MONTCLAIR
STATE UNIVERSITY



Position Specification

Vice President for Student Development and Campus Life

This Position Specification is intended to provide information about Montclair State University and the position of **Vice President for Student Development and Campus Life.** 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

THE OPPORTUNITY

Montclair State University is building the model of a public-serving university. At its core is a commitment to access and excellence that centers students and their success. Unlike the traditional model of higher education, Montclair believes that the experiences outside the classroom are as pivotal to the university experience as the academic environment. As such we seek to create a vibrant, engaging, safe and supportive environment characterized by a strong sense of belonging and community that provides a setting where students can develop interpersonal skills, challenge each other, gain leadership experience and build relationships.

Montclair seeks an innovative and collaborative leader to serve as its next Vice President for Student Development and Campus Life who will take the lead in developing and growing this dynamic environment. Reporting to the President and serving as a member of the University's Executive Council, the Vice President provides strategic and operational leadership for a comprehensive portfolio dedicated to advancing student success, engagement, belonging, health and well-being, safety, leadership development, and the overall student experience across two campuses.

The Vice President will provide vision and direction for the Division of Student Development and Campus Life, fostering an integrated approach to the student experience and ensuring that programs and services are responsive to the needs of Montclair's diverse student population. The Vice President will serve as a trusted advisor to the President and a strategic partner to the academic and administrative leaders across the University.

The ideal candidate will be a strategic, forward-thinking, and collaborative leader who combines vision with strong execution. This individual will bring intellectual curiosity, creativity, sound judgment and a genuine commitment to students. This leader will communicate with authenticity and empathy and inspire others to work collaboratively toward shared goals. The next Vice President will have the opportunity to build upon the strengths of a broad and talented division while shaping the future of student development and campus life at Montclair State University.

Montclair's Student Development and Campus Life division supports students from their first experience at the University through graduation, and everything in between, which encompasses a broad range of student programs and services. Its focus is on helping students belong, engage, promote their well-being, develop leadership skills, and successfully navigate their college experience. The division is broad and touches virtually every aspect of campus life. Major areas of focus:

- Student Success and Advocacy
- Student Conduct and Community Standards
- Residential and Commuter Life
- Student Engagement and Leadership
- Student Belonging and Inclusion
- Student Access and Support Services
- Health, Wellness and Support Services
- Campus Life, Events and Communications
- Athletics and Recreation
- Campus Safety and Security

The Vice President will be responsible for ensuring this broad portfolio operates as a collaborative, cohesive, strategic division with a shared focus on student success, belonging, wellness and a vibrant student experience. The Vice President will champion professional growth across the division, developing staff capabilities and cultivating leadership at all levels to build a high-performing team that supports the University's mission. Additionally, the Vice President will be responsible for:

KEY RESPONSIBILITIES

- Develop and advance a compelling and strategic vision for the Division of Student Development and Campus Life that is aligned with the University's mission and priorities.
- Lead a comprehensive portfolio of student-facing programs and services that support student success, engagement, belonging, well-being, leadership development and campus life.
- Strengthen an integrated and vibrant student experience across the University's campuses and student populations.
- Build strong partnerships across the University and its two campuses, while collaborating with Academic Affairs, Enrollment Management, Communications and Marketing, University Development, Human Resources and other campus partners to advance student retention, engagement and success and advance institutional priorities.
- Foster an environment where students feel connected, supported, valued and empowered to achieve their educational and personal goals.
- Lead and develop a high-performing division, establishing a culture of collaboration, accountability, innovation, student-centered service and continuous improvement.
- Ensure effective management of divisional resources, including people, financial resources and programs, to maximize impact and advance institutional goals.
- Provide strategic leadership for services that support students' mental, physical, emotional and overall well-being.
- Leverage data, assessment, student perspectives and emerging trends to inform decisions and continuously improve the student experience.
- Provide executive leadership in responding to complex student matters, crises, and emerging issues in collaboration with the appropriate University partners.
- Advance strategies that address food, housing, financial and other barriers that can interfere with student success.
- Working closely with University Police and campus partners to promote a safe, welcoming and supportive environment for students, faculty, staff and visitors across both campuses.
- Build and maintain strong relationships with students and families, faculty, staff, senior leaders, alumni and external partners and serve as a visible advocate for the student experience, bringing best practices and innovative approaches to student development and campus life.

QUALIFICATIONS

REQUIRED:

- Master's degree from an accredited institution, preferably in higher education, student affairs, public administration or a related field.
- Minimum of ten years of progressively responsible experience in student affairs or a related field, with demonstrated success in senior leadership.
- Experience building and leading a cohesive team while managing a broad student development and campus life portfolio in a complex and diverse higher education environment.
- Demonstrated success developing and implementing strategic initiatives that enhance student success and the student experience.
- Proven ability to build collaborative relationships and bring people together across organizational and functional areas.
- Exceptional communication skills, including the ability to engage with diverse constituencies with credibility, empathy and discretion.
- Demonstrated ability to use data, assessment and emerging trends to inform decisions, improve services and advance innovation.
- Experience addressing complex student, safety, or crisis-related matters.
- Residency and Housing: Must reside in a university-designated residence or in close proximity to ensure a visible presence and rapid response for campus emergencies and community events; university housing is provided.

PREFERRED:

- Doctoral degree from an accredited institution.
- Demonstrated commitment to student belonging and inclusion.
- Demonstrated ability to successfully plan for and lead during times of crisis.
- Experience working with multiple campuses.
- Demonstrated success leading organizational change and cross-campus initiatives.

Salary Range: $290,000.00-$330,000.00 Annually
The position is also eligible for comprehensive benefits, including health insurance, retirement plans, and tuition assistance. For further details, please visit: https://www.montclair.edu/human-resources/benefits/

Overview: Montclair State University

Montclair State University is a nationally recognized public research university and one of New Jersey's leading institutions of higher education that empowers students, faculty and researchers to exceed expectations and drive innovation. Designated as both a Hispanic-Serving Institution (HSI) and an R2 doctoral research university, Montclair is the largest HSI in New Jersey and one of the only two institutions in the state to hold both distinctions. Montclair is also one of only four universities that are federally designated as an HSI and holds the Carnegie Foundation's Classifications for High Research Activity, Community Engagement, and Leadership for Public Purpose. Building on 118 years of distinguished history, Montclair serves more than 24,000 students across 15 colleges and schools, and offers more than 300 academic programs across two unique campuses in northern New Jersey. Nationally recognized for advancing student success and social mobility, Montclair

consistently ranks among the nation's leaders in graduation outcomes and return on investment. More than 40 percent of incoming students are first-generation college students, and more than 55 percent are Pell-eligible. The University's diverse student body represents 42 states and territories and 75 countries.
Situated on a vibrant 252-acre campus just 12 miles from New York City, the Montclair campus offers direct rail access to Manhattan while providing a distinctive academic environment grounded in community engagement, innovative research, and public impact. The University boasts a second campus located in downtown Bloomfield, just 7 miles from the Montclair campus. The University's combination of academic excellence, accessibility, diversity, and proximity to one of the world's major metropolitan areas makes Montclair a dynamic institution with a strong commitment to expanding opportunity and transforming lives.

In addition to a broad range of traditional programs in business, education and liberal arts, Montclair has expanded its curriculum into cutting-edge, contemporary fields designed for the modern workforce. The University addresses rapidly shifting industry demands through innovative offerings like its School of Computing, which offers forward-looking degrees and programs in Cybersecurity, Data Science, Computational Linguistics and Artificial Intelligence. Montclair also offers programs in evolving areas such as Criminal Justice Leadership and Innovation, Nutritional Science, Public Health, Child Advocacy, TV/Digital Media and Sports, Events and Tourism Marketing, and Recording Arts. Bloomfield College offers a Game Design Program that ranks No. 2 in New Jersey and among the top programs nationwide. Operating within a Carnegie-designated R2 High-Research University, Montclair's Graduate Center oversees and supports all masters, doctoral and certificate pathways across its colleges and schools. The University 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.

The instructional programs of Montclair are currently distributed among the following colleges and schools: 1) Bloomfield College of Montclair State University; 2) College for Community Health; 3) College for Education and Engaged Learning; 4) College of Communication and Media; 5) College of Humanities and Social Sciences; 6) College of Science and Mathematics; 7) College of the Arts; 8) Feliciano School of Business; 9) John J. Cali School of Music; 10) School for Interdisciplinary Studies; 11) School for the Humanities; 12) School of Behavioral and Cognitive Sciences; 13) School of Computing; 14) School of Nursing; 15) School of Social Sciences.

KEY FACTS

- Founded as the New Jersey State Normal School at Montclair in 1908.
- Located in New Jersey communities of Montclair, Bloomfield, Little Falls, and Clifton.
- Montclair campus encompasses 252 acres. Bloomfield College encompasses 12 acres.
- 15 colleges and schools; over 300 majors, minors, concentrations, and certificate programs; over 200-degree programs
- More than 24,000 total students, the largest enrollment in Montclair history
- 35 residential communities capable of housing 5,900 students
- Student to teacher ratio: 17 to 1
- Average class size: 24
- A Carnegie-designated high research activity (R2) and community-engaged doctoral university.

- Faculty awards and honors include an Outstanding Educator Award, 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 $700 million.
- To support its commitment to affordability, Montclair has consistently maintained tuition rates among the lowest of the four-year public colleges and universities in the state, while significantly increasing scholarship funding to support students.
- Maintaining affordable tuition has been challenging in a state where public higher education has historically received limited state support. While general operating support allocated by the State of New Jersey has increased in recent years, state appropriations currently account for approximately 20 percent of the University's operating budget, compared with 46 percent in 2001.
- Credit ratings agencies continue to rate Montclair State University as a financially strong and stable university. Moody's rates Montclair as A2, and Fitch as A+ with a positive outlook.
- Montclair State University has made significant progress in expanding its research enterprise and developing additional sources of revenue. External sponsored research and grant funding has grown substantially, with faculty receiving $28 million in external sponsored-project awards. Today, the University reports $45 million in annual research and development expenditures.
- Philanthropy is an increasingly important source of support for Montclair State University. A growing base of philanthropic support has helped strengthen the University's endowment, which now exceeds $160 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, 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 a model for Sustainable Communities - designated a Clean Energy Leader by the New Jersey Board of Public Utilities and a Climate Showcase Community by the U.S. EPA, with vigorous recycling and home composting programs, Environmental and Conservation Elements in its Master Plan, active bike and walk advocacy, a thriving Farmers Market in its 28th season, a Green Business recognition program, and a hub of

public charging stations for electric vehicles. Montclair is just 12 miles west of New York City. Two campus train stations provide regular service into and out of Manhattan.

Bloomfield, New Jersey

Living and working in Bloomfield, New Jersey delivers the ideal balance of suburban charm and vibrant convenience. The township features a thriving local economy paired with a seamless NJ Transit rail commute to Manhattan, making it a premier destination for modern professionals. After hours, the community transitions effortlessly into its vibrant downtown districts and expansive green spaces like Brookdale Park. Bloomfield's dynamic appeal is amplified by its direct neighbor, Montclair, which extends a renowned arts scene, boutique shopping, and diverse culinary culture right to Bloomfield's doorstep. The close connection allows residents to enjoy a tight-knit community while tapping into an upscale, expanded network of employment, culture and entertainment.

Leadership



Jonathan GS Koppell, President

Jonathan Koppell is the ninth president of Montclair State University and a nationally recognized scholar of public administration and global governance. His career has been defined by a belief that public universities have a profound responsibility — not only to educate students, but to strengthen democracy, expand opportunity, and help solve society's most pressing challenges. To that end, Koppell is driven to establish Montclair as the model of a public-serving university.

Since joining Montclair in 2021, President Koppell has led a period of significant momentum and growth. The University has welcomed the three largest first-year classes in its history and achieved record enrollment and retention, reflecting rising demand for Montclair's distinctive combination of academic excellence, access, and public impact. He also guided the historic merger with Bloomfield College — New Jersey's only four-year Predominantly Black Institution — marking the first merger between a public and private institution in the state and expanding educational opportunity for generations of students.

Under his leadership, Montclair has advanced as a top-tier doctoral research university and federally designated Hispanic-Serving Institution, nationally recognized for social mobility and student success. President Koppell has championed the strategic re-imagination of the University's schools and colleges to align academic programs

with the needs of today's learners and tomorrow's workforce, while strengthening Montclair's role as a partner to communities across New Jersey.

Before coming to Montclair, President Koppell served as Dean of the Watts College of Public Service and Community Solutions and Vice Provost for Public Service and Social Impact at Arizona State University, where he led the nation's largest comprehensive public affairs college. He began his academic career at Yale University, holding faculty appointments in the School of Management and leading the Milstein Center for Corporate Governance and Performance.

President Koppell earned his doctorate in political science from the University of California, Berkeley, and his bachelor's degree in government from Harvard University. He is a fellow of the National Academy of Public Administration and author of numerous books and articles, including the award-winning "World Rule", and an innovative study of global governance.

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

Inclusion Statement

Montclair State University is proud to be committed to the principle of equal employment opportunity and does not discriminate in its recruitment and employment practices. The University is an inclusive, richly diverse community that fosters mutual respect, tolerance and understanding among all students and employees.

Procedure for Candidacy

Applicants should include a resume 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/en-US/JobOpportunities/job/Vice-President-for-Student-Development-and-Campus-Life_R1005159

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



