



PennState Hazleton

Chancellor

Penn State Hazleton invites nominations and applications for an experienced, visionary leader with an entrepreneurial spirit to serve as its next Chancellor and to lead the campus in reaffirming its land-grant mission in service to the Hazleton community and greater region.

ABOUT PENN STATE HAZLETON

Penn State Hazleton is a residential campus of [The Pennsylvania State University](#), the land-grant University of the Commonwealth of Pennsylvania which serves over 90,000 students. The beautiful, [suburban campus](#) is located on 125 acres overlooking the Conyngham Valley and conveniently located near Interstates 80 and 81 in northeastern Pennsylvania. As a small part of the larger University system, Penn State Hazleton provides the resources of a dynamic, internationally recognized university, while maintaining a focus on small, student-focused undergraduate learning. The campus has a long-standing history of academic excellence and regional leadership in higher education that includes strong business and industry partnerships; including the highly impactful [Hazleton LaunchBox](#), a signature program of the Invent Penn State Initiative, a Commonwealth-wide network to spur economic development, job creation, and student career success. The campus enrolls approximately 500 full- and part-time students with a particular emphasis on serving the local community and its large and thriving Latinx population. Sixty faculty and 84 full-time staff members at Penn State Hazleton support the 13 baccalaureate and five associate degrees offered at the campus. Students may also complete the first two years of nearly all of Penn State's 275 baccalaureate degrees at the Hazleton campus and then transition to another Penn State campus to complete their studies.

THE PENNSYLVANIA STATE UNIVERSITY AND PENN STATE HAZLETON

Founded in 1855, Penn State is one of the premier research universities in the world and a source of economic growth and prosperity for the Commonwealth of Pennsylvania [contributing more than \\$11.6 billion annually to the state's economy](#). The University embraces its mission of teaching, research, and service as U.S. higher education continues to evolve.

Granted the "R1—very high research activity" classification for research universities by the Carnegie Foundation, Penn State prepares students to be leaders with a global perspective. With more than 6,400

full-time faculty and more than 275 baccalaureate degree programs, Penn State is a comprehensive academic institution with a \$7.7 billion annual operating budget. It enrolls approximately 90,000 students in one University on [24 campuses and online](#). Penn State's university-wide strategic plan can be found at <https://strategicplan.psu.edu/>.

At the request of Hazleton's community leaders, the Hazleton Undergraduate Center of the Pennsylvania State College opened in September 1934 with 47 full-time and 60 part-time evening students. The first-year and sophomore students began their studies in their hometown and then completed their degree at University Park or another institution. A permanent home came in December 1948 when, through a donation and purchase, the university obtained 66 hilltop acres in Sugarloaf Township.

PENN STATE HAZLETON STRATEGIC PLAN 2020–2025

Penn State Hazleton adopted the latest iteration of its strategic plan in 2020. The most recent plan represents a reaffirmation of goals, objectives, and action items previously laid out while also providing the capacity to adjust priorities based on marketplace demands and innovations in pedagogical practices across areas of academic and student life. The [2020–2025 Strategic Plan](#) articulates five overarching goals for Penn State Hazleton: Extend the 21st Century Land Grant Mission; Advance Educational Innovation; Promote Ethics, Values, and Behaviors; Foster Diversity; and Enhance Sustainability.

ACADEMIC OFFERINGS

The Pennsylvania State University offers baccalaureate degrees, associate degrees, minors, and credit and non-credit certificates in a wide variety of disciplines. [All of Penn State's 275 baccalaureate programs](#) can be started at Penn State Hazleton and completed at University Park or another Penn State campus. Additionally, 13 baccalaureate degree programs and five associate degree programs can be completed at Penn State Hazleton.

Penn State Hazleton's [Division of Continuing Education](#) offers credit and non-credit programs for professional development and/or career change for traditional students and adult learners alike. Individuals may increase knowledge and enhance skills through independent study, conferences, seminars, and certificate programs. Continuing Education also provides management development and technical training for local business and industry and is also a portal to Penn State's other outreach and research capacities.

Academic offerings that can be completed at Penn State Hazleton include:

[Baccalaureate Degree Programs](#)

- Business
- Computer Science
- Corporate Communication
- Criminal Justice B.A./B.S.
- Engineering
- Health Policy & Administration
- Information Sciences & Technology
- Integrative Studies
- Project and Supply Chain Management
- Psychology B.A./B.S.
- Rehabilitation and Human Services

Associate Degree Programs

- Business Administration
- Information Sciences & Technology
- Letters, Arts, and Sciences
- Medical Laboratory Technology
- Physical Therapist Assistant

Continuing Education*Healthcare Programs*

- Practical Nursing Program
- Nurse Aide Program
- Phlebotomy Technician Program
- Clinical Medical Assisting Program
- Nurse Management

Workforce & Professional Development Programs

- Assisted Living Administrator 15-Hour Training (for PCHAs)
- Personal Care Home Administrator (PCHA) 100-Hour Training
- APICS Certifications
- ERP with SAP Credit Certificate
- Human Resource Certification
- Nurse Management Credit Certificate
- Project Management Certificate
- Rehabilitation and Human Services Certificate
- Supply Chain Management Credit Certificate
- AutoCAD/SolidWorks
- Certified Quality Technician
- Industrial Maintenance Program
- Spanish in the Workplace

STUDENT LIFE & ATHLETICS

Penn State Hazleton offers students a variety of opportunities to get involved and connected on campus. Student [clubs and organizations](#) and an active [Student Government Association](#) help provide a full and vibrant experience for all students.

[University-operated campus housing](#) can accommodate up to 350 students with a variety of layouts and special living options, including South Hall with traditional student housing and North Hall, which features suite-style housing. Four years of housing is guaranteed for students. Penn State Hazleton's Highacres Cafe is a food court-style eatery that offers a variety of convenient and affordable meal plans for both on and off-campus students. Higher Grounds, located in the TLRC Building, provides soups, deli items, and a variety of Starbucks specialty beverages conveniently located near academic buildings.

[Penn State Hazleton athletic teams](#) have experienced success in recent years while competing in the [Penn State University Athletic Conference \(PSUAC\)](#). The PSUAC is composed of 14 Penn State Commonwealth Campuses. Sports offered at Hazleton include:

- Baseball (M)
- Basketball (M & W)
- Golf (M)
- Soccer (M & W)
- Softball (W)
- Volleyball (W)

Additionally, the Office of Student Services and Engagement provides numerous [services and programs](#) to support and challenge students to achieve their educational and personal goals.

DIVERSITY, EQUITY, AND INCLUSION

Penn State Hazleton embraces its responsibility to be a leader in diversity, equity, and inclusion. This commitment is visible through the [research and outreach of faculty members](#), [programming for students and community members](#), and initiatives like the LaunchBox's [Global Entrepreneurship Week](#) and entrepreneur mentoring, [which supports the creation of new businesses like Sweets Melendez](#). Penn State Hazleton also is engaged in a set of cross-cultural collaborations with [UAE University](#).

As a campus of The Pennsylvania State University, Penn State Hazleton upholds the values and ideals of diversity, equity, and inclusion as [articulated in the University's Statement on Diversity, Equity, and Inclusion](#):

The Pennsylvania State University is committed to and accountable for advancing diversity, equity, inclusion, and sustainability in all of its forms. The University embraces individual uniqueness, fosters a culture of inclusion that supports both broad and specific diversity initiatives, leverages the educational and institutional benefits of diversity in society and nature, and engages individuals to help them thrive. We value inclusion as a core strength and an essential element of our public service mission.

At Penn State:

- We will foster and maintain a safe environment of respect and inclusion for faculty, staff, students, and members of the communities we serve.
- We will educate our faculty, staff, and students to be social justice advocates, creatively providing curricula, programs, and environments that reflect the diversity of our communities, and elevate cultural awareness.
- We will ensure fair and inclusive access to our facilities, programs, resources, and services, and ensure that all of our policies and practices are inclusive and equitable.
- We will advance and build our workforce by assessing hiring practices and performance review procedures to attract, retain, and develop talented faculty and staff from diverse backgrounds.
- We will address intergroup disparities in areas such as representation, retention, learning outcomes, and graduation rates.

LOCATION AND LOCAL CULTURE

[Penn State Hazleton](#) is located just outside Hazleton city limits in Sugarloaf Township, a part of the Greater Hazleton Area. Situated at the foothills of the Pocono Mountains, the Greater Hazleton Area is a growing community driven by the distribution, manufacturing, and logistic operations of large companies in the area; the proximity to Interstates 80 and 81 makes Hazleton an ideal location for these businesses. Coca-Cola, General Mills, American Eagle Outfitters, AutoZone, and Amazon are just some of the companies operating in the region, which has helped revitalize surrounding cities and towns. Hazleton is a city with a population of about 25,000 residents, 50 percent of whom are Latinx.

Hazleton and the Greater Hazleton Area offer a great quality of life to its residents. The surrounding area abounds with nearly endless opportunities for outdoor recreation from hiking to skiing and everything in between. Wilkes-Barre and Scranton are also not far and are home to wonderful cultural offerings and great shopping. Those interested in a city daytrip will appreciate the proximity to New York City and Philadelphia, each just a two-hour drive from Hazleton.

THE ROLE OF THE CHANCELLOR

Reporting to the Vice President for Commonwealth Campuses and Executive Chancellor, the next Chancellor will serve as the chief executive and academic leader of the Penn State Hazleton campus and is responsible for advancing its principal mission of excellence in teaching, research, and service; strategic planning; managing the \$11.6M budget; philanthropy; faculty and staff development; outreach; and alumni and community relations.

The next Chancellor will lead a campus that is part of a 24-campus, student-centered, comprehensive research university. The Chancellor is a member of key leadership groups of the University, including the [Academic Leadership Council](#) and [Council of Campus Chancellors](#). Additionally, the Chancellor serves as a member of the [Penn State Hazleton Council](#), a group of distinguished community leaders and donors who serve as an advisory group to the campus and help advance the mission of Penn State Hazleton.

The responsibilities of the Chancellor will be carried out in accordance with the mission and policies of the University. In addition to those above, the primary duties of the Chancellor include:

- Building community within the campus by promoting a climate of collegiality that is supportive of all faculty, staff, and students and allows them to reach their full potential as participants in a richly varied society;
- Serving as the chief executive, campus leader, and role model of the campus;
- Overseeing functions that directly affect personnel, such as recruiting, salary, promotion and tenure, sabbaticals, performance reviews, professional development, and conflict resolution;
- Leading, evaluating, and implementing strategic planning efforts to ensure consistency with University plans and to provide for the long-term success of the campus, by seeking faculty, staff, and student involvement and input in developing the plan;
- Planning and administering the campus budget to ensure the financial stability of the campus;
- Playing a leading role in campus development and fundraising efforts;
- Assuming overall responsibility for the delivery and evaluation of credit and non-credit program offerings at the campus and within the campus service area;
- Overseeing nonprogrammatic activities as well, including cultural relations, local partnerships, and other outreach activities;
- Ascertaining and, consistent with Penn State's mission and priorities, responding to the educational needs of the community;
- Providing the best possible academic experience and services for students and clients served by the campus and continuously monitoring and upgrading the quality of all operations;
- Overseeing and providing leadership with regard to campus recruiting and retention efforts;
- Collaborating with the 23 other campuses and colleges in the University and with other regional universities and colleges;
- Serving as the primary campus spokesperson, including maintaining a positive image of the campus in the community and working with area legislators, local government officials, alumni, and key academic and administrative units throughout the University;
- Maintaining the campus and its facilities and equipment in an attractive and operational condition; and,

- Serving on University-wide committees and working groups

OPPORTUNITIES AND CHALLENGES

With creative, inspirational leadership and enthusiasm for the campus, the next Chancellor will embrace the following opportunities and challenges:

- **Provide leadership in bolstering enrollment.** The next Chancellor will be a thought leader in enrollment management and articulate an action plan that includes short- and long-term strategic approaches to admission, marketing, financial aid, and recruitment, as well as providing direction for attracting, enrolling, and retaining mission-appropriate students. The next Chancellor will maintain and strengthen close relationships with local schools, partner organizations, and the surrounding community to elevate Penn State Hazleton's brand awareness. The ability to develop authentic connections with the city of Hazleton's large Latinx population and build a bridge to Penn State Hazleton cannot be overstated.
- **Reaffirm the land-grant mission of Penn State Hazleton.** The Pennsylvania State University's mission as a land-grant institution is to serve, educate, and improve the lives of the people of the Commonwealth of Pennsylvania. As a part of the Pennsylvania State University, the Hazleton campus plays an integral role in achieving this mission. The next Chancellor will work tirelessly to ensure that Hazleton is poised to fulfill its chartered mission in serving, educating, and improving the lives of those in the Greater Hazleton Area through concerted efforts to ensure that all students—traditional, nontraditional, and/or adult learners—in the local community are able to access, afford, and achieve a Penn State education.
- **Enhance academic offerings and build pathways to increase educational attainment.** The next Chancellor will actively engage in dialogue with local community organizations, educational institutions, and businesses, including those representative of the Latinx community, to understand the most pressing workforce needs of the greater community. These conversations will provide direction for Penn State Hazleton's academic programs and how they can best serve the workforce needs of the immediate area. The next Chancellor will build and maintain relationships that will increase the educational attainment levels of the local population. This likely includes enhanced articulation agreements with community colleges and educational partnerships with local and regional employers.
- **Engage the local community to promote Penn State Hazleton.** The next Chancellor will focus efforts externally to fundraise and work with the local community to support Penn State Hazleton and take the campus to its next level of impact. This is especially important in assisting the Latinx community, which makes up the fastest-growing part of the city of Hazleton. The expectation of continued growth in the local area provides fertile ground for a dynamic leader who is poised to build meaningful relationships with the many local, regional, and national organizations that hold common interests and commitments.
- **Secure Penn State Hazleton's financial future.** The next Chancellor will actively pursue resources, both within Penn State and externally, to support Hazleton's mission and to provide fiscal stability. The next Chancellor will cultivate and solicit donors while simultaneously providing direction for pursuing grants the campus may be eligible to receive in support of its programs,

students, faculty, and staff. Additionally, they will provide stewardship in the areas of financial management and budgeting to ensure Penn State Hazleton's resources are being well utilized.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be an experienced, visionary leader with an entrepreneurial spirit ready to inspire a campus that serves as an educational hub for the region. Competitive candidates will have at least five years of experience in higher education administration in a comprehensive institution with responsibility for strategic oversight of personnel, planning, programs, communication, and resources. The successful candidate will have a commitment to high quality disciplinary and interdisciplinary education, as well as diversity, equity, and inclusion. Qualified candidates will have a terminal degree and the aptitude and willingness to lead significant fundraising efforts in line with the campus's mission. Salary is commensurate with experience and qualifications.

Additionally, the next Chancellor should possess many of the following qualities and qualifications:

- A collaborative approach to leadership with local stakeholders, other Chancellors of Penn State's Commonwealth Campuses, and the Office of the Vice President for Commonwealth Campuses and Executive Chancellor;
- The ability to develop, articulate, and implement a vision and maintain a sense of direction towards strategic goals;
- Inspirational leadership skills that build momentum and encourage others toward action and the pursuit of excellence;
- A commitment to a comprehensive, student-focused education as well as to the campus's mission of providing students with an academically challenging and intellectually vibrant environment;
- Demonstrated experience, skill, and energy in developing external support, with a track record of making an effective case for, and successfully attracting new resources to, an institution or program;
- Proven track record with financial acumen and experience managing budgets strategically;
- The ability and self-confidence to make decisions on behalf of an ambitious institution when, at times, the most fruitful directions may be opaque;
- An ability to be engaged with and work collaboratively with the community to create and to maintain its strong connection to the campus;
- Emotional intelligence and the ability to ask thoughtful questions, listen carefully, shape discourse, be accessible, and foster a culture of shared governance;
- A commitment to identifying and celebrating the exceptional contributions of faculty, staff, and students while simultaneously motivating individuals and groups to strive for a better future;
- Diplomatic skill and grace when assessing opportunities and communicating outcomes, ensuring that ideas for the future are generated by all members of the campus community and shared with the leadership;
- A deep commitment to transparency and an approachable and engaging style of communication;
- A keen understanding of the issues facing campuses like Penn State Hazleton and the region's evolving demographics and workforce needs, along with ideas for navigating these trends successfully;
- The ability to lead and manage an organization through a time of cultural change, including the ability to grow and support high-performing teams; and,
- Integrity and persistence.

Review of applications will begin in mid-January and continue until the position is filled. The anticipated start date for this role is July 1, 2022. Penn State Hazleton is being assisted in this search by [Storbeck Search](#). For best consideration, please send all nominations and applications in confidence to:



Jim Sirianni, Managing Director
Christopher Bernard, Search Associate
Storbeck Search
PennStateHazleton@storbecksearch.com

For more information, please visit Penn Hazleton's website at: <https://hazleton.psu.edu/>.

Penn State is an equal opportunity, affirmative action employer, and is committed to providing employment opportunities to all qualified applications without regards to race, color, religion, age, sex, sexual orientation, gender identify, national origin, disability or protected veteran status.