



Beavercreek • Bellefontaine • Springfield • Xenia



PRESIDENTIAL SEARCH

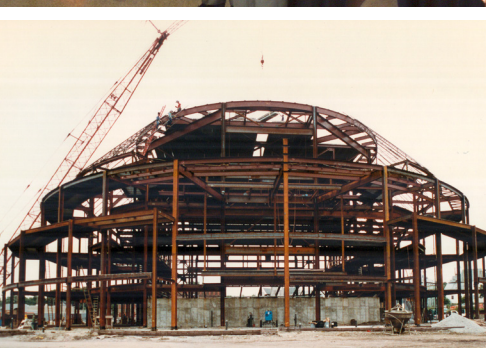
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THE OPPORTUNITY

The president of Clark State College must be a transformational, visionary, student-first leader who champions student success, shared governance, and community impact. This role requires a strategic thinker with high emotional intelligence, political acumen, and a deep understanding of the evolving higher education landscape. The president must lead with integrity, transparency, and empathy. They must be someone who listens attentively, acts decisively, and builds trust across all levels.

As the face and voice of the college, the president must be highly visible, engaged with a variety of stakeholders, and a courageous advocate for Clark State who will work closely with local, state, and federal legislators in a highly dynamic political environment to ensure best outcomes for Clark State and its students. This leader needs to balance innovation with fiscal responsibility, demonstrate understanding of both academic and professional credit; value teaching and learning; and foster a culture of belonging, professional growth, and continuous improvement. Ultimately, the president must inspire hope, drive results, and ensure Clark State remains a catalyst for opportunity and advancement in all the communities it serves.

THE HISTORY OF CLARK STATE COLLEGE

Clark State College, established in 1962, stands as a dynamic public institution committed to empowering individuals through accessible, high-quality education. With a diverse student body of more than 5,000 learners each semester, the college offers a comprehensive array of associate and bachelor's degree programs, particularly emphasizing healthcare, business, information technology, and manufacturing. Operating across multiple campuses—Springfield, Beavercreek, Bellefontaine, and Xenia—Clark State provides flexible learning options such as online, evening, and campus-based classes to accommodate diverse needs. The college's mission is to engage and empower diverse learners by providing high-quality educational programs and services that emphasize student and community success. Guided by a vision to lead higher education with a future-focused curriculum, Clark State partners with communities, businesses, and emerging industries, fostering innovation and student success within a culture of care. As an institution accredited by the Higher Learning Commission, Clark State College is dedicated to transforming lives and strengthening the regional workforce through education.



CONTINUING A LEGACY

Jo Alice Blondin, Ph.D., president of Clark State College since 2013 and the college's fifth-president, has led Clark State with vision, innovation, and a deep commitment to student success. Her transformational leadership has positioned the college as a national model in access, equity, workforce development, and academic excellence. As Clark State begins the search for its next president, the college seeks a dynamic and visionary leader who can build upon this strong foundation and continue a legacy of progress and impact.

Under Dr. Blondin's tenure, Clark State has:

- Invested more than \$40 million in technology and infrastructure to enhance the student experience and ensure operational excellence.
- Grown its federal and state grant portfolio by nearly \$25 million and increased its Foundation assets from \$13 million to more than \$30 million.
- Introduced four new baccalaureate degrees in high-demand fields: Manufacturing Technology Management, Web Development and Design, Addiction and Integrated Treatment Studies, and Nursing.
- Invested approximately \$1.3 million toward the City of Springfield Fire Station, making Clark State one of the only community colleges in the nation to house student labs in a working fire station.
- Expanded its physical footprint with significant developments at the Ohio Hi-Point Career Center in Bellefontaine and its Xenia location.
- Developed and strengthened cutting-edge workforce programs in areas such as modeling and simulation, laser materials processing and photonics, cybersecurity, semiconductor technology, precision agriculture, and diagnostic medical sonography.
- Successfully led and implemented four strategic plans, each advancing the college's mission and reinforcing its commitment to excellence.
- Increased State Share of Instruction funding by 60 percent through a relentless focus on performance and outcomes.
- Partnered with the Global Impact STEM Academy to construct a new upper academy on the main campus in Springfield, with plans for continued collaboration and growth.
- Enhanced Clark State's regional and national profile in workforce education through leadership and advocacy; leveraging grants to build stackable credentials; launching apprenticeships; forging industry partnerships; and expanding degree pathways in manufacturing, cybersecurity, healthcare, and defense.
- Elevated Clark State's national profile as a leader in student success, innovation, and community engagement.
- Founded the nationally recognized SOAR (Serving Our Own Through Advancement and Retention) program to mentor and prepare future leaders.
- Made Clark State a welcoming and supportive campus for military members, veterans, and their families—offering a 50 percent reduced tuition for active-duty personnel and spouses; tailored support services; and initiatives such as the SALUTE Honor Society, a Fallen Warrior Memorial, a Veterans' Lounge, statements of support with the Employer Support of the Guard and Reserve, and a collaboration with the Community College of the Air Force to offer online courses that meet the CCAF requirements for an Associate of Applied Science Degree. These efforts have earned Clark State the distinction of being the Number One Military-Friendly and Military-Spouse Friendly Community College in the nation, as well as a Collegiate Purple Star and Purple Heart Campus.



This moment marks an extraordinary opportunity for a new leader to guide Clark State's next chapter—rooted in a legacy of innovation and impact, and focused on building an even stronger future.

FIVE-YEAR STRATEGIC PLAN

Clark State's Strategic Plan is the product of a campus-wide, collaborative effort that serves as a road map to ensure Clark State is focused on student success and serving local communities. The Strategic Plan goals are centered around

- academic programs,
- student success,
- diversity and culture of care,
- communication,
- and community collaboration.

Vision

Clark State College will lead higher education with a future-focused curriculum partnering with our communities, businesses, and emerging industries while championing innovation and student success within a culture of care that provides intellectual, personal, and professional growth.

Mission

To engage and empower diverse learners by providing high-quality educational programs and services that emphasize student and community success.

Guiding Principles

We believe in the transformative power of education through:

- Learning – Use best practices and resources to create a learning community that challenges, transforms, and empowers students and employees.
- Community – Value, trust, and support for people with whom we work and serve.
- Partnerships – Collaborate to address stakeholder needs and to contribute to the economic and holistic well-being of society.
- Innovation – Champion an environment that encourages creativity and embraces change.
- Adaptability – Adjust to environmental challenges when they arise.

STUDENT SUCCESS DEFINITION

Student success at Clark State College is defined as a holistic effort in which everyone shares in the responsibility of preparing, teaching, and supporting students of all backgrounds to realize their academic and career goals.

GOALS

Goal 1: Develop and strengthen quality, innovative academic programs.

1. Increase and facilitate faculty's access to and understanding of data regarding student progress and success in their courses to improve student outcomes.
2. Expand professional development opportunities for faculty to meet and exceed pedagogical requirements in flexible learning environments.



Goal 2: Improve enrollment, student success, retention and completion.

1. Implement strategic-focused course scheduling by front-loading courses for students and supporting quick successes.
2. Redefine first year experience courses by reworking learning objectives that emphasize academic planning and student intent.

Goal 3: Facilitate and support an equitable and inclusive culture of care that recognizes, embraces, and reflects the diversity of the communities we serve.

1. Create a robust, culture-driven employee orientation and professional development to support successful onboarding and longevity of new faculty and staff.
2. Develop and expand employee and student mentorship programs and experiences.

Goal 4: Cultivate effective and efficient communication strategies and collaboration throughout the college.

1. Develop and share communication strategies that facilitate information sharing and understanding of college-wide policies, procedures, and practices.
2. Increase awareness and use of accessible communication techniques to improve access by students, faculty, and staff.

Goal 5: Promote and support collaboration with diverse communities, businesses, and industry partners.

1. Develop and implement strong metrics and supports to improve Scholar program enrollment, retention and success and to facilitate the expansion of the program to meet the region's workforce needs.
2. Expand partnerships with regional service providers to promote awareness and improve economic growth opportunity.

STRATEGIC PLANNING AREAS OF FOCUS, CHALLENGES

- Demographics and Competition
- Diversity, Equity, Inclusion, and Belonging
- Data Fluency and Responsiveness
- Funding Model
- Private Fundraising
- Credential Landscape and Delivery of Higher Education
- Workforce Preparation
- Program Mix, Development, and Alignment
- Focus on Student Needs (Academic Preparation, Workforce Needs, Basic Needs, Mental Health)
- Infrastructure and Technology
- Legislative Fragmentation
- Expansion of Collaboration with Stakeholders



FUTURE PLANNING

Navigating the evolving political and economic landscape presents both a challenge and a strategic priority for Clark State. Understanding the shifting political climate and anticipating how higher education will transform over the next decade is critical to positioning the institution for long-term relevance and success. Clark State serves a uniquely diverse set of regional ecosystems, each requiring tailored approaches to addressing workforce needs, enhancing educational access, and fostering community engagement. A major priority is working locally and regionally during the first year to establish strong strategies to distinguish Clark State from other institutions in the region.



Adaptability to new technologies and the changing expectations of students must drive continuous improvement efforts, especially in aligning programs based on outcomes and demand. The shifting perception of higher education's value—especially the growing emphasis on short-term certificates and return on investment—demands a forward-thinking approach to program design, funding models, and communication strategies. Successfully navigating these trends will require proactive leadership that focuses on realignment, creativity, and access across all campus locations. Additionally, macroeconomic shifts are influencing public perceptions of the value of higher education, prompting a move toward shorter-term, skills-based credentials. As access to education continues to evolve, institutions like Clark State must prioritize finances with the delivery of short-term, high-impact educational options that meet the needs of today's learners and employers.



CULTURE

Clark State fosters a strong culture of care with a deep commitment to holistic support for all stakeholders—students, faculty, staff, businesses and community members. As Clark State continues to serve a four-county service area, there is a desire for more inclusive strategic planning processes that better incorporate instructional and resource planning perspectives. Stakeholders are calling for long-term, futurist thinking to inform institutional growth and resilience. Recognition as a military-friendly, military spouse-friendly, and Purple Heart campus highlights Clark State's commitment to inclusive practices and support for all student populations, including veterans and military families.



Clark State is committed to a student-centered culture in which students have a voice in shared governance and planning. The Caring Campus initiative is a cornerstone that guides faculty and staff in making students feel welcome and fostering meaningful connections.



Comprehensive mental health and financial aid services are recognized as high-performing, contributing to an environment where students feel supported both academically and personally.

In March 2024, Clark State was recognized as a finalist for the American Association of Community College's Safety Planning and Leadership Award—highlighting a campus safety culture woven into day to day operations. The college operates a multi-layered safety ecosystem: a campus-wide Safety



Committee, designated Building Project Officers in each facility, and a Crisis Response Team. Clark State also works closely with local law enforcement—Springfield Police, Clark County Sheriff, and area departmental forces (Beavercreek, Bellefontaine, Xenia)—to staff campuses and facilitate mutual aid during critical events.

ENROLLMENT

Clark State is experiencing a positive trend in enrollment growth across all campuses, reflecting effective strategic enrollment planning and the expansion of program offerings, including the addition of four-year degrees, such as a Bachelor's of Science in Nursing.

In the fall of 2024, Clark State College experienced a 13 percent increase in overall headcount and an 11 percent increase in credit hours compared to the previous year, highlighting a strong commitment to education within the community.

In addition to the overall increase, new student enrollment surged by 19 percent, with high school student enrollment also rising by 19 percent. Continuing students from spring 2024 also saw an 11 percent enrollment increase, while returning students—those who had taken a semester off or more—were back in greater numbers, reflecting a nine percent rise in their enrollment.

The growth is particularly pronounced at Clark State's regional locations, such as Beavercreek and Bellefontaine, where student numbers and credit hours have risen by double digits.

In addition, as of spring 2024, more than 1,800 high school students were enrolled in Clark State's College Credit Plus classes, Ohio's state-funded dual enrollment program that enables academically prepared students in grades 7–12 to earn college credits—tuition free—while completing their high school requirements. Credits from CCP courses apply simultaneously toward high school graduation and college credentials including certificates, associate degrees, and transfer to four-year institutions. Since launching the program in fall 2015, Clark State has saved students and families more than \$25 million in college tuition.

Students may take CCP courses in several flexible formats:

- On campus (Springfield or regional sites in Beavercreek, Bellefontaine, Xenia)
- Online
- At their high school (taught by credentialed high school instructors or Clark State adjuncts)
- During summer terms

Key benefits include early exposure to college-level classes (with free tuition, books, and fees), cost savings, and smoother transitions into higher education. The program adheres to HLC requirements for instructor qualifications at partner schools.

Overall, CCP at Clark State offers students a rigorous, cost-effective head start on college, with flexible delivery options, broad transferability of credit, and multiple success stories across the region, making Clark State a highly-enrolled



program. The college also expanded its College Credit Plus program at the Greene County Career Center, successfully launching a licensed practical nurse pathway that attracted more than 120 students.

ACCESS

With one of the lowest tuition rates in the state and keen attention to fiscal oversight and a wide array of financial aid and scholarship programs, Clark State students can save tens of thousands of dollars earning their bachelor's or associate degree, or enrolling for two years and transferring to one of the more than 30 colleges with which the college has transfer partnerships.

Despite statewide delays in 2024-25 FAFSA (Free Application for Federal Student Aid) financial aid, a third of Clark State undergraduate students completed a FAFSA and more than half were awarded Pell grants. The college awarded students more than \$356,000 in state grants for fall 2024, and with more than \$500,000 in scholarships available, both incoming and returning students have the opportunity to apply for financial assistance based on need, academic achievement or program of study. Scholarship amounts range from \$500 to \$5,000 and do not need to be repaid, further supporting students in their educational pursuits.

In addition to Clark State's general scholarships, the Clark State Foundation provides significant funding through local partnerships and donations. More than \$300,000 in scholarships are awarded annually by the Clark State Foundation, with more than 50 scholarships available.

Clark State also offers specific scholarships for high school students. The \$3,000 College Credit Plus Scholarship supports students who have completed at least 30 credit hours in College Credit Plus courses at Clark State with a 3.0 grade point average or above.

The Tech Prep Scholarship is available to students who have completed a career technical program at an area career technical center.

Clark State also offers H1-B One Workforce grant scholarships for eligible students pursuing programs in advanced manufacturing and applied engineering, including laser material processing, robotics and welding. These funds are designed to support students pursuing careers with local employers in these rapidly growing technical sectors.

Additionally, Clark State participates in the Choose Ohio First Scholarship program, which is administered by the Ohio Department of Higher Education. This initiative provides scholarships to new students pursuing degrees or certificates in STEM -- Science, Technology, Engineering, and Mathematics—fields that support Ohio's economic strength by enhancing the talent pipeline for STEM industries. Annual scholarships range from \$1,500 to \$5,200. The president must maintain a focus on accommodations and affordability, ensuring that higher education remains accessible for all.



STUDENT SUCCESS

A critical set of challenges and priorities for Clark State centers on understanding and responding to the multi-faceted experiences of its student body. Student success must remain the primary focus, requiring leadership that is informed and sensitive to the distinct range of academic, social, and economic barriers that students face. There is a clear priority to preserve and strengthen student support services and to uphold the values of recognizing a myriad of individual needs.

To ensure students' physical, emotional and mental well-being, the college has added five positions in the areas of support, counseling and academic engagement. These efforts have fostered a sense of belonging and increased student retention.

Clark State College has also been deeply engaged in transformative student success initiatives through its partnerships with Achieving the Dream and Complete College America, driving systemic improvements in access, opportunity and completion. Building on this strong foundation, Clark State is now collaborating with One Million Degrees and Bottom Line to further support students holistically, ensuring they have the resources and mentorships needed to thrive.

In May of 2025, Clark State celebrated 574 graduates who earned bachelor's degrees, associate degrees and certificates. The Clark State Class of 2025 includes 44 students who earned a 3.5 or above grade point average; 188 students with a 3.5 grade point average or higher; 118 honor society members; 25 student athletes; 24 military graduates; and 61 high school students who participated in the College Credit Plus program, earning both high school diplomas and associate degrees simultaneously. Graduates range in age from 17-years-old to 64-years-old.

LEADERSHIP, GOVERNANCE

Navigating Clark State's internal dynamics with patience, respect, and clarity is essential. The institution values shared governance; tradition; and genuine partnerships between the president, staff, and faculty. Successfully breaking down internal silos and aligning campus operations continues to be critical. The president must actively listen, understand the campus climate, and take time to learn what Clark State truly needs before making significant moves. This includes being transparent and consistent when making difficult decisions, clearly communicating the reasoning behind them, and holding all campus groups accountable. Ultimately, the president must have an articulated agenda grounded in Clark State's mission and a collaborative approach to achieving it.

Ongoing efforts to improve pay structures and expand professional growth opportunities reflect Clark State's commitment to retention and advancement. Leadership must continue to be effective in navigating complex political and educational dynamics, with shared governance being both a strength and a model for the state. Regular listening sessions further reinforce a culture of inclusion and respect, ensuring that the voices of students, staff, and faculty are heard and valued.



Clark State's Board of Trustees exemplifies what a high functioning, engaged governing body looks like—operating in seamless partnership with the President to advance student success, fiscal responsibility, and community responsiveness. To that end, the Board and President were honored with the American Association of Community Colleges Award of Excellence for CEO/Board Relations, celebrating five years of consistent, effective collaboration, with impressive outcomes for Clark State students. The core themes of the Board and President relationship are strategic fiscal oversight, open communication, student-centered focus, campus engagement, strategic planning and share governance, community and legislative advocacy; and professional learning and recognition.

FINANCES, FUNDING

A central challenge and priority for Clark State lies in maintaining and ensuring long-term financial sustainability amid shifting external pressures. Navigating the complexities of the state funding formula and keeping pace with ongoing regulatory changes are critical for institutional stability. Clark State must effectively advocate for its portion of the State Share of Instruction funding by remaining engaged in legislative processes that directly impact financial planning. Clark State must also identify and invest in programs that align with workforce demands and demographic shifts to enhance sustainability. Balancing the demands of safeguarding employee benefits, addressing concerns, and adapting to political and academic environments while remaining fiscally responsible is essential to securing Clark State's viability and mission.

Clark State College holds an A2 rating from Moody's Investors Service, indicating the college's stable financial outlook and a commitment to preparing students for the future while addressing the region's educational and workforce needs.

ACADEMIC INNOVATION

Clark State exemplifies the advancement of academic excellence through innovation, strategic program development, and effective educational partnerships. The college strives to stay ahead of the curve in technology, position itself nationally within high-tech industries, and maintain its identity as a space for creativity and innovation. Career-focused programs, both for academic credit and professional credit, with built-in off-ramps to employment provide practical value to students, while strong articulation agreements support smooth transfer pathways.

Clark State's approach is consistent: identifying emerging industry needs, securing federal funding and grants, and designing credentials that blend technical skill with real-world application. By building scalable, stackable credentials and immersive co-op models, the college is constantly evolving to serve students, employers, and community development.

Agriculture

Clark State's precision agriculture program offers one of only two associate degrees in agricultural business in Ohio, and the state's only precision agriculture



track. Students apply data analytics to real-time farming situations, using UAV test ranges and soil health research to gain hands-on technical expertise.

In October 2024, Clark State, a founding member of the Community College Alliance for Agriculture Advancement and the hub for the Ohio Center for Precision Agriculture, announced a groundbreaking initiative with the U.S. Department of Agriculture – Natural Resources Conservation Service: a \$9 million, four-year program to create a national agriculture center for two-year colleges and connect more students to agriculture career pathways. As agriculture increasingly relies on technology, the demand for professionals skilled in implementing geospatial technologies like GPS and GIS continues to grow. Clark State's precision agriculture program provides these critical skills, promoting efficient resource use and contributing to sustainable farming practices in Ohio agriculture and beyond.

Air Mobility

Clark State College is a key partner in the National Advanced Air Mobility Center of Excellence (NAAMCE), a collaborative initiative aimed at advancing the development and integration of electric vertical takeoff and landing aircraft and other advanced air mobility technologies. The center, located at Springfield-Beckley Municipal Airport, serves as a national hub for research, testing, and workforce development in the AAM sector.

In 2022, Clark State College hosted the National Advanced Air Mobility Industry Forum, bringing together industry leaders, government agencies, and educational institutions to discuss the future of AAM and the workforce needs associated with this emerging industry. The forum underscored Clark State's commitment to preparing students for careers in AAM through targeted education and training programs.

The college's partnership with NAAMCE includes collaboration with the Global Impact STEM Academy, which recently opened a new facility on Clark State's campus to offer career pathways in aviation and aerospace. This facility will provide students with opportunities to engage in hands-on learning experiences related to AAM technologies, aligning educational offerings with industry demands.

Through its involvement with NAAMCE, Clark State College is playing a pivotal role in shaping the future workforce for the AAM industry, ensuring that students are equipped with the skills and knowledge necessary to thrive in this rapidly evolving field.

Allied Health Sciences

Clark State is steadily expanding its Health Sciences with a range of innovative and responsive programs designed to meet regional workforce needs.

The college added Diagnostic Medical Sonography, Medical Laboratory Technology and Medical Assisting as associate degrees and certificate options—providing hands-on training in imaging, lab diagnostics, and clinical support roles.

Through participation in the Northwest Ohio Allied Health Education Consortium, Clark State offers pathways in Respiratory Care, Radiographic Imaging, and Occupational Therapy Assistant—delivered via a hybrid of on-



campus general education and consortium lab instruction, plus clinicals at regional sites.

The Associate of Applied Science in Health Sciences introduces students to multiple specialties—from EMT and phlebotomy to electrocardiography—before they commit to space-limited programs, offering embedded stackable credentials and industry-aligned readiness. Clark State’s partnership with Mercy Health on-campus clinic enriches these programs by integrating training and clinical opportunities.

These developments reflect Clark State’s strategic push to grow a robust, interdisciplinary healthcare pipeline. By offering multiple entry points, clear simulation-to-clinical pathways, and strong community partnerships, the college is equipping students for diverse roles in healthcare while also addressing local provider gaps in diagnostics, therapy, emergency response, and rural care.

Industrial Maintenance

Clark State College is actively engaged in Ohio’s transition to electric vehicle manufacturing through a strategic partnership with Honda and LG Energy Solution. This collaboration focuses on workforce development to support the new \$3.5 billion EV battery plant in Jeffersonville, Ohio, which is expected to create 2,200 jobs.



Clark State College is contributing to this initiative by providing specialized training programs designed to equip individuals with the skills necessary for careers in EV battery production and related fields. These programs aim to ensure a well-prepared workforce to meet the demands of the evolving automotive industry. Through this partnership, Clark State College reaffirms its commitment to fostering economic growth and innovation in the region by aligning educational offerings with industry needs.



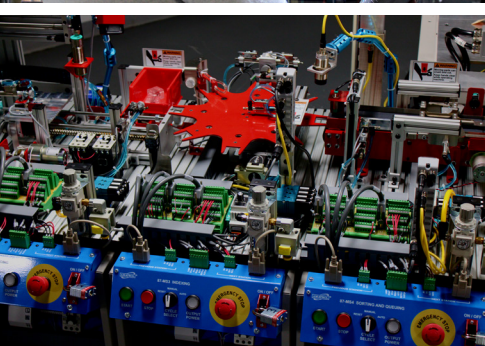
Manufacturing and Engineering

A recent \$180,871 RAPIDS (Regionally Aligned Priorities in Delivering Skills) grant from the Ohio Department of Higher Education demonstrates the college’s commitment to workforce readiness in advanced manufacturing, engineering, robotics, and industrial technologies.

This funding supports the acquisition of state-of-the-art equipment that directly enhances Clark State’s applied technology and engineering programs. Among the additions are numerical control certification mobile carts, a precision metrology table workbench, and a Titan 25T CNC Press Brake—each of which will provide students with hands-on experience using the same technologies found in leading manufacturing facilities. These tools not only strengthen instruction but also improve student-to-trainer ratios, ensure deeper skill development, and expand capacity across both academic and workforce training programs.



In addition, Clark State is creating collaborative classrooms that simulate modern engineering environments, enabling students to engage with real-time data, 3D models, and virtual simulations. These smart classrooms foster digital fluency, teamwork, and problem-solving—core competencies in today’s advanced manufacturing sector.





This initiative is the result of intentional collaboration with regional employers, industry advisory boards, and workforce partners including the Springfield-Clark Career Technology Center and Greene County Career Center. Their input helped shape equipment selection, instructional priorities, and the college's strategic vision for training in high-demand sectors like robotics, welding, CAD, and industrial maintenance.

In 2024, Clark State also secured \$540,000 to expand programs in industrial maintenance, semiconductors, and electric vehicle battery production. This grant funded virtual clean room training, pneumatic system instruction, and welding lab enhancements—all critical to Ohio's growing role in advanced manufacturing and clean energy.

As advanced manufacturing continues to drive growth—supporting over 130,000 jobs and generating \$11 billion in payroll across the Dayton region—Clark State is at the center of preparing talent to meet that demand. Leveraging a \$3.5 million Department of Labor “Industry 4.0” grant, Clark State expanded its manufacturing technologies programs. Students engage with 3 D printing, additive manufacturing, CAD, robotics, and photonics, earning stackable micro credentials within eight-week modules—culminating in certificates and associate degrees.

Modeling and Simulation

In December 2023, Clark State became the only community college to receive more than \$1 million from the U.S. Department of Education grant to launch a modeling and simulation associate degree. Designed in collaboration with Infinity Labs and regional defense partners, the curriculum trains technicians in cyber infrastructure modeling and is expected to begin in the fall of 2025.

Nursing

Clark State College continues to expand its academic offerings in direct response to regional and statewide workforce needs with the launch of a Bachelor of Science in Nursing (BSN) completion program, set to begin in fall 2025. The program allows students to complete the full nursing education pathway at Clark State—from Licensed Practical Nurse (LPN) certification to Registered Nurse (RN) associate degrees, and now, through the BSN.

The inaugural cohort will begin with an anticipated enrollment of 15 students (which already has a wait list) and is projected to grow to 90 students by year four. The program will launch on the Springfield main campus, complementing existing LPN and RN programs at the Bellefontaine, Springfield and Beavercreek locations. Through the College Credit Plus (CCP) pathway, Clark State also partners with area high schools and career centers—including Ohio Hi-Point and Greene County Career Center—to provide early access to nursing education. More than 70 high school students are currently enrolled in Clark State's CCP nursing track, with some earning their LPN credentials within six months of graduation.

With 775 students currently enrolled in nursing programs, Clark State maintains a 95 percent graduation rate and a 100 percent job placement rate. The college's strategic expansion of its nursing programs ensures a steady pipeline of career-ready professionals to meet increasing healthcare demands, reinforcing its role as a regional leader in allied health education.



Semiconductor Technology

Clark State College is at the forefront of Ohio's semiconductor workforce development, collaborating with Intel to address the growing demand for skilled technicians and engineers. This partnership is a cornerstone of the state's strategy to support Intel's \$20 billion investment in a semiconductor manufacturing facility in New Albany, Ohio.

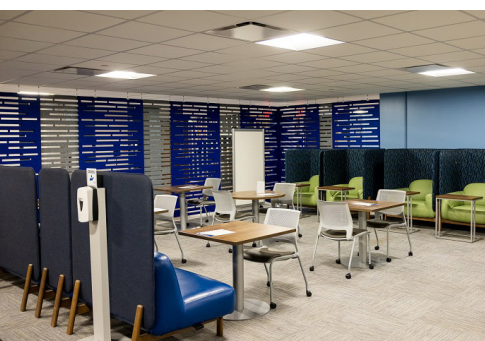
As part of a broader initiative led by the Ohio Association of Community Colleges, Clark State is developing and expanding programs in semiconductor technology, automation, and advanced manufacturing. These programs are designed to equip students with the skills necessary to meet the workforce needs of Intel and its supply chain partners. The collaboration includes curriculum development, internships, and the establishment of state-of-the-art training facilities, thereby fostering economic growth and innovation in the region.

In recognition of its commitment to workforce development, Clark State received a \$79,250 grant from the Ohio Department of Education to enhance its semiconductor training capabilities. This funding supports the acquisition of advanced equipment and the creation of specialized training programs that align with industry and needs.

WORKFORCE DEVELOPMENT, BUSINESS SOLUTIONS

Clark State College is a driving force in regional economic development, offering tailored workforce training and business solutions that align with industry needs and empower regional growth. Through its Workforce Solutions department, the college provides a comprehensive suite of programs designed to enhance employee skills, support business growth, and foster community prosperity. To do so, the college collaborates with local businesses to develop customized training solutions that address specific workforce challenges. These programs encompass a wide range of industries, including healthcare, manufacturing, CDL, technology, and leadership development. By aligning training with industry standards and employer expectations, the college ensures that program participants are equipped with the skills necessary to excel in their respective fields.

The college also coordinates quarterly Workforce Development Summits in each of the counties it serves to provide business leaders the opportunity to network and collaborate with economic development and industry, as well as receive regional, state, and federal workforce updates.



DATA, OUTCOMES, ACCOUNTABILITY

Clark State is dedicated to effectively assessing and demonstrating student success in alignment with institutional goals and external expectations. Understanding the factors that contribute to student success, including workforce outcomes and job placement, is essential for achieving continuous improvement. This requires a strong commitment to using data and assessment results not just for reporting, but to drive evidence-based decisions across programs and services. Compounding this is the challenge of anticipating and responding to legislative and regulatory shifts, which can have significant ripple effects on operations and funding. Tying improvements directly to measurable outcomes and maintaining alignment with Clark State's mission and workforce development objectives is not only a strategic imperative—it is necessary to secure future funding and institutional credibility.

OPERATIONAL, INSTITUTIONAL INFRASTRUCTURE

Ensuring the alignment of facilities and personnel to meet future demands is a priority of Clark State College. As grant funding that once supported key infrastructure and equipment nears its end, there is a need to continue investing in the improvement of aging facilities. Modern, updated buildings are not only essential for a high-quality learning environment but also play a role in attracting and retaining faculty, staff, and students. Simultaneously, Clark State faces mounting pressure to remain competitive in faculty hiring, particularly with upcoming retirements and shifts affecting both full-time and adjunct faculty members. A new president will need to continue to strategically address market rates for salaries while addressing personnel gaps, and fostering stability within existing programs.

Significant strides are being made in software and technology upgrades, ensuring each campus remains competitive and responsive to evolving educational demands. Strategic capital projects, such as the Applied Science Center renovation and the Global Impact STEM Academy, demonstrate forward-thought. Environmental initiatives including a reduction in its operational footprint by implementing LED lighting in many campus buildings and upgrading to more efficient HVAC systems. These initiatives not only include cost-savings, but improve energy use and air quality.

In January 2025, Clark State secured a \$439,000 grant from the Ohio Department of Higher Education and Ohio School Safety Center. Funds are being used to install high-resolution surveillance cameras, secure building access, and deploy real-time weather monitoring to protect against severe conditions. A \$93,000 campus safety grant also added voice-over-IP speakers to existing emergency alert systems—enabling all-campus PC, email, text, TV, phone, and now PA announcements for emergencies or weather alerts



EXTERNAL RELATIONSHIPS

A significant priority for Clark State is strengthening and expanding its community and legislative relationships to support institutional growth and relevance. Building strong partnerships with city leaders, business stakeholders, and legislators is essential to reinforcing Clark State's role as a workforce development leader and trusted educational partner.

Clark State has maintained a strong and positive presence in the community, building trusted relationships with industry leaders, business partners, and educational institutions. The community deeply values visible, engaged leadership and expects the next president to continue this tradition of high-profile involvement. Facilities—including the Performing Arts Center—are viewed not only as educational resources but as cultural and civic assets that strengthen the college's public identity. Strong connections with K-12 schools, especially at the middle and high school levels, are foundational to the college's pipeline and regional impact. In the future, maintaining and expanding community integration while reinforcing Clark State's role as a state-level thought leader and catalyst for progress will remain a central challenge and strategic imperative.

A GREAT COMMUNITY

Springfield, Ohio, offers a unique blend of affordability, community engagement, and proximity to major urban centers including Columbus, Dayton, and Cincinnati, making it an attractive destination for professionals seeking a balanced lifestyle. With a population of approximately 58,000, Springfield provides affordable housing and boasts a cost of living that is 14 percent below the national average.

Springfield has seen significant job growth, ranking 67th among 927 metropolitan and micropolitan areas in the US. It tied Cincinnati for the second-highest employment growth rate in Ohio since the COVID pandemic.

The city is rich in cultural and recreational amenities, including the historic Westcott House designed by Frank Lloyd Wright and the extensive Little Miami Scenic Trail, ideal for outdoor enthusiasts. The Springfield Museum of Art, the only Smithsonian Affiliate art museum in Ohio, offers diverse exhibitions and educational programming for all ages, serving as a cultural cornerstone of the region.

Clark State College also plays a vital role in enriching the cultural and economic life of Springfield, Ohio. The Clark State Performing Arts Center and the Hollenbeck Bayley Creative Arts and Conference Center, both located in the heart of downtown, serve as premier venues for concerts, theater, lectures, weddings, and community events—making the arts and community events accessible to all. These state-of-the-art facilities not only support local and regional talent but also attract nationally recognized performers, contributing to Springfield's vibrant arts scene. Just steps away, the Clark State Brinkman Educational Center strengthens the region's workforce by offering programs in health, languages,



manufacturing, and professional development. Together, these facilities reflect Clark State's commitment to education, culture, and community engagement.

Springfield is also home to Mercy Health Springfield Regional Medical Center, a 234-bed facility offering comprehensive healthcare services. For recreation and leisure, the Springfield Country Club, designed by legendary golf course architect Donald Ross, offers members a historic and challenging course along with dining, social events, and family amenities in a scenic setting.

With campuses in Springfield, Beavercreek, Bellefontaine, and Xenia, cities neighboring Clark State and Clark County provide many benefits as well, including an array of quality public and private schools for families.

Beavercreek, Ohio, is a vibrant and growing suburb of Dayton, known for its excellent schools, safe neighborhoods, and strong community ties. With easy access to Wright-Patterson Air Force Base and major employers in tech and healthcare, Beavercreek is an ideal location for professionals and families alike. The city offers abundant shopping, dining, and recreational opportunities, including the scenic Greene Town Center and extensive park systems.

Xenia, Ohio, often called the "Bicycle Capital of the Midwest," offers a small-town feel with access to big-city amenities nearby in Dayton. Known for its historic charm and family-friendly atmosphere, Xenia provides a welcoming and affordable lifestyle. Its many parks and trail systems, including the nationally recognized Miami Valley Trails, support a strong sense of community and active living.

Bellefontaine, Ohio, located in Logan County, blends small-town hospitality with rich historical character and a growing downtown revitalization. Home to the highest point in Ohio and the oldest concrete street in America, Bellefontaine offers unique charm and natural beauty. The area supports a close-knit community and a lower cost of living, making it an appealing place to live, work, and lead.



EXPRESSIONS OF INTEREST



LEADERSHIP, SKILLS, EXPERIENCES

Candidates must demonstrate high level of knowledge and experience in:

- The changing landscape of and impacts on higher education, specifically in Ohio, and how to respond
- Leading sustainable change and innovation
- Taking calculated risks to meet the educational needs of communities
- Collaborating across organizations to successfully create and execute a shared vision and strategic plan
- Recruiting, improving student success, increasing college completion, maintaining academic excellence
- Leading financial stewardship through resource allocation, financial transparency, long-term fiscal stability and sustainability
- Empathizing, inspiring, listening, and actively engaging with all stakeholders to maintain a strong sense of community and build trust with all stakeholders
- Creating a sense of belonging for all students, faculty, staff, partners, and stakeholders to support student retention and success
- Working with a Board of Trustees through an understanding of and appreciation for the mutually supportive roles and responsibilities
- Providing professional development opportunities for employees
- Cultivating productive working relationships with governance groups to address concerns and create appropriate recommendations for resolution
- Exceptional supervisory and team building skills while holding team members accountable, sharing credit, and celebrating successes
- Garnering support for educational opportunities through political astuteness, advocacy, and relationships with elected officials, policy-makers, legislators and government agencies at all levels to ensure best outcomes to benefit Clark State and its community
- Cultivating and sustaining relationships with prospective and current donors to increase financial resources, as well as with businesses, organizations, and other educational institutions to support regional economic, workforce, and educational development
- Effective and clear oral and written communication skills
- Critical thinking and problem-solving skills
- Well-informed decision-making through consideration of quantitative and qualitative data
- An understanding of technology and infrastructure to support academic, student learning, and administrative applications
- Professional and personal integrity and ethical conduct

MINIMUM QUALIFICATIONS

- Graduate degree from a regionally accredited institution; a Ph.D. from a regionally accredited institution is preferred
- At minimum of 5-10 years administrative experience in higher education
- A demonstrated record of student-centered scholarly and creative achievements

PREFERRED QUALIFICATIONS

- Experience specifically in community college program development, including teaching and administrative responsibilities
- Experience in online learning and continuing education
- A proven record of program development and service to a wide array of community groups and populations
- Proven leadership successes demonstrating strategic planning, entrepreneurial energy, and team-building skills with integrity, creativity, and sensitivity, while maintaining sound judgment, work-life balance, and a sense of humor



HOW TO APPLY

Applicants are encouraged to submit materials through the [AGB Search application portal](#) by the target date of **September 24, 2025**. This submission should include:

1. A curriculum vitae or resume
2. A letter of interest
3. Contact information for five references (to be contacted at a later date with the candidate's permission)

All candidate names will remain confidential until finalists are identified during the latter stages of the search. Nominations and expressions of interest are encouraged.

Please direct them to ClarkStatePresident@agbsearch.com or the AGB Search consultants below:

Kim R. Bobby, Ed.D.
Principal, AGB Search
Kim.bobby@agbsearch.com • (253) 861-7738

Jeanne F. Jacobs, Ph.D.
Executive Search Consultant, AGB Search
Jeanne.jacobs@agbsearch.com • (937) 470-9068

CLARK STATE EEO STATEMENT

Clark State College is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, color, religion, gender/sex, gender identity or expression, national origin (ancestry), military status, disability, age (40 years of age or older), genetic information, sexual orientation, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, or status as a foster parent or any other protected group status as defined by law or College policy in its educational programs, activities, admissions, or employment.

Clark State prohibits discrimination and harassment based on these protected group statuses in accordance with College policies, applicable laws, and executive orders. Clark State complies with and adopts the International Holocaust Remembrance Alliance's definition of antisemitism as set forth in Executive Order 2022-06D: Defining and Combating antisemitism. Title IX of the Educational Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

The college is committed to complying with all applicable laws regarding non-discrimination. Clark State College adheres to all applicable state and federal equal opportunity/affirmative action statutes and regulations.



Beavercreek • Bellefontaine • Springfield • Xenia