Executive Summary

Cleveland State University (CSU), a regional, public, urban, research institution centered on the student experience, invites applications and nominations for a visionary and strategic leader to serve as the Vice President of Enrollment Management (VPEM).

Transforming lives and communities since 1964, CSU provides a dynamic setting for engaged learning. Serving a diverse population of over approximately 14,000 students, CSU is the No. 1 public university in Ohio for social mobility. CSU faculty and staff are focused on the support and success of students, and students are provided the opportunity to participate in cutting-edge research and innovative academic programs that have the potential to shape their future and the future of their communities. CSU has continually been recognized for its ability to graduate students with economic disadvantages and other educational barriers. Approximately 80% of CSU graduates stay in Northeast Ohio, creating a talent pipeline with expertise and skills that align with high-demand fields. President Laura Bloomberg, who took office on April 26, 2022, is the eighth president of the University and a nationally recognized leader in public and global policy education.

Reporting to President Bloomberg, the VPEM will assume a significant and influential role at the University and have the opportunity to make a tangible contribution to the future of Cleveland State University. This impactful position oversees approximately 85 team members including Admissions, Bursar, Campus 411 (CSU’s one-stop shop), Enrollment Services, Financial Aid, Orientation, and the University Registrar. The VPEM will be responsible for achieving enrollment goals through the continued implementation and assessment of an actionable strategic enrollment plan and be empowered to build on the considerable institutional support for and interest in enrollment. As CSU seeks to recruit, attract, select, enroll, retain, educate, develop, and graduate a talented and diverse group of students from the region and beyond, the VPEM will be empowered and supported to think creatively and take calculated risks.

The successful candidate will provide vision, leadership, and expertise to all areas of enrollment management. A passion for building and comfort with change are essential, as is great analytic and technological depth, the ability to innovate to achieve enrollment goals, a commitment to creating a welcoming environment for students, and a proven capacity for embedding enrollment within institutional values and aspirations. As a core member of the President’s Cabinet, the VPEM will also be a strong collaborator with superior interpersonal communication skills and will possess the professional currency to garner the trust and confidence of senior leaders, deans, faculty, campus constituents, and division staff. Equally essential, the new leader will have a passion for the University and its students and the transformative power of a CSU education.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.
About Enrollment Management at CSU

The Vice President of Enrollment Management has direct oversight and leadership over the Division of Enrollment Management. The Division strives to support students from the recruitment phase, throughout their student career, and into the working world. The division has 85 FTEs and four direct reports to the VPEM, an operating budget of more than $9 million, and covers the following functional areas: Admissions, Bursar, Campus 411, Enrollment Services, Financial Aid, Orientation, and the University Registrar.

For fall 2023, CSU had a total enrollment of 14,175 students with a breakdown of 9,518 undergraduate students and 4,657 graduate and law school students. The student population make up is 55% women and 45% men. Approximately 27% come from underrepresented backgrounds, of which two-thirds are African American. CSU has more than 1,400 international students, and the average student age is 27. Currently, CSU is waiving the ACT/SAT test score requirement for admission for spring, summer, and fall 2024. Students are welcome but not required to submit official ACT/SAT results for scholarship consideration.

Cleveland State University has one of the lowest tuition rates in Ohio and a value that exceeds expectations. The total cost of attendance for in-state, full-time tuition is $30,414 - $32,226 and total tuition for in-state, full-time law and graduate students is $41,622 - $57,738. CSU has made the tuition factor easier for students in two important ways: first, by implementing the Ohio State Tuition Guarantee, a measure that provides Ohio students and their families certainty about the cost of attendance. The guarantee sets rates for tuition and mandatory fees for each entering class of first-year students and freezes those rates for four years. Second, CSU has implemented a tuition band between 12 and 18 credits. This means that students can pay the same tuition for 18 credits in a semester as they would have for 12.

Learn more at CSU | Office of Admissions.
Role of the Vice President of Enrollment Management

Cleveland State University is committed to serving the public good as an urban research university; to providing an accessible and exceptional education; and to offering a transformative student experience from the moment students arrive on campus through graduation. Reporting to the President and serving as a key member of the President's Cabinet, the Vice President of Enrollment Management will be responsible for developing and executing comprehensive enrollment management strategies designed to achieve enrollment goals and elevate CSU to higher levels of institutional distinction within the region and beyond.

Collaborating closely with campus constituents and leadership, the VPEM will build on existing partnerships and establish critical links with each college, school, and department and their respective faculty and administrators. They will be a close partner with the Provost, cabinet members, and academic deans to determine short- and long-term goals for tuition revenue, headcounts, and retention and graduation strategies and to expand degree programs in market demand-driven fields.

In addition, the Vice President of Enrollment Management will:

- Design and implement a comprehensive strategic enrollment management plan including creating annual and multi-year recruitment and yield strategies, while analyzing the allocation of scholarship and grant dollars for their maximum impact on enrollment and retention; closely partner with the Provost, CFO, VP of Marketing & Communications, VP of Student Belonging & Success, and other campus leaders to develop and execute recruitment and retention strategies.
- Motivate, support, and engage staff in the shared goals of enrollment management and CSU; establish an inclusive environment in which staff are customer service oriented and provide the highest level of quality service possible to students, families, and academic units.
- Lead internal units in cross-departmental problem solving and discussions to initiate ideas, changes, and improvements and develop best practices.
- Identify and cultivate new recruitment markets and develop short- and long-range enrollment projections in collaboration with the Director of Undergraduate Admissions, Director of Graduate Admissions, and Director of Institutional Research to assist in institutional planning.
- Along with the Registrar, ensure and evolve the integrity and maintenance of student academic records and evaluate data to examine student progress and gain insights into student attrition.
- Integrate new technologies into recruitment strategies that include coordinated messaging and marketing approaches.
- Partner with faculty and academic and administrative staff to develop and realize specific recruiting goals and create sophisticated and strategic initiatives to respond to the needs and expectations of students and the realities of the marketplace.
Opportunities and Expectations for Leadership

Cleveland State University is charting a path of innovation and achievement that will lead to distinction as a leading public urban research university. As an anchor institution, CSU is inextricably linked to the city where it resides and is committed to improving its community. The new VPEM will bring a deep appreciation for this mission and for serving the Cleveland metropolitan community and the greater region. They will have the opportunity to become part of a forward-thinking leadership team that is charting an ambitious course for the institution. Advancing a culture of creativity, innovation, and continuous improvement, the VPEM will provide the leadership and vision needed to ensure sustained enrollment.

In addition, the Vice President of Enrollment Management will be expected to:

Devise a multi-year strategic enrollment management plan: The VPEM will guide the University to achieve its strategic growth objectives while assessing and responding to the ever-changing higher education landscape. CSU is not impervious to the external forces impacting much of higher education, including intensified competition for undergraduates in a state with a saturated higher education market and declining demographics. Utilizing data and cutting-edge tools, the new VPEM is expected to survey the enrollment landscape and create a forward-thinking and proactive plan that will lead CSU into a new era of enrollment management.

The successful candidate will bring a keen interest in change and thinking outside-the-box to find new student populations. While engaging in cross-institutional conversations, the new leader will thoroughly examine current enrollment practices and develop a strategy to address key priorities for the future that are aligned with the University's ambitions, maintaining the flexibility required to anticipate and respond to the rapidly shifting education environment and helping CSU develop and sustain a stronger competitive edge in an increasingly complex regional, national, and international landscape. The new VPEM will also carefully consider the institution's financial aid strategy, assuring that all resources are deployed effectively and for the greatest impact.

A few immediate areas of importance include:

- **Undergraduate enrollment:** Robust undergraduate enrollment serves as the foundation for strong institutional enrollment, and as such, is a key priority. With a decline in high school graduates in CSU's primary market, increasing undergraduate enrollments will depend upon improving the rate at which the University retains students enrolling at CSU, uncovering new opportunities for undergraduate growth, increasing the percentage of high school graduates applying to CSU, and increasing the yield rate of the students admitted.

- **Transfer enrollment:** CSU must increase efforts to enroll more transfer students. Currently, transfer students make up 35% of the undergraduate student population. Efforts to stabilize and expand transfer enrollment include the Equity Transfer Initiative, a partnership between CSU, Cuyahoga Community College (Tri-C), and Lorain County Community College to decrease the barriers to obtaining a college education. CSU seeks to expand upon this partnership and add articulation agreements with other institutions where appropriate.

- **International student enrollment:** The University has a strategic partnership, titled CSU Global, which is focused on significantly enhancing the number of—as well as education experience for—international students both at the undergraduate and graduate levels. The new VPEM will have the opportunity to collaborate with the University's international enrollment partner to expand the scale and scope of this partnership. Specifically, CSU will broaden the range of countries from which students are attracted, as well as the range of programs that students will attend CSU to study.

- **Online students:** The University has made strategic investments in growing the portfolio of fully online programs. CSU Online seeks to provide degree programs in high-demand areas in a modality that is more convenient and accessible to a wider range of students, both in the region and outside of Northeast Ohio. The
new VPEM will work on expanding the portfolio of programs in *CSU Online* as well as expanding the geographic recruitment area.

- **Additional student populations:** The new VPEM will think holistically about all opportunities for enrollment growth including but not limited to veterans, adult students, pre-professional, and post-baccalaureate students. This effort will include integrating enrollment management with graduate recruitment and supporting the work of *CSU Global* and *CSU Online*. The new VPEM will work with colleagues across campus to strategically develop processes and partnerships that impact global, online, and graduate programs to meet enrollment targets. They will also provide guidance to academic leadership about market insight into programs.

**Advance a compelling narrative that demonstrates CSU's strengths and highlights the distinctiveness of the City of Cleveland:** CSU believes it has a great story to tell a much wider audience about who CSU is and what the University offers. In January of 2023, CSU announced a rebranding of the University, which included the roll out of new promotional materials, a new tagline, and a new logo. Of this announcement, President Bloomberg shared, “Our location in downtown Cleveland is one of our greatest assets. We are an economic, urban, and civic engagement engine for the region. Our new logo emphasizes this critical and core part of our identity.” As the University advances a refreshed brand, it will expect the Vice President of Enrollment Management to provide creative leadership and forward thinking to assist with the development of cohesive messaging supported by data to communicate institutional distinctiveness and the benefits of a CSU education.

Community engagement is also one of the most important aspects of CSU's mission. The VPEM will prioritize a close relationship with the VP of Marketing and Communications and other campus leaders to develop and execute a community-engagement strategy that emphasizes Cleveland's vibrancy and showcases how CSU takes on so many attributes of the city as well as how faculty, staff, and students incorporate community engagement into all aspects of their work.

**Cultivate and sustain partners to champion the work of enrollment management:** Cleveland State University recognizes that strong enrollment is an institution-wide endeavor. The VPEM will experience eager partners from all corners of the University who will want to join in and support this critical work. The VPEM's willingness to forge strong partnerships and build a culture of collective discussion, leading an open and continuous exploration of enrollment possibilities at multiple levels and places within the University community, will be essential to their success. They will model and encourage open communication and accountability in decision making and information sharing, engendering collaboration, trust, confidence, and an enhanced understanding of enrollment priorities.

The VPEM will help advance the institution’s academic mission, partnering closely with the Provost and deans to ensure that the academic standards set in the colleges are carried forward in the plans for enrollment. For this new leader, there will be a significant opportunity to promote CSU’s dynamic new Inquiry Core Curriculum, which will launch in 2025. The Inquiry Core Curriculum was developed based on student success, effective teaching strategies, and topics of interest to students. The curriculum will be inquiry-based beginning with an inquiry launch course. Students will have the opportunity to choose topical pathways to complete the requirements.

**Develop, mentor, and advocate for the team in Enrollment Management:** The Division of Enrollment Management is composed of a team that eagerly wants to succeed – for CSU students, the University, and everyone. Working with an experienced and dedicated team, the VPEM will be a good listener who makes others feel valued and heard. Equally important, they will advance innovation in student recruitment and employ data-informed and collaborative decision making to enable the Division to leverage its people and other resources efficiently and maximize impact. The VPEM will be a strong promoter for their area and will make requests that are backed by rigorous planning, robust data, and deep analysis.
Professional Qualifications and Personal Qualities

Cleveland State University seeks an enrollment management professional who is an imaginative and forward-thinking leader able to partner broadly across the University. The successful candidate will be a collaborative professional who can articulate a complex vision with confidence and possesses the ability to engage the CSU community in a university-wide effort to meet annual enrollment goals. Equally important, the VPEM will bring a passion for and ability to extend CSU's mission as an urban serving regional, public, research university. In addition, they will possess many of the following professional qualifications and personal qualities:

- **Vision, creativity, and leadership**: The ability to lead the creation of CSU's future student body with optimism and creativity; an entrepreneurial outlook and eye to new possibilities and emerging challenges; and the ability to develop and manage relationships with a diverse array of partners who play different and divergent roles in the University community.

- **Team leadership and management**: A commitment to mentoring and developing a high-performing team; the ability to manage, motivate, and develop synergies and a sense of team among a highly diverse professional staff.

- **Exceptional analytical and technological skills**: The analytic capacity to assess the effectiveness of how funds are deployed to achieve enrollment goals; the ability to produce regular and systematic comparative reports that detail month-to-month and annual progress toward goals; and the capability to use predictive analytics to inform recruitment and enrollment but also retention and student success.
Cleveland State University

Vice President of Enrollment Management

- **Commitment to retention and student success:** The ability to recruit students who will persist in their educational experience and a commitment to assuring the success of all students from diverse backgrounds; knowledge of and ability to use best practices, prior experience, professional standards, and the research literature to support student success goals.

- **Dedication to creating an inclusive environment:** A history of fostering an inclusive environment for all members of the University community; appreciation of difference, understanding of nuance, and the ability to think intentionally with an awareness of the various ways in which CSU can be experienced differently by different students.

- **Ability to market an institution to achieve superior levels of enrollment performance:** Proven success in innovative thinking and risk-taking combined with excellent execution of both routine and complex marketing strategies; ability to carry out marketing functions with close attention to the needs of the University and the match between it and its potential students; and an ability to think creatively and to leverage technology.

- **Ability to inhabit a high-visibility role:** The ability to build trusting and mutually respectful relationships with students and with those who influence students such as high school counselors and parents; the capacity to interact directly and positively with a wide range of constituents including students, alumni, trustees, faculty, administrative colleagues, staff, parents of current and prospective students, legislators, community leaders, the press and the public; and to serve as a frequent and articulate spokesperson for CSU and a highly visible member of the University’s leadership team.

- **Experience and academic credentials:** Significant senior-level experience in enrollment management; an advanced degree is highly desired; candidates with a bachelor’s degree and progressive leadership experience in enrollment management will be considered.
About Cleveland State University

Founded in 1964, Cleveland State University is a public research institution with over 14,000 students and more than 175 academic programs.

Academics

Cleveland State is a student-focused center of scholarly excellence that provides an accessible and exceptional education. A leader in innovative collaboration with business, industry, government, educational institutions, and the community, Cleveland State is a critical force in the region’s economic development.

CSU is in the middle of a significant refresh of the undergraduate curriculum. This includes a newly reimagined Inquiry Core, which serves as the general education core curriculum that all undergraduate students will experience as part of their degree programs. This newly designed Inquiry Core will be live in fall 2025. Alongside the new Core, CSU is also launching a set of new interdisciplinary undergraduate majors, which bring disciplinary expertise in a way that will prepare talent and workforce for the future. These Integrated Degrees will enable students to build expertise in STEM areas as well as the Humanities, as they navigate a future of work influenced by automation and artificial intelligence.

Colleges

- Cleveland State University College of Law
- College of Graduate Studies
- College of Arts and Sciences
- College of Health
- Mandel Honors College
- Levin College of Public Affairs and Education
- Monte Ahuja College of Business
- Washkewicz College of Engineering

Research Centers

- Center for Community Planning and Development
- Center for Economic Development
- Center for Population Dynamics
- Center for Urban Education
- Criminology Research Center
- The Diversity Institute
- Energy Policy Center

Additional Centers and Programs

- Center for Educational Leadership
- Center for Excellence and Innovation in Education
- Center for Public and Nonprofit Management
- Community Learning Center for Children and Youth
- CSUteach
- Office of Civic Engagement

Points of Pride

- According to the Brookings Institution, CSU is No. 18 in the United States among public universities that fulfill a critical dual mission: providing upward mobility and conducting impactful research. CSU is the only Ohio university in the top tier of the Brookings list.
- CSU’s student-success initiatives save students time and money. The average CSU graduate's debt is nearly $2,000 below the state average, and CSU’s average student debt per borrower is the second lowest among Ohio public universities.

- Engaged Learning connects CSU students with 3,000 co-ops, internships, and other experiential learning opportunities with employers in virtually every industry, ensuring they graduate fully prepared to succeed in their chosen professions.

- CSU recently was ranked No. 1 in the nation for increases in research expenditures, according to the National Science Foundation.

- CSU’s dynamic campus in the heart of downtown Cleveland continues to evolve. The Center for Innovation in Medical Professions opened in 2015 with state-of-the-art simulation labs and clinical spaces. In 2018, the University opened a striking addition to CSU’s Washkewicz College of Engineering and unveiled CSU’s new School of Film & Media Arts in the Idea Center at Playhouse Square. Julka Hall, which opened in 2010 on the CSU campus in downtown Cleveland, is home to the College of Education and Human Services and the School of Nursing. Designed by the Columbus, Ohio, office of the international architecture and design firm NBBJ, Julka Hall is named in honor of CSU alumnus Anand “Bill” Julka, founder of the Cleveland-based information-technology company Smart Solutions. Julka Hall was awarded LEED Gold certification – the highest LEED honor yet for Cleveland State – and makes it the third LEED-certified building at the University, which has been transformed dramatically in recent years by a $500 million architectural makeover.

- CSU has strengthened its ties to Cleveland through a series of forward-thinking partnerships. Campus International School and MC2STEM High School provide pathways to college for young people, by way of the Education Park that CSU has created with the Cleveland Metropolitan School District. CSU has teamed up with Case Western Reserve University to lead the way in evolving the internet of things.

- ENGAGE: The Campaign for CSU exceeded its goal – two years ahead of schedule – and raised more than $114 million, largely to benefit scholarships and student success programs.

For more information, visit [About CSU – At a Glance](#).

**History**

Established as a state-assisted university in 1964, Cleveland State University assumed a tradition of excellence when it adopted the buildings, faculty, staff, and curriculum of the former Fenn College, a private institution of 2,500 students that was founded in 1923.

Cleveland State University’s historical roots go back to the 19th century. During the 1880s, the Cleveland YMCA began to offer day and evening courses to students who did not otherwise have access to higher education. The YMCA program was reorganized in 1906 as the Association Institute, and this in turn was established as Fenn College in 1923. A significant contribution of Fenn College was its pioneering work in developing internships for students in engineering and business. These internships, as joint ventures between the College and local businesses and industries, provided students with professional contacts and experience as well as an affordable education. Historic Fenn Tower, now student housing, still stands as a reminder of the early years, when Fenn College was known as the "Campus in the Clouds."

The Cleveland-Marshall College of Law traces its origins to 1897 when the Cleveland Law School was founded. It was the first evening law school in the state and one of the first to admit women and people of color. Another evening law school, John Marshall School of Law, was founded in 1916. In 1946, the two schools merged to become the Cleveland-Marshall School of Law. Cleveland-Marshall became part of Cleveland State University in 1969.
Athletics

Cleveland State University is part of NCAA Division I. The men's athletic teams include basketball, fencing, golf, soccer, swimming, wrestling, tennis and lacrosse. The women's athletic teams include basketball, cross-country, fencing, soccer, softball, swimming, tennis, volleyball, and golf.

Leadership

Dr. Laura Bloomberg, President

Dr. Laura Bloomberg was appointed President of Cleveland State University (CSU) on April 26, 2022. She previously served as Provost and Senior Vice President for Academic Affairs at CSU since September 2021.

Before Cleveland State, Bloomberg served eight years as Dean and prior Associate Dean of the Humphrey School of Public Affairs at the University of Minnesota. In that capacity, Bloomberg led the global expansion of the school, established a national pathway program for college students underrepresented in public policymaking, launched an internationally focused Human Rights degree and developed the Mandela Washington Fellowship program to support young leaders from countries across Africa. She successfully led the Humphrey School’s $20 million Leading Together fundraising campaign.

Bloomberg is a three-time recipient of awards for graduate-level teaching and advising. Her academic research focuses on community-based leadership, program evaluation, creation of public value and P-20 educational policy. She is co-editor of the award-winning books "Public Value and Public Administration" and "Creating Public Value in Practice: Advancing the Common Good in a Multi-Sector, Shared-Power, No-One-Wholly-in-Charge World." Bloomberg has published dozens of peer-reviewed papers and made over 150 keynote and conference presentations about her work.

Bloomberg was the 2020-21 President of the International Network of Schools of Public Policy, Affairs and Administration (NASPAA), considered the global standard in public service education. In 2019 she was inducted as a lifetime fellow into the National Academy of Public Administration (NAPA). Bloomberg holds a bachelor’s degree in special education from St. Cloud State University, and master’s degrees in psychometrics and educational psychology from Cornell University. She received her Ph.D. in educational policy and administration from the University of Minnesota.

Dr. Nigamanth Sridhar, Provost and Senior Vice President for Academic Affairs

Dr. Nigamanth Sridhar serves as Provost and Senior Vice President for Academic Affairs at Cleveland State University. In this role, he serves as the Chief Academic Officer and oversees all academic offerings at the University. Previously, Sridhar served as the Dean of the College of Graduate Studies at CSU, overseeing the University’s graduate program offerings. Sridhar also holds a faculty appointment in CSU’s Washkewicz College of Engineering as Professor of Computer Science. Sridhar is a nationally known expert in computer science education and has served in a leadership role in the comprehensive design and integration of computer science instruction in K-12 schools.

From 2020 until 2022, Sridhar served as Program Director in the Directorate for Education and Human Resources. At NSF, Sridhar worked on the CyberCorps® Scholarship for Service (SFS) program, which is the federal government’s primary program to train the future
cybersecurity workforce for the nation. Sridhar also worked on two programs that support research on promoting inclusion and diversity STEM education and workforce development.

In addition to his responsibilities at CSU, Sridhar is involved in several civic leadership initiatives in Cleveland. He serves on the Board of Education of the Cleveland Metropolitan School District. He also serves as a member of the Greater Cleveland Partnership Technology Board and as a trustee for Urban Community School, the Cleveland Leadership Center, and the City Club of Cleveland. Sridhar holds M.S. and Ph.D. degrees in Computer Science from The Ohio State University and a bachelor’s degree in information systems from BITS Pilani in India.

Cleveland, Ohio

One of the largest cities in the Midwest, Cleveland delivers on everything you’d expect from a major metropolitan area. Legendary institutions, such as the Rock & Roll Hall of Fame, the Cleveland Orchestra, and the Cleveland Museum of Art, attract millions each year. Eclectic neighborhoods offer inspired cuisine from a number of nationally recognized chefs. Cleveland is home to three professional sports teams — MLB’s Cleveland Guardians, NFL’s Cleveland Browns, and NBA’s Cleveland Cavaliers — as well as Playhouse Square, the largest performing arts center in the nation outside of New York City. The world renowned Cleveland Clinic, with headquarters and research labs just down the street from CSU, has earned No. 1 U.S. News ranking in Cardiology for 26 consecutive years and a top five overall hospital ranking for 22 consecutive years. Additional major healthcare systems include UH Cleveland Medical Center and MetroHealth, which is dedicated to serving underserved urban populations in Northeast Ohio. Nearly 60% of all U.S. Fortune 500 companies have a presence in Cleveland and top employers like Cleveland Clinic, Progressive Insurance, and Sherwin-Williams are headquartered in the city.

Cleveland is nicknamed Forest City because of the award-winning park system, Cleveland Metroparks, and its 23,000 acres of nature preserves and 300+ miles of walking, biking, and bridle trails. Its location on the shores of Lake Erie, one of the Laurentian Great Lakes, affords all-season recreation, an abundance of water, and scenic vistas. Lake Erie has been the focus of decades of environmental improvement and the investment has paid off. The city's location on the restored Cuyahoga River has enabled growth of vibrant neighborhoods and entertainment areas.
Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile. Professional references are not requested at this time.

WittKieffer is assisting Cleveland State University in this search. For fullest consideration, candidate materials should be received by Friday, May 31, 2024.

Application materials should be submitted using WittKieffer's candidate portal. Nominations and inquiries can be directed to:

Amy Crutchfield and Ashlee Winters Musser
CSU-VPEM@wittkieffer.com

Cleveland State University is an Affirmative Action/Equal Opportunity Employer, committed to nondiscrimination. Males, Females, Individuals with Disabilities and Veterans are encouraged to apply for our vacant positions.