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THE OPPORTUNITY

New Jersey City University invites applications, expressions of interest, and nominations for the position of Dean of the Deborah Cannon Partridge Wolfe College of Education.

Founded in 1929, NJCU is proud of its designation as a minority serving (MSI) and Hispanic serving (HSI) institution. Its mission is one of a state affiliated comprehensive urban university meeting the educational needs of its diverse local population as well as students from around the globe. NJCU’s student body of over 8,300 undergraduate and graduate students take advantage of its 41 undergraduate and 28 graduate degree programs offered within the: College of Arts and Sciences, College of Education, College of Professional Studies and School of Business. NJCU’s annual operating budget is approximately $200 million. The institution employs over 250 tenure track faculty and more than 400 adjunct faculty – bringing a wide range of field practitioner expertise to the classroom.

Located across the river from New York City and minutes away from midtown Manhattan, Jersey City is the second largest city in New Jersey. The rich culture and prime location are attracting industry and residents at a historic rate. NJCU continues to be a lead partner in this renaissance.
The University opened as a teacher-training school in 1929, grew to be a liberal arts college in 1968, and in 1998 achieved university status. In 1998, after Jersey City State College became New Jersey City University, the administration created a separate College of Education that now offers bachelor’s, master’s and doctoral degrees, in addition to certificate programs, through eight academic departments:

- Early Childhood Education
- Educational Leadership
- Educational Technology
- Elementary and Secondary Education
- Literacy Education
- Multicultural Education
- Special Education
- Counseling Education

For the full list of degree programs please visit: https://www.njcu.edu/academics/schools-colleges/deborah-cannon-partridge-wolfe-college-education

The College of Education also includes the Center for Teacher Preparation and Partnerships which manages initial clinical field placements, Professional Development Schools, certification, and other P-12 partnership activities. Also part of the College of Education is the A. Harry Moore School, a demonstration school for multiply disabled children. The College of Education also takes responsibility for the following programs outside the college: Art Education, Music Education, Health Education, School Nurse, School Psychology, and School Guidance.
The mission of NJCU is to provide a diverse urban population with access to an excellent university education and the support services necessary for professional and personal fulfillment. This mission, throughout NJCU’s history, has been consistently defined within the context of its urban location. Access and excellence are themes woven throughout the mission and goals of NJCU.

The conceptual framework of the College of Education, *The Reflective Urban Practitioner*, supports this mission and serves as a foundation on which all College of Education programs and services are built and planned. In 2011, as part of TEAC Accreditation, the College developed five claims that address the objectives and goals of the College of Education and the overall mission of the institution. The claims are as follows:

1. Our candidates demonstrate mastery of the subject matter they plan to teach.
2. Our candidates demonstrate their pedagogical knowledge, integrating their understanding of their pupils’ developmental levels, individual differences, learning exceptionalities, and sociocultural backgrounds.
3. Our candidates demonstrate effective instruction, caring behavior, and reflection to improve practice.
4. Our candidates know and value how individuals are shaped by their life experiences as mediated by factors such as social class, gender, race, ethnicity, language, sexual orientation, age, and social needs. Our candidates know, value, and engage in culturally responsive teaching to promote social justice, particularly in our urban areas.
5. Our candidates are able to use appropriate technology in carrying out their professional responsibilities.

New Jersey requires all educator preparation programs to maintain national accreditation. The College of Education is currently undergoing a review of the advanced programs by the Council for Accreditation of Educator Preparation (CAEP). This review includes the following programs: Bilingual/ESL, Educational Leadership, Learning Disabilities Teacher Consultant, Reading Specialist, School Library Media Specialist, School Psychology, and Teacher of Students with Disabilities. As part of the self-study process, the faculty have begun reviewing and updating the mission and vision of the College of Education.

The College of Education is led by an Executive Council comprised of the Dean, Association Dean, Department Chairs, Director of the Center for Teacher Preparation and Partnerships, Principal of A. Harry Moore School, Accreditation Coordinators, and Data Analyst.
The New Jersey City University mission is to provide a diverse population with an excellent university education. The University is committed to the improvement of the educational, intellectual, cultural, socioeconomic, and physical environment of the surrounding urban region and beyond.

**NEW JERSEY CITY UNIVERSITY: OVERVIEW AND HISTORY**

**NJCU VISION STATEMENT**

New Jersey City University will become a nationally recognized leader in urban public higher education.

**IMPLEMENTATION**

To achieve its mission, New Jersey City University:

- Extends opportunity to college-ready and motivated learners;
- Delivers high-quality educational programs;
- Emphasizes experiential as well as theoretical learning;
- Provides effective services to support learner success;
- Sets high expectations for learner accomplishment;
- Maintains a safe, pleasant environment that is conducive to learning; and,
- Promotes an institutional culture that values excellent teaching, scholarly achievement, creative activity, and lifelong learning.

New Jersey City University prepares its students to demonstrate proficiency in learning outcomes that include:

- Effective written and oral communication;
- Quantitative literacy;
- Critical thinking;
- Information technology literacy;
- Responsible citizenship in a culturally-complex world; and,
- Knowledge of disciplinary or interdisciplinary fields.

Founded in 1927 as a teacher training school, NJCU became a College of choice for returning WWII veterans and blossomed. NJCU grew to become a noted liberal arts college in 1968 and in 1998 became a university. NJCU has become an urban institution of distinction, a place of higher education in a dynamic, ethnically diverse community. Emphasis is placed on both theoretical and applied learning, educating students for a quality life and a productive livelihood. The University is committed to the improvement of the educational, intellectual, cultural, socioeconomic and physical environment of the surrounding urban region, the state and the nation.

The NJCU experience is deeply rooted in a rich tradition of diversity, excellence and access. NJCU is recognized by the U.S. Department of Education as a Minority and Hispanic Serving Institution, and is noted in US News & World Report as an ethnically diverse campus with an undergraduate student body comprised of 43% Hispanic/Latinx, 23% Black/African American, 8% Asian, 18% White, and 8% from other race/ethnicities. Over the course of the 90+ years since its founding, the University footprint has grown six-fold. Plans and discussions with developers for a vibrant housing/classroom/office complex west of the current campus are underway. The academic offerings increased from a normal school curriculum to 43 undergraduate and 29 graduate and three doctoral degree programs offered by over 250 full-time tenure track faculty members in four colleges/schools: the William J. Maxwell College of Arts and Sciences, the Deborah Cannon Partridge Wolfe College of Education, the College of Professional Studies and the School of Business. The Business School has a growing student base of over 1500 students. The total student body is almost 8000 undergraduate and graduate students from across New Jersey, the United States and nearly 40 countries around the globe.

NJCU is noted for its classical theatre performances and nationally recognized Jazz Studies program. New York area professionals provide instruction in many areas including business, criminal justice, political science and the arts. Adorning the grounds of NJCU’s Visual Arts Building is a sculpture by world-renowned artist Maya Lin displaying the word art in 45 languages—a stunning assertion that the beautifully landscaped campus is a global meeting ground where diverse cultures, perspectives, and ideas converge.

NJCU’s Gothic Knights compete in 16 intercollegiate sports in NCAA Division III athletics as a member of the New Jersey Athletic Conference (NJAC).
Jersey City, New Jersey is located across the Hudson River from Manhattan on a peninsula between the Hudson and Hackensack rivers. A close-knit community of diverse neighborhoods, Jersey City is a unique combination of the bustling industrial Northeast and pleasant, livable urban green spaces which are uniquely vibrant and brimming with academic, professional, cultural, and recreational opportunities.

Jersey City, with a population of 270,753, is the second most populous city in New Jersey. Part of the New York metropolitan area, Jersey City is an important transportation terminus and distribution and manufacturing center for the Port of New York and New Jersey. Service industries have played a prominent role in the development of its waterfront and the creation of one of the nation’s largest downtowns. The rapid construction of numerous high rise buildings in the 1980’s led to the development of the Exchange Place financial district, also known as Wall Street West, one of the largest banking centers in the United States. Large financial institutions such as UBS, Goldman Sachs, Chase Bank, Citibank and Merrill Lynch occupy prominent buildings on the New Jersey City waterfront, some of which are the tallest buildings in New Jersey.

Known as one of the most racially diverse cities in the world, Jersey City boasts such iconic landmarks as the Statue of Liberty National Monument, Ellis Island and Liberty Island and is the site of some of the earliest European settlements in North America. A recent survey also shows the city to have one of the nation’s highest percentages of residents who work as artists, leading to its recognition as the tenth most artistic city in the USA.

Jersey City has recently experienced redeveloped waterfront areas consisting mostly of residential towers, hotels and office buildings. This area of Jersey City has undergone robust growth in concert with the complimentary growth of New Jersey City University.
The Dean reports to the Provost and is responsible for providing the leadership and management of the college. The Dean is responsible for the development, administration, and assessment of its academic offerings, the policies and regulations adopted by the Board of Trustees, the Office of the President, the Faculty Senate, and the college faculty. The Dean is responsible for the personnel, financial, and administrative affairs of the college, and for seeking public and private funds to support the goals of the college, as well as the college’s accreditation. The Office of the Dean includes an Associate Dean, as well as administrative support staff.
The next Dean of the College of Education will assume leadership at a critical moment in the program’s history. As both an MSI and an HSI, NJCU plays a crucial role in the social fabric of Jersey City and the state of New Jersey more generally. At a time of increased competition and changing state licensure requirements, the College of Education seeks a Dean who will lead the faculty and staff in positioning the programs to fulfill and advance the mission and vision of the University. To that end, the Dean will be tasked with the following agenda items:

**SUPPORT AND OVERSEE CURRICULUM DEVELOPMENT, PROGRAM REVIEW, ENROLLMENT AND STUDENT SUCCESS INITIATIVES**

The College of Education is proud to carry on the tradition of teacher education that derives from the University’s heritage as a normal school. Yet its enrollment has been affected by demographic shifts, changes in state licensure requirements, and the encroachment of competition from other education programs. The next Dean will have the opportunity to lead the College in the collective articulation of a vision for the future, which will include the enhancement of existing programs, and the development of new programs in support of enrollment growth, as well as initiatives to ensure student success and completion.

**FACILITATE AND SUPPORT COLLABORATIVE PARTNERSHIP BETWEEN THE COLLEGE AND PK-12 INSTITUTIONS**

The College of Education has enjoyed an outstanding reputation as a premier destination for teacher preparation in Jersey City and the surrounding area. As the College continues to strengthen its role as an anchor in the local community, it seeks a Dean ready to assume the responsibility of connecting with, supporting, and collaborating with PK-12 partners. At the same time, the College’s footprint is expanding across the state of New Jersey with extension campuses and programs that incorporate distance learning. The new Dean must be ready to magnify the College’s local role while making inroads across the state.

**FACILITATE THE EXPANSION OF AND INNOVATION OF ONLINE COURSE OFFERINGS, PROGRAM DEVELOPMENT, AND CERTIFICATE PROGRAMS**

The College of Education has diversified its portfolio of program offerings, and now includes programs delivered in a variety of modalities. The new Dean will work to find the right mix of blended, face to face, and online delivery as the College moves forward in addressing the teacher preparation needs of the local community and the state of New Jersey while supporting enrollment growth within a competitive environment. Additionally, the new Dean will also evaluate and ensure that the College’s certificate programs are positioned for success.

**LEAD ENGAGEMENT ACROSS THE COLLEGE’S MULTIPLE CONSTITUENCIES**

The next Dean of the College of Education will be a visible, approachable, and available leader for the College’s multiple constituencies. While a great deal of the Dean’s responsibility will be engaging with external stakeholders, the Dean will also lead engagement with internal stakeholders as well. This will include (but is scarcely limited to) providing mentorship to junior faculty, and promoting excellence in pedagogy across the College; practicing shared governance; a commitment to enhancing the student experience; and a tireless attention diversity, equity and inclusion, and to the College’s and the University’s role in addressing issues of social justice.

**PURSUE AND COORDINATE EXTERNAL FUNDING**

The COE seeks a Dean who will be entrepreneurial in pursuit of external sources of funding. While the College is not dependent on extramural funding, the new Dean will pursue additional funding sources in order to support critical scholarship and pedagogical initiatives at the College. The pursuit of funding should include both grant-funding from state and federal departments of education (in addition to other governmental funding agencies such as the National Science Foundation, etc.) and foundations, in addition to private support from philanthropists and alumni.
REQUIRED QUALIFICATIONS

• An earned doctorate in a discipline appropriate to the College of Education
• An academic record of scholarship, teaching and service that merits tenure in the COE at NJCU, with a preference for qualification at the rank of full professor
• A significant and successful record of academic administrative experience

DESIRED CHARACTERISTICS

• Demonstrated expertise in the field of teacher education
• Demonstrated successful management of budgets and resource allocation
• Demonstrated experience with accreditation processes and program assessment
• Demonstrated experience in grant writing
• Demonstrated experience in advancement and development
• Demonstrated experience in and community outreach and partnerships
• Demonstrated impact in access, inclusion, equity and diversity initiatives
• Demonstrated experience working in a unionized environment
• Demonstrated experience working with state regulations and policies
• Demonstrated experience with teacher licensure
• Demonstrated experience working in or with PK-12 environments
• Demonstrated record of engagement with national professional education associations
• Demonstrated experience with online delivery modalities
• Demonstrated record of data-driven decision-making
• Demonstrated record of fostering a culture of respect and transparency
• Demonstrated excellence in written, oral and digital communication
The search is being assisted by Academic Search. To arrange a confidential conversation about this position please contact the senior consultants managing the search, Dr. Eric Richtmyer (eric.richtmyer@academicsearch.org) or Dr. Jessica Kozlof (Jessica.kozlof@academicsearch.org) by phone at 202-332-4049. Although review of applications will begin immediately following February 26th, applications will continue to be accepted until the position is successfully filled and closed.

The expected start date for the role is no later than July 1, 2021. To apply, a candidate should prepare a thoughtful letter of interest addressing the leadership agenda and the required and desired qualifications. Include also a current, long-form resume or curriculum vita (showing relevant administrative responsibilities and accomplishments) and the names, phone numbers, and addresses of at least five professional references, with an indication of the candidate’s relationship to each reference. References will not be contacted until a later stage in the search, and only with the candidate’s foreknowledge. Nominations and application materials should be sent to NJCUEducation@academicsearch.org.

New Jersey City University is an equal opportunity institution encouraging a diverse pool of applicants.
ABOUT ACADEMIC SEARCH

Academic Search is assisting New Jersey City University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.