



Position Specification

Dean

Bloomfield College of Montclair State University

This Position Specification is intended to provide information about Montclair State University and the position of **Dean for Bloomfield College of Montclair State University**. It is designed to assist qualified individuals in assessing their interest in this position.

DIVISION OF HUMAN RESOURCES

150 Clove Road | Little Falls, NJ 07024 | 973-655-5293

OVERVIEW: MONTCLAIR STATE UNIVERSITY

Montclair State University is a nationally recognized Research Doctoral University that empowers students, faculty, and researchers to exceed expectations and drive innovation. Montclair State University delivers the instructional and research resources of a large public university in a supportive, sophisticated, and diverse academic environment. Building on 114 years of distinguished history, Montclair today has ten colleges and schools that serve more than 22,000 undergraduate and graduate students with more than 300 doctoral, master's, and baccalaureate degree programs.

Montclair ranks among the top 10 universities nationally for social mobility and is noted for its exceptional student outcomes that far exceed experts' predictions. Montclair is a designated R2 Doctoral Research Hispanic Serving Institution (HSI) – one of only two in New Jersey and the largest in the state. Situated just 12 miles from New York City on a beautiful 252-acre suburban campus, the University welcomes a diverse population of students representing 42 U.S. states and territories and 113 countries. As an HSI institution, Montclair State University is majority-minority serving. More than 33% of undergraduate students are the first in their family to pursue higher education and nearly 44% are Pell eligible. Montclair also ranks in the top 13% of 4,500 postsecondary institutions in the U.S. for return on investment.

In addition to a broad range of traditional programs, Montclair State University offers programs in more contemporary and evolving areas such as Molecular Biology, Nutritional Science, Public Health, Child Advocacy, TV/Digital Media and Sports, Events and Tourism Marketing, Recording Arts, Data Science, Business Analytics as well as cross-disciplinary programs in areas such as justice studies, sustainability, language engineering, computational linguistics, and math education. Montclair has a doctoral program in Teacher Education and Teacher Development that is one of very few in the nation that explicitly prepares educators of teachers. Montclair offers a Ph.D. in Environmental Management which combines interdisciplinary research in the sciences with training in management and policy formation, as well as a Ph.D. in Industrial and Organizational Psychology. Montclair State University also offers a Ph.D. in Communication and Speech Disorders and the Au.D. in Audiology occupying one of the finest clinical and research facilities in the tri-state region. The instructional programs of Montclair are currently distributed among the following colleges and schools: 1) College of Humanities and Social Sciences; 2) College of the Arts; 3) College for Community Health; 4) College for Education and Engaged Learning; 5) College of Science and Mathematics; 6) Feliciano School of Business; 7) John J. Cali School of Music; 8) School of Communication and Media; 9) School of Computing; 10) School of Nursing; 11) University College; 12) The Graduate School; 13) Bloomfield College of Montclair State University.

KEY FACTS

- Founded as the New Jersey State Normal School at Montclair in 1908
- Located in New Jersey communities of Montclair, Little Falls, and Clifton
- Main campus encompasses 252 acres
- Over 300 majors, minors, concentrations, and certificate programs; over 200 degree programs
- 22,570 total students, the largest enrollment in Montclair history
- 18,062 undergraduate students
- 4,508 graduate students
- 22 residential communities capable of housing 5,200 students
- Student to teacher ratio: 17 to 1
- Average class size: 25
- A Carnegie designated high research activity (R2) and community engaged doctoral university

- Recent faculty awards and honors include a MacArthur “Genius” Grant, a Carnegie Fellowship, and multiple National Science Foundation Early Career Award winners.

FINANCIAL AND OPERATIONAL HIGHLIGHTS

- Montclair State University’s annual budget for the current fiscal year is \$522 million.
- To support its commitment to affordability, MSU has consistently maintained tuition rates among the lowest of the four-year public colleges and universities in the state, and increased scholarship funding by more than 63 percent over the past five years.
- Keeping low tuition rates has been challenging in a state that historically does not fund its institutions well. While general operating support allocated by the State of New Jersey has increased by almost one-third in the current fiscal year, state appropriations fund only 21 percent of the operating budget today, compared to 46 percent in 2001.
- Credit ratings agencies continue to rate Montclair State University as a financially strong and stable university. Moody’s currently rates MSU as A2, and Fitch as A+ with a stable outlook.
- Montclair State University has enjoyed much recent success at developing additional revenue sources. Extramural research funding has trended strongly upward, reaching a record high of \$22 million received in the most recent fiscal year.
- Philanthropy is also becoming a more important source of funding. The Soar campaign, which concluded on June 30, 2020, raised \$82 million (exceeding its goal of \$75 million). The campaign, the largest in the University’s history, was fueled by gifts from 20,000 donors. It contributed to the growth of the endowment that now is in excess of \$100 million.

Bloomfield College of Montclair State University

On July 1, 2023, Bloomfield College officially became part of Montclair State University. Bloomfield College of Montclair State University (BCMSU) provides a transformative educational experience in a small, supportive setting with the resources of a doctoral research university. Academic offerings range from business and healthcare to the arts and sciences. The college emphasizes a diverse and inclusive community and prides itself on its commitment to providing access to higher education for all students, including those from underrepresented backgrounds. The campus features modern facilities and resources to support student success, including state-of-the-art technology and dedicated support services.

Bloomfield College Highlights:

- Minority Serving Institution recognized for its commitment to supporting students from all backgrounds and socioeconomic classes. More than half of Bloomfield students identify themselves as first-generation college attendees and are the first in their families to enroll.
- 40+ full-time faculty, 84% of whom hold doctoral or terminal degrees; the average class size is 13, while the student-to-teacher ratio is 13:1.
- Highly respected Frances M. McLaughlin Division of Nursing boasts a 94 percent licensure exam pass rate. The program has been ranked as the No. 2 Bachelor of Science in Nursing in New Jersey.
- Game Design program has been ranked first in the state by The Princeton Review in its 2019 rankings.
- On campus, there are over 40 clubs and organizations, including Greek Life for students to get involved.
- The College has 12 Division II athletics programs and a competitive eSports program.

The College is located in northern New Jersey just 15 miles from New York City in historic Bloomfield. Eleven (11) NJ Transit lines stop within walking distance of the vibrant campus, making for an easy commute to New York City and other desirable locations. The college offers academic programs at both the undergraduate and graduate levels, attracting both commuter and residential students to its tree-lined, 12-acre campus situated in a residential neighborhood close to downtown Bloomfield.

THE OPPORTUNITY

Montclair State University invites applications for the position of Dean for Bloomfield College of Montclair State University. Reporting to the Provost and Senior Vice President for Academic Affairs, the Dean for Bloomfield College of Montclair State University serves as the lead academic officer for Bloomfield College of Montclair State University (BCMSU). The Dean directs academic programs that align with the University's strategic plan and the respective programs affiliated with Montclair. The Dean also coordinates the activities of support staff which currently include an assistant dean, division chairs, and administrative staff. The ideal candidate is a creative and dynamic individual who can work across a variety of disciplines, to advance the mission and vision of Montclair and Bloomfield, to assure that it will forge effective partnerships, provide leadership that supports innovations, and maintains a high quality and recognized educational model.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

- Guide and facilitate the implementation of the University and College's mission, vision, and identity.
- Advance teaching excellence and innovation in all modalities.
- Promote diversity, equity and inclusion efforts including faculty hiring, student success, and leadership development.
- Lead effective fiscal management and support targeted fundraising for the BCMSU, including representing the college to external constituencies including alumni, corporate and community partners with support and guidance from the Office of Advancement and Alumni Affairs.
- Represent the College to regional business and industry and community leaders, expand existing partnerships and facilitate the development of new advisory relationships.
- Identify new initiatives for program development and interdisciplinary opportunities across campus, working with other colleges and schools, and advocates for programs that align with the University's mission and strategic plan.
- Facilitate national and/or state accreditation and certification, assessment, and ongoing academic program development and serve as the professional liaison with government and professional agencies and associations.
- Partner with appropriate offices, such as enrollment management, for the recruitment of students locally, nationally, and internationally, and lead retention efforts in support of student success.
- Support recruiting, hiring, and retention efforts for highly qualified diverse faculty and staff; comply with collective bargaining contracts.
- Support faculty research, scholarship, and grant writing, including the students in those endeavors.
- Lead and assess student success efforts, in collaboration with other university units.
- Drive innovative community engagement and public service efforts.
- Performs other related duties as assigned.
- Management retains the right to change or add job duties at any time.

QUALIFICATIONS:

REQUIRED:

- Doctorate from an accredited university.
- Minimum five years of professional experience serving in a leadership role within a higher education institution.
- Record of distinguished academic achievement (including tenure) appropriate for appointment at the rank of full professor.
- A record of successful administrative leadership, including budget and personnel experience, bolstered by strategic thinking and action; or other related administrative experience.

- A commitment to excellence and innovation in teaching/learning, scholarship and research, and community engagement.
- Demonstrated commitment to and accomplishment in student success efforts, leading to positive outcomes.
- A commitment to diversity, equity and inclusion and accessibility to students in support of their academic success and well-being; maintain and extend faculty diversity.
- A record of successful new academic program development and other innovations (e.g., operational, professional enhancement).

PREFERRED:

- A track record of building and strengthening relationships with external agencies, local businesses, and governmental agencies for multi-sectoral partnerships.
- Dynamic and inspirational leader: collaborative leadership style and the ability to work effectively with students, faculty, and administrative colleagues; commitment to a shared governance decision-making model.
- Relate easily to a diverse population and possess excellent interpersonal and oral and written communication skills.
- Financial acumen and budgetary expertise, including strategic resource allocation, grant management, and public funding.
- Experience with administrative operations such as admissions and program advisement, enrollment, marketing, financial aid, accreditation, student affairs, planning and budgeting, faculty and curriculum assessment, information technology.
- Success in recruiting, retaining, and mentoring faculty and staff, including promoting faculty research and scholarship, and advocating for associated resources and support.
- A demonstrated record in the acquisition of external resources from government agencies, foundations, the corporate sector and/or private donors.
- A record of successful new program development and other innovations (e.g., operational, professional enhancement).
- Experience working in a collective bargaining environment.

Diversity, Equity & Inclusion Statement

Montclair State University is committed to establishing and maintaining a diverse campus community that is representative of the State of New Jersey through inclusive excellence and equal opportunity. Montclair State University's commitment to access and equity is designed to prepare each graduate to thrive as a global citizen. As an affirmative action, equal opportunity institution we are working to support a campus-wide agenda to foster a community that both values and promotes the varied voices of our students, faculty, and staff. The University encourages candidates to apply who will contribute to the cultural tapestry of Montclair State University.

LEADERSHIP

Jonathan GS Koppell, President



Montclair State University's ninth President, is a nationally recognized scholar of policy, organization, and management with a reputation as a visionary leader in higher education emphasizing public service and solutions-oriented engagement in the community. Before taking office at Montclair State on August 2, 2021, Koppell served as Dean of Arizona State University's (ASU) Watts College of Public Service and Community Solutions and vice provost for public service and social impact, leading the nation's largest comprehensive public affairs college. He also led the College to significantly improve its student retention and graduation rates through new and innovative counseling and student-support initiatives.

Known as one of the most entrepreneurial leaders at ASU, an institution that is widely regarded as one of the nation's most innovative universities, Koppell guided Watts College to add some 20 new degree programs, greatly expand its online offerings and global programs, launched a unique joint college in Hainan, China, and created the nation's first Public Service Academy. National rankings skyrocketed under his leadership with numerous programs now rated in the top 10 nationally.

Koppell is a firm believer that public universities play a fundamental role in advancing society through the development of partnership with members of surrounding public and private communities. At ASU, Koppell built productive partnerships with community organizations and launched innovative programs to serve the public interest, increasing student access and success, advancing diversity among the faculty and college leadership, and greatly enhancing research expenditures and philanthropic support.

The Montclair State University [Board of Trustees](#), currently consists of 13 voting and two non-voting members who are citizens of the State of New Jersey, appointed for six-year terms by the Governor with the consent of the Senate, who are voting members ("Public Members"); two undergraduate students: one voting, one non-voting and the President, non-voting.

Public Members of the Board of Trustees whose terms have expired continue to serve on the Board until their successors are appointed and qualified. The term of student trustees is two years, the first as a non-voting member, and the second as a voting member.

For more information about Montclair State University, please visit <https://www.montclair.edu/>.

Junius Gonzales, Provost and Senior Vice President for Academic Affairs



As Montclair State University's Provost and Senior Vice President for Academic Affairs, Junius J. Gonzales, M.D., M.B.A., is designated the second highest ranking university official and leads the university's academic programs for teaching, research, scholarship and creative inquiry and service in ten schools and colleges, and is responsible for academic planning, new initiatives in teaching and learning, faculty and academic staff development, and the libraries. He also oversees institutional assessment and accreditation, office of research, and student success efforts through University College, academic student services, and special student programs such as Upward Bound and EOF. He served as New York Institute of Technology's provost and vice president for Academic Affairs from 2018-2022. Dr. Gonzales is an avid champion of student success and an enthusiastic leader of innovative recent programs that can reduce equity gaps for student achievement. He is the recipient of numerous awards and recognitions. Recent examples include NYC Hispanic Chamber of Commerce 2021 Educational Excellence Award, One of the NY State's Responsible 100, Diversity in Business Award, and Nassau County's Hispanic Education Advocate of the Year He is currently on the board of directors for the national Association of Chief Academic Officers.

Gonzales has held high-level leadership roles in academia, federal government, and the private sector. He served as chief academic officer and senior vice president for Academic Affairs at the 17-campus University of North Carolina System from January 2015 through May 2018 and was interim president of the system from January to March 2016. As the UNC System's top academic officer, he was responsible for overseeing academic planning and budgeting, student affairs, sponsored research, faculty support, licensure and institutional research, and community engagement. For four years, he served as provost and vice president of academic affairs at the University of Texas at El Paso (UTEP)—one of the nation's most recognized Hispanic Serving Institutions (now R1)— and led the institution to receive several national awards. He was the founding dean of the College of Behavioral & Community Sciences and executive director of the Florida Mental Health Institute at the University of South Florida (USF). Before that, his deep and broad experiences were cultivated in different settings: academia (Georgetown University, USF, and UTEP), the federal government (National Institutes of Health), and the private sector.

Gonzales has performed national service with recent appointments on the VA Special Medical Advisory Group, a National Academies STEM Work Group, and on federal agency councils (e.g., SAMHSA, AHRQ). He has received significant research funding over \$15 million as PI or co-PI from federal agencies (e.g., NIH, CDC, AHRQ, DoEd) and private foundations. He has published in the areas of health disparities, mental health, research infrastructure, community partnered participatory research, and non-cognitive factors in undergraduate students. He holds an A.B. from Brown University, an M.D. with honors from the University of Pennsylvania and an M.B.A. with honors from the University of Maryland. He completed his residency at Massachusetts General Hospital and a post-doctoral fellowship at the National Institute of Mental Health.

PROCEDURE FOR CANDIDACY

Applicants should include a curriculum vitae and cover letter describing how their background, skills and education match the needs of the University. When applying, please take a moment to carefully read and follow the steps in the application instructions.

https://montclair.wd1.myworkdayjobs.com/JobOpportunities/job/Bloomfield-NJ/Dean-for-Bloomfield-College-of-Montclair-State-University_R1003623

Confidential review of applications will begin immediately with priority consideration to applications received by **April 22, 2024**, and will continue until the position is filled.

