, foster a community of care, and inspire a shared sense of mission in meeting the University's key priorities and objectives.



## Attract Additional Funding and Develop New Revenue Streams

While the University has maintained stable assets and received steady appropriations from the State of Illinois in recent years, a need exists to enhance existing funding sources and attract new revenue streams that will fund increasing operational expenses and continue to build GovState's reserves. Engaging with the Illinois Board of Higher Education to advocate for increased appropriations is an ongoing priority for the President.

Fundraising among alumni and friends is an increasingly important source of revenue for the University, and the President plays a lead role in advancing this activity. The President must serve as the lead philanthropic champion for GovState, focused on successfully closing gifts that serve to transform the university. In collaboration with the President's Cabinet, with academic leaders, and with the Governors State University Foundation, the President plays a key role in philanthropic partnerships, planning, and execution.

Expanding use of the University's facilities for commercial use is another potential source of revenue that the new President can explore.







## Drive and Advance Strategic Enrollment

The President and senior leadership are charged with developing and sustaining a campus-wide enrollment management approach and culture that integrates all aspects of recruitment, retention, and persistence in support of enrollment growth and student success. Demographic shifts, enrollment impacts from COVID-19, and declines in college-going rates among traditional-aged students in the region are all current enrollment challenges. Building on model partnerships with local school districts and community colleges will continue to be top priorities.

GovState is well-positioned to enhance enrollment, given its strengths in attracting adult learners, and an intentional plan to continue to attract both traditional and non-traditional students is essential. International students represent another potential growth area for the University.



## Continue to Advance the Goals of Diversity, Equity, and Inclusion

GovState is an institution that is diverse in race, age, ethnicity, gender identity, physical and mental ability, religion, political belief and affiliation, sexual orientation, and perspective. With a newly established Diversity Office and a Latinx Resource Center to support student success, the University is committed to diversity as a Minority-Serving Institution, Emerging Hispanic-Serving Institution, and Predominantly Black Institution that is Veteran Friendly. Further, GovState has a strong track record of enhancing its graduates' social mobility. In 2022, U.S. News and World Report ranked Governors State in the top 25 Midwest universities for social mobility.

GovState is focused on the priorities of equity, diversity, inclusion and belonging. The next President will build upon this strong commitment to create a welcoming, empowered, and inclusive community.

In particular, the President will consider a variety of constituents' priorities and ensure that programs, services, and benefits are equitable and that an environment of integrity, trust, and transparency infuses the campus.







## Engage and Communicate the Value of the University to External Partners

The President is the primary spokesperson for Governors State University and must continually speak to the value of the University recently recognized with a national award for return on investment (ROI). This means working closely with elected political leaders at the federal, state, and local levels, as well as with local and regional business and civic leaders. The President must advocate for policies that strengthen the University and engage in efforts that will continue to build GovState's visibility and presence in Illinois and beyond.

The President will continue to advance partnerships with external constituents that benefit the University and positively impact the communities it serves. They will continue to cultivate mutually beneficial relationships with community leaders, Illinois Board of Higher Education leadership, business leaders, the state legislature, alumni, parents, corporations, foundations, and donors to expand support for the University's activities.





## QUALITIES, SKILLS AND EXPERIENCE

Governors State University, a regional, public, comprehensive university in Illinois, seeks an inclusive, visionary leader who will build on a strong institutional foundation and guide GovState into a new era of excellence. Effective public higher education leadership experience in a collective bargaining context and an earned terminal degree are strongly preferred.

In addition, the next president will:

- Demonstrate fidelity to academic quality and have collegiate teaching experience.
- Make students a top priority in decision making.
- Be a strategic thinker who is knowledgeable about higher education trends both regionally and nationally.
- Have a record of leading effective strategic planning development and implementation.
- Demonstrate successful leadership experience in enrollment management, including program development, recruitment, student success, and persistence to completion.
- Work with colleagues to increase GovState's presence in the region.
- Exhibit a successful track record in fundraising or the aptitude for this vital area.
- Be a superb advocate with local, state, and national public officials.
- Demonstrate excellent leadership in diversity, equity and inclusion initiatives.
- Be committed to providing continued leadership for GovState's Equity Plan and Practices.
- Demonstrate excellent communication in all forms, including writing, speaking, and listening.
- Ensure consistency in policy articulation, implementation, and funding decisions.
- Be a data-informed decision maker.
- Possess successful shared governance experience.
- Value all programs and services as well as the faculty and staff who implement them.
- Be a visible, engaged, and relationship-building presence on campus and in the broader community.
- Establish strong partnerships with business, industry, and other higher education institutions in the region and beyond.
- Form and maintain a productive and collaborative relationship with GovState's engaged Board of Trustees.
- Be an effective fiscal steward, who will make mission-centric investments in faculty, staff, and programs that serve to differentiate the University.
- Exhibit the highest standards of ethics, transparency, and trustworthiness.



# Nominations and Applications

To ensure full consideration by the Governors State University Presidential Search Committee, applicants should apply by **January 3, 2025**. The search will continue until a new President is appointed.

Interested applicants should submit:

1. A detailed letter of interest a letter of interest that addresses specifically how the candidate's experiences and qualifications intersect with GovState's qualifications and listed strategic priorities outlined in this profile;
2. A curriculum vitae; and
3. Five professional references with email addresses and telephone numbers, including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.

## Submit To:

All application materials should be in PDF format and submitted through the AGB Search portal system at: [Governors State University - President](#).

Questions regarding the application process should be directed to: [GSU-President@agbsearch.com](mailto:GSU-President@agbsearch.com).

## Nominations and inquiries should be directed to:

### **Frederick V. Moore, J.D./M.B.A.**

Senior Executive Search Consultant, AGB Search  
[fred.moore@agbsearch.com](mailto:fred.moore@agbsearch.com)  
(712) 299-2544

### **Melissa K. Trotta, Ed.D.**

Associate Managing Principal, AGB Search  
[melissa.trotta@agbsearch.com](mailto:melissa.trotta@agbsearch.com)  
(202) 380-8927

## Additional Information

Additional information about Governors State University may be found at <https://www.govst.edu/>

Information about this search is also available at: <https://www.agbsearch.com/active-searches>

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### *Non-Discrimination Policy*

*Governors State University is an affirmative action/equal opportunity employer who complies with applicable federal and states and GSU policies prohibiting discrimination and harassment. GSU prohibits discrimination or harassment which violates the law or which constitutes inappropriate or unprofessional limitation of employment opportunity or participation in University activities, on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age, protected disability, veteran status, or marital status.*





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**GOVSTATE**

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***Governors State***  
**UNIVERSITY**