Position Specification

Inaugural Dean of the

College for Community Health

This Position Specification is intended to provide information about Montclair State University and the position of Inaugural Dean of the College for Community Health. 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 21,000 undergraduate and graduate students with more than 200 doctoral, master’s, and baccalaureate degree programs.

Montclair ranks among the top 20 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 Education and Human Services; 3) College of Science and Mathematics, 4) Feliciano School of Business; 5) College of the Arts; 6) John J. Cali School of Music, 7) School of Communication and Media, 8) School of Nursing and 9) The Graduate School.

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
- 21,784 total students, the largest enrollment in Montclair history
- 17,290 undergraduate students
- 4,494 graduate students
- 22 residential communities capable of housing 5,200 students
- Student to teacher ratio: 17 to 1
- Average class size: 24.5
- 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 $430 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.

MONTCLAIR, NEW JERSEY: AN EXCEPTIONAL LOCATION

The University’s park-like, 252-acre campus is primarily located in Montclair, New Jersey, a diverse suburban community of nearly 40,000 residents. A picture-perfect college town, Montclair is filled with cafés and bistros, boutiques and restaurants, movie theaters and art galleries. It is home to the Montclair Film Festival, the Montclair Literary Festival and the Montclair Art Museum, which is nationally known for its diverse collections. Live theater venues include the Wellmont Theater.

Consistently named among New Jersey’s best cities, Montclair is rich in cultural, recreational and outdoor activities, including public tennis courts, skating rinks and swimming pools. Our students have access to 175 acres of parks and rivers and a funky, eclectic downtown, complete with a robust arts scene and lots of great food. Montclair’s public schools serve students from kindergarten through grade 12, as do a number of private and parochial schools. The neighboring towns of Bloomfield, Clifton and Little Falls each offer restaurants, shops and cultural activities to explore, while Newark – New Jersey’s largest city and hub for professional sports and big-name concerts – is minutes away.

Montclair is just 12 miles west of New York City. Two campus train stations provide regular service into and out of Manhattan.
THE DEAN OF THE COLLEGE FOR COMMUNITY HEALTH

The creation of a new College for Community Health is driven, in part, by the challenges posed by ongoing health inequities in New Jersey and the region which are both daunting and complex. Montclair State University currently continues numerous efforts: 1) to educate and prepare students for the health workforce that has significant needs, 2) to engage with communities and the public on these issues, and 3) to develop meaningful inquiry and scholarship in and for health. However, many new opportunities exist for Montclair to be a leader in addressing health equity. By creating new synergies with existing groups, leveraging current strengths, and expanding new academic offerings to meet critical health workforce needs, we can lead in this emergent space.

With a new College, our ability to develop strong strategic competitive advantage in the areas of clinical and applied health is amplified. The opportunities for stronger, expanded and more coordinated partnerships, whether with health systems, community organizations and more in the state and beyond, are tremendous.

The College for Community Health can align efforts for health programs for strategic advantage to address health equity by:

- Considering the College’s structure focused on health professions, innovations and solutions should or could look like,
- Examining Montclair State University’s rich environment to support the above areas, and
- Delineating strategic areas to expand current strengths and identify new possibilities to improve regional health equity (e.g., opportunities for us to acquire or build capacities and synergies that may not have not been considered or studied, areas to infuse equity across the platform or clustering of offerings in the health space here at the university, comprehensive collaborations to place our students into health experiences with new health delivery system and organization partners).

Building on current research and scholarship, public service, community engagement in six foundational departments (see below) and throughout the rest of the university, the College for Community Health will establish itself as a key transformational leader in the region, New Jersey, and beyond.

DEPARTMENTS AND PROGRAMS:

- **Department of Communication Sciences and Disorders (CSND)** develops and offers programs that reflect growth, specialization and commitment to helping professionals and individuals with speech, language and hearing disorders. The Department’s programs are designed to provide basic and advanced professional preparation, with a strong commitment to theoretical and research foundations of clinical intervention. The Department offers undergraduate programs, a master’s degree in Speech-Language Pathology (MA) and a clinical doctoral degree in Audiology (AuD).

- **Department of Counseling** is home to the CACREP-accredited master’s programs in Clinical Mental Health Counseling, Addictions Counseling and School Counseling and the first CACREP-accredited doctoral Counseling program in the New York City metropolitan area. The department also houses a master’s degree in Student Affairs and Higher Education and four certificate programs leading to credentialing for counselors in the state of New Jersey. The department enrolls over 500 students across our programs and seeks to build our faculty to ensure advising and mentoring quality. Our diverse faculty and students are committed to advocacy and social justice through scholarship, community-engaged fieldwork, and a curriculum that addresses diversity and counselors’ roles in effecting change.
- **Department of Exercise Science and Physical Education** provides rigorous academic programs at the graduate and undergraduate levels. Undergraduate students are educated in our nationally recognized Health and Physical Education teaching certificate program and our innovative Exercise Science specialization, which features internships in major sports industries in the New York City metropolitan area. Graduate students are trained in dynamic and challenging professional degrees while pursuing advanced studies in Exercise Science and Sport Administration. The CAATE-accredited MS in Athletic Training is a high-quality educational program consistent with the professional and ethical requirements of the Athletic Training profession. The department, located in University Hall, has state-of-the-art research laboratories that provide ample opportunities for hands-on experience and individual research. Our distinguished faculty and staff are committed to providing the highest quality professional education in a nurturing environment for a diverse student population. The faculty research areas include visual control of action, game intelligence in sports, physiologic response to various perturbations, injury prevention and human movement, and development of skilled performance in sports medicine.

- **Department of Family Science and Human Development (FSHD)** is committed to strengthening the health and well-being of individuals, families, and communities across the nation and the world, using a multidisciplinary approach to reduce social inequities. Central to our mission is an unwavering pursuit of inclusion and social justice. We offer undergraduate major concentrations in School Settings (with Teacher Certification) and Family Services (with the option for students to receive Certification in Family Life Education), minors in Gerontology and FSHD, as well as a PhD program in FSHD. Our diverse academic community includes 13 faculty, four staff, more than 500 undergraduates, and over 40 PhD students. FSHD faculty and graduate students have an established record of productive scholarship, including securing grants and managing large grant-funded projects.

- **Department of Nutrition and Food Studies** offers BS, accelerated BSMS, and MS degree in Nutrition and Food Science and houses 4 certificate programs. Our Dietetics program is accredited by the Accreditation Council for Education in Nutrition and Dietetics (ACEND) and is transitioning to the future education model by fall of 2026 to incorporate experiential learning to didactic curriculum and offer accelerated master’s degree leading to credentialing for Registered Dietitian Nutritionists. Our diverse faculty are distinguished educators and scholars in the areas of nutrition science and education, food science, and food systems and actively engaged in international collaborations including Fulbright and Cochrane reviews. Curriculum initiatives are in progress to include undergraduate pre-med concentration, accelerated BS/MPH, and launch inter-professional education with other disciplines in Nursing, Audiology, Speech-Language Pathology, Exercise Science, and Athletic Training.

- **Department of Public Health** offers BS and MPH degree programs in Public Health that are accredited by the Council on Education for Public Health (CEPH), in two concentration areas: Community Health Education; and Health Systems Administration and Policy. Our graduates contribute to the public health workforce of New Jersey, the region, and across the world, having hosted Fulbright, Prestasi, and other scholars from around the globe. Our faculty are renowned experts regionally, nationally and internationally, in infectious disease, maternal/child health, reproductive health, sex education, health systems research, health economics, social and structural determinants of health, health policy, building community food and exercise capacity, cancer prevention, tobacco control, healthy transportation systems, and other areas. We have recently launched the first dual college/dual master’s degree with the MPH/MBA degree (Fall 2022), and have a range of accelerated 4+1 (BS/MPH) collaborations underway with our partners in nutrition, communications, medical humanities, psychology, and political science.
THE OPPORTUNITY

Montclair State University invites applications for the position of Inaugural Dean of the College for Community Health to start July 1, 2023. This a unique and exciting opportunity for a visionary and collaborative leader to play a central role in shaping the success of the new College for Community Health. The Dean will collaborate with faculty and staff to establish the new College’s identity and strategic direction. The Dean will work in and with socially, culturally, intellectually, and economically diverse communities; advocates for members of the College; has a commitment to high quality education for social justice, democratic practice, critical thinking, and innovative practice; and has engaged in national and global leadership that addresses issues of diversity, justice, and equity within and outside of the university system.

Reporting to the Provost and Senior Vice President for Academic Affairs, the Dean serves as the lead academic and administrative officer for the College who supervises academic programs that align with the University’s strategic plan. The Dean will also coordinate the activities of assistant/associate deans, department chairs, directors, and administrative staff. The ideal candidate will be a creative and dynamic individual who can work across a variety of disciplines, to advance the mission and vision of the College, to assure that it will forge effective partnerships with communities, health, and other systems, and to provide leadership that maintains a nationally and internationally recognized research and scholarship profile.

KEY RESPONSIBILITIES:

- Launches and shapes the college mission, vision, and identity.
- Advances teaching excellence in all modalities.
- Promotes diversity, equity and inclusion efforts including faculty hiring, student success, and leadership development.
- Leads effective fiscal management and innovative fundraising for the College, including representing the college to external constituencies including alumni, corporate and community partners.
- Represents the College to regional business and industry and community leaders, expands existing partnerships and creates new advisory relationships.
- Identifies 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.
- Directs national and/or state accreditation and certification, assessment, and ongoing academic program development and serves as the professional liaison with government and professional agencies and associations.
- Leads the recruitment, enrollment, and retention efforts of high-caliber students locally, nationally, as well as internationally.
- Leads recruiting, hiring, and retention efforts for highly qualified diverse faculty and staff; complies with collective bargaining contracts.
- Supports faculty research, scholarship, and grant writing, including student in those endeavors.
- Drives innovative community engagement and public service efforts.
QUALIFICATIONS

REQUIRED:

- Earned doctorate from an accredited university.
- Record of distinguished academic achievement (including tenure) appropriate for appointment at the rank of full professor in a department of the College.
- An outstanding reputation and recognized leadership in higher education.
- A record of successful administrative leadership, including budget and personnel experience; or other related administrative experience
- A commitment to excellence and innovation in teaching/learning, scholarship and research, and community engagement.
- A track record of building and strengthening relationships with external agencies, local businesses, and governmental agencies for multi-sectoral partnerships
- A demonstrated record in the acquisition of external resources from government agencies, foundations, the corporate sector and/or private donors.
- 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.

PREFERRED:

- 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 record of successful new program development and other innovations (e.g., operational, professional enhancement).
- Experience working in a collaborative bargaining environment.

DIVERSITY, EQUITY & INCLUSION

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/Montclair-NJ/Dean-of-the-College-for-Community-Health_R1002782

Confidential review of applications will begin immediately and continue until the position is filled, with priority consideration to applications received by March 1, 2023.