

MONTCLAIR STATE UNIVERSITY



Position Specification

Inaugural Dean of the College for Education and Engaged Learning

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

DIVISION OF HUMAN RESOURCES

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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 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 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
- 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 over \$500 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 COLLEGE FOR EDUCATION AND ENGAGED LEARNING

Ranked 17th for elementary education and 14th for educational leadership by *US News and World Report's Best Graduate Schools* and one of seven leading teacher education programs highlighted as part of the Learning Policy Institute's *Preparing Teachers for Deeper Learning* study, the College has a long and proud history of excellence, continuous renewal and improvement.

The College for Education and Engaged Learning is positioned to align with current trends and to adapt to future change and includes programs leading to the B.A., M.A., M.Ed., M.A.T. and Ph.D. degrees, and three academic departments: [Teaching and Learning](#), [Educational Foundations](#), [Educational Leadership](#), and the Teacher Education and Teacher Development doctoral program under the purview of the Dean.

The College also includes:

- the Montclair State University Network for Educational Renewal, an award-winning school-university partnership
- the Ben Samuels Children's Center, a model, inclusive birth-preschool program;
- the Center for Autism and Early Childhood Mental Health, a resource on the issues of autism, infant and childhood development and mental health;
- the Center for Research and Evaluation on Education and Human Services, applied research and program planning services to institutions of higher education, community-based organizations, state and municipal agencies, school districts and foundations;
- the ADP Center for Learning Technologies provides services, training, and support in educational technologies;
- the Institute for the Philosophy for Children (IAPC), the world's oldest organization devoted to young people's philosophical practice;
- the Critical Urban Education (CUE) Speaker Series, a bi-annual event that brings leading national scholars on social and cultural issues facing urban education to the University;
- the Holocaust, Genocide, and Human Rights Education Project, a collaboration between Montclair State University and the New Jersey Commission on Holocaust Education;
- the nation's first established Center of Pedagogy, which coordinates university-wide teacher education;
- Student Success Center dedicated to student advising and career support services.

The College has a long history of successfully securing grants from federal, state, and private foundation sources (e.g., NSF, TQP, USDOE, IES, and Spencer). Montclair State University seeks a dynamic and innovative academic leader to work with faculty and staff to envision the newly-formed College for Education and Engaged Learning.

THE OPPORTUNITY

Montclair State University invites applications for the position of Dean of the College for Education and Engaged Learning to start July 1, 2024. The Dean of the College for Education and Engaged Learning will inspire and demonstrate a spirit of innovation, a participatory leadership philosophy, and a deep commitment to a healthy academic community, climate, and culture within the College. The ideal candidate will be a visionary and collaborative leader with national prominence and reputation. 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. They will also coordinate the activities of assistant/associate deans, department chairs, directors, and administrative staff.

It is expected that the Dean leads by modeling for faculty and staff positive supports and inclusive practices of diverse individuals to normalize the tenets of anti-racism, social justice, equity, diversity, and belonging, which ground the mission of the College. This inaugural Dean will prioritize an increased focus on the educational needs of minoritized populations, deepening and developing partnerships with urban districts and community organizations. They will ensure the College contributes to an anti-racist and inclusive campus environment.

The Dean will elevate the College's national and international profile and advance excellence in teaching, research, and program development in response to the changing landscape of P-12 education, higher education, and the needs of our community partners. The Dean is responsible for facilitating academic programs, strategic planning, assessment of student learning, and CAEP accreditation. The Dean oversees faculty and staff recruitment, development, retention, and support, and manages a budget including personnel and operating funds. They also work closely with university development to seek external financial support and establish strategic resource partnerships for the College. The Dean will engage key College stakeholders; lead advisory board meetings; strengthen alumni relations; partner with university development, and identify opportunities to build, expand and strengthen our community engagement. The faculty and staff seek a seasoned leader with a national reputation to lead the College towards long-term growth and stability.

Expectations include:

- Works collaboratively with faculty, staff, and key community members to articulate a compelling mission and vision, and strategic plan for the new College.
- Identifies new initiatives for program development and interdisciplinary opportunities and collaborates with other schools and colleges across campus also for research and scholarship.
- Cultivates a culture of openness, communication, trust, support, and collaboration within the College.
- Embraces the value of the lived experience of Montclair State University students, centering the College's impact on students and their future well-being.
- Brings an asset orientation to diversity and is responsive to the needs and interests of students who are Pell eligible, English learners, neurodiverse, LGBTQ+, and racially and ethnically diverse.
- Recognizes the value and importance of teacher education, administrator education, higher education, and educational foundations to the preparation of educators to serve a wide variety of institutional contexts for justice and the public good.
- Operationalizes the values of shared governance and transparent communication with chairs, directors, staff, and faculty while setting clear expectations and accountabilities.

- 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.
- Prioritizes a consistent and continuous review of the staff and faculty experience to actively nurture employee's professional development, satisfaction and retention.
- Establishes and maintains excellent relationships with the state and local education administrators and advocates, local schools, and districts.
- 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.
- Works with faculty and staff to respond to current local, national, and international trends and opportunities in education to advance the College.
- Promotes a culture of excellence, ethics, service, and continuous improvement.
- Fosters and supports a climate of research and innovation to impact education outcomes at all levels of education (PK-12 and post-secondary), supporting faculty and students in those efforts.
- Leads effective fiscal management and innovative fundraising for the College.
- Works to advance research and scholarly activities for the College, including inter-institutional and multi-sectoral efforts.
- Drives innovative community engagement and public service efforts.
- Embodies a commitment to innovation through the use of diverse technologies and social media to communicate with public and private stakeholders.
- Incorporates student leadership to inform governance and decision-making.
- Acts as the "face and voice" of the College.

QUALIFICATIONS

REQUIRED:

- Ph.D. or Ed.D. 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, including experience at local, state, and national levels in education, teacher education, higher education, or educational leadership preparation.
- A commitment to excellence and innovation in teaching/learning, scholarship and research, community engagement, and the effective application of knowledge.
- A record of successful administration in higher education and a broad understanding of the issues and trends in higher education and K-12 education.
- A commitment to maintaining and extending student and faculty diversity.
- A demonstrated record in the acquisition of external resources from government agencies, foundations, the corporate sector and/or private donors.

PREFERRED:

- A track record of building and strengthening relationships with regulatory agencies, associations, and other institutions of higher education at the state and national levels.
- Service to schools and districts, with a commitment to urban education and addressing issues of equity and justice through research and/or practice.

- Record of success in advancing anti-racist culture and fostering a diverse, equitable, and inclusive educational environment for students, staff, and faculty.
- 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 mentoring faculty in their research, teaching, service, clinical, and administrative endeavors.
- Experience working in a collaborative 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/Montclair-NJ/Dean-of-the-College-for-Education-and-Engaged-Learning_R1002788

Confidential review of applications will begin immediately and continue until the position is filled.

