



Nov. 3, 2025

Dear FSU Community,

On behalf of the [FSU Presidential Search Committee](#), I want to express our sincere appreciation to the Frostburg State University community for a productive month of listening, information-gathering, and organizing. We were impressed by and grateful for the commitment of faculty, staff, students, alumni, and FSU's external partners. That broad and robust feedback greatly informed the crafting of a position profile. We are pleased to share this important document (PDF) with the community on the [Presidential Search website](#).

The document encapsulates and articulates the key opportunities and challenges ahead for FSU and the work of the new president in leading through the years ahead. Based on your input during our listening sessions, the Chancellor's Town Hall in September, and your responses to the community survey, we believe that the leadership profile reflects our shared desire to find an accomplished, thoughtful, and personally engaged president who offers a compelling vision for the future, possesses outstanding communication and relationship-building skills, and the desire to serve as a proud ambassador for FSU's community, heritage, and future ambitions.

With the publication of this profile, the search for our next president is fully underway. Over the coming weeks, the committee and our search partner (Isaacson, Miller) will work together to identify, engage, and evaluate a pool of talented and experienced candidates. [Your recommendations for possible candidates](#) are encouraged, and we invite you to provide any further thoughts about the search through the survey tool, which will remain open for the duration of the effort.

The present competitive environment in which universities are recruiting leaders dictates a process that is both thorough and discreet. From this point forward in the search, the careful work of the committee, the search firm, and the USM Board of Regents will progress with diligence to identify a single finalist, who will be carefully evaluated by the USM Board of Regents.

Thank you again for your participation in this process and for your partnership in attracting outstanding candidates to the opportunity to lead Frostburg State University.

Best wishes,

Andy Smarick

Search Committee Chair/Member, USM Board of Regents