

Provost/Executive Vice President Search



SETON HALL
UNIVERSITY™

What great minds can do.



Seton Hall University invites nominations and applications for the position of Provost and Executive Vice President (Provost/EVP). Founded by the first Archbishop of Newark, Seton Hall is a nationally ranked, archdiocesan Catholic university committed to academic excellence; expanding liberal, professional, and scientific knowledge; fostering a diverse, inclusive, and equitable community; and preparing ethical and compassionate servant leaders for a global society. The University anticipates that the Provost/EVP will begin duties during the summer of 2020.

Seton Hall University

One of the country's leading Catholic universities, Seton Hall University (SHU) has been developing students in mind, heart, and spirit since 1856. Home to over 10,000 undergraduate and graduate students and offering more than 90 rigorous majors, Seton Hall's academic excellence has been singled out for distinction by *The Princeton Review*, *U.S. News & World Report*, and *Bloomberg Businessweek*, among others. Accredited by the Middle States Commission on Higher Education, Seton Hall boasts a student-to-faculty ratio of 14:1 and an employment rate of 92% for its graduates, with 81% of undergraduate students completing internships during their time at Seton Hall. Seton Hall is a financially sound and prudently run institution, with an endowment of approximately \$260 million and a budget of \$311 million for FY2020. The University has had record enrollments in the past three years with the average SAT scores of entering freshmen up 20 points in the last two years to 1235 and the highest ACT average in the school's history with 26.5.

Seton Hall's 58-acre main campus is located in South Orange, Essex County, New Jersey, only 14 miles

from Manhattan. South Orange provides small-town charm and big-city opportunities. The University's School of Law is located in nearby Newark, N.J. and the new Interprofessional Health Sciences (IHS) campus, which opened in July 2018, is situated in the towns of Clifton and Nutley, N.J. The IHS campus houses Seton Hall's College of Nursing, School of Health and Medical Sciences, and the new Hackensack Meridian School of Medicine at Seton Hall University.

Mission

Seton Hall University is a major Catholic, archdiocesan university. In a diverse and collaborative environment, it focuses on academic development. Seton Hall students, taught by outstanding faculty in an evolving, technologically advanced setting with values-centered curricula, are prepared to be leaders in their professional and community lives in a global society.

A Diverse and Mission-Centered Community

Since 1856, Seton Hall University has been a place where leaders learn. Seton Hall University attracts students from every corner of the United States and from more than 70 countries. More than 40 percent of undergraduates identify themselves as students of color. Outside of the



U.S., China, Colombia, India, Saudi Arabia, and Thailand are the most represented countries at the University. The overall undergraduate enrollment numbers 6,200; professional and graduate enrollments, consisting of both MS and doctoral degree students, number 4,000.

Seton Hall has an outstanding reputation for providing an accessible and affordable education for students, staying true to the mission of being a University of opportunity by distributing more than \$100 million in financial aid annually. Overall, 98 percent of undergraduates receive financial aid, and 30 percent are awarded Pell grants. In addition, 45 percent of the Class of 2023 identify as students of color, 36 percent of all students come from out of state, and 25 percent are the first generation of their families to attend college.

President Joseph E. Nyre

Joseph E. Nyre, Ph.D., is the 21st president of Seton Hall University. He assumed the presidency on August 1, 2019. President Nyre is a first-generation college graduate who received a B.A. from the University of Wisconsin-La Crosse (and attained its most distinguished alumni award in 2014); an M.A. from the University of Missouri; an Ed.S. and a Ph.D. from the University of Kansas; and completed pre- and post-doctoral fellowships at Harvard Medical School and the University of Kansas. He assumed the presidency of Seton Hall after serving for eight years as president of Iona College, a Roman Catholic institution in New Rochelle, New York.

President Nyre often discusses the “power of the place to change destinations and transform lives” and the important role of every student and employee in this pursuit. A student-focused servant leader, President Nyre has a demonstrated record of elevating institutions by engaging students, faculty, and staff in shared visioning, planning, execution, and governance. He underscores the importance of investing in recruiting, retaining, and developing faculty and staff who “inspire students to reach beyond their grasp.”

Athletics and Extracurriculars

Athletics is a big part of life at Seton Hall, with 14 men’s and women’s varsity athletic teams competing in NCAA Division I’s BIG EAST conference, one of the most thrilling

Points of Distinction

Leadership Excellence

- The Gerald P. Buccino '63 Center for Leadership Development Ranked #1 in the Nation
Five Years in a Row — *hr.com*

Internships

- Top 5 in Undergraduate Internships Nationally
— *International Business Times*

U.S. News & World Report

- One of America’s Best Colleges (National Universities)
- Ranked an A-Plus School for B Students
- Ranked a Top-Tier Undergraduate Business Program
- Top 20 Nonprofit Management Program
- Top 30 Physician Assistant Program
- #50 Doctor of Nursing Practice Program in the Nation
- #56 Master’s of Nursing Program in the Nation
- #75 Online Graduate Nursing Degree Program
- Top 15 Health Law Program
- Top 15 Part-Time Law Program in the Nation
- Top 60 Best Law Schools

Bloomberg Businessweek

- Top 75 Undergraduate Business Schools
- Top 55 for Both Starting Salary and % of Graduates Who Had At Least One Internship
- Top 100 Undergraduate B-School for Return on Investment

Money

- One of the Best Colleges in the Nation for Your Money
- #27 Value-Added All Star

The Princeton Review

- Best 267 Business Schools

Forbes

- One of America’s Best Value Colleges
- One of America’s Top Colleges

Colleges of Distinction

- One of the Best Colleges for Providing Innovative, Teacher-Centered Undergraduate Education and Preparing Graduates for Real-World Success

Peterson’s

- #5 Great Basketball and Great Academic Sports Programs

conferences in the country. Seton Hall hosts more than 25 intramural and club sports and 130 student organizations, as well as 22 Greek societies. On average, students contribute 40,000 hours of community service annually.

The Academic Program

Seton Hall University is a Carnegie Doctoral University – High Research Activity (R2) with 10 schools and colleges: the College of Arts and Sciences, the Stillman School of Business, the College of Communication and the Arts, the School of Diplomacy and International Relations, the College of Education and Human Services, the College of Nursing, the Immaculate Conception Seminary School of Theology, the School of Health and Medical Sciences, the School of Law, and the Hackensack Meridian School of Medicine. Nationally accredited programs, including Business, Education, Psychology, Law, Nursing and Health Sciences, attest to overall academic excellence. Seton Hall’s next Middle States review is currently scheduled for 2023–24.

The College of Arts and Sciences

[The College of Arts and Sciences](#) provides a learning, teaching, and research environment that informs and



promotes the University’s Catholic mission. Based on a liberal arts course of study that is grounded in the Catholic intellectual tradition, the College fosters a values-centered, technologically enhanced education that enables the personal and professional development of its students. The College houses 13 departments and several interdisciplinary centers. It offers over 50 programs of study leading to certificates and to the following degrees: Bachelor of Arts, Bachelor of Science, Master of Arts, Master of Science, Master of Healthcare Administration, Master of Public Administration, and Doctor of Philosophy. Through its core courses, the College of Arts

Accreditations

- Accreditation Association for Ambulatory Healthcare (AAAHC)
- Accreditation Council for Graduate Medical Education (ACGME)
- Accreditation Council for Occupational Therapy Education (ACOTE)
- Accreditation Review Commission on Education for the Physician Assistant (ARC-PA)
- American Bar Association
- American Chemical Society (ACS)
- American Psychological Association (APA)
- Association of Theological Schools in the United States and Canada (ATS)
- Association to Advance Collegiate Schools of Business International (AACSB)
- Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE)
- Commission on Accreditation in Physical Therapy Education (CAPTE)
- Commission on Accreditation of Athletic Training Education (CAATE)
- Commission on Accreditation of Healthcare Management Education (CAHME)
- Commission on Collegiate Nursing Education (CCNE)
- Council for the Accreditation of Educator Preparation (CAEP)
- Council on Academic Accreditation in Audiology and Speech-Language Pathology
- Council on Social Work Education
- International Association of Counseling Services Accreditation (IACS)
- The Middle States Commission on Higher Education
- National Association of Schools of Public Affairs and Administration (NASPAA)
- New Jersey Department of Education (NJDOE) Professional Development Provider
- New Jersey State Board of Nursing



and Sciences provides students with a foundation in the liberal arts and training in essential skills such as writing and logic; through its majors and minors, the College prepares students for professional careers or graduate education. A vibrant and dynamic community of learners, the College of Arts and Sciences has foundational roots in a rich intellectual tradition rooted in the liberal arts, is served by a committed and nationally recognized faculty, and offers courses and programs that provide students with multiple pathways to success.

The Stillman School of Business

Established in 1950, the [Stillman School of Business](#) at Seton Hall University maintains professional accreditation from the Association to Advance Collegiate Schools of Business – AACSB International. The School is also among the select group that has achieved both business and accounting accreditation, a distinction earned by less than one percent of the world's business schools. The School integrates technology and core business skills into challenging undergraduate, graduate, and unique dual-degree programs. Known for academic excellence, the Stillman School has received national recognition from *Bloomberg Businessweek*, *Poets & Quants*, *US News & World Report*, and *The Princeton Review*.

The College of Communication and the Arts

Just minutes from Manhattan, the [College of Communication and the Arts](#) is a top choice for those seeking a high quality, interdisciplinary education rooted

in the liberal arts that embraces today's digital culture and is guided by Seton Hall's Catholic mission. The College of Communication and the Arts is a dynamic community where students, scholars, artists, theorists, critics, practitioners, and professionals all thrive together. The College offers new programs, both on-campus and online, focusing on 21st century digital culture.

The School of Diplomacy and International Relations

[The School of Diplomacy and International Relations](#)

prepares students from around the world to become leaders in a global society. Its innovative graduate and undergraduate programs provide students with the critical skills and knowledge needed for international careers in public service, business, law, and the nonprofit sector. Through a unique alliance with the United Nations Association of the United States of America and the United Nations Foundation, students are exposed to today's global leaders and policymakers while experiencing diplomacy at work. Students come together from throughout the United States and nearly 20 countries to participate in a multidisciplinary curriculum that emphasizes global studies, multilateral diplomacy, conflict resolution, international economics, and leadership. A distinguished faculty of scholars and professionals bring cutting-edge theory and practical perspectives to the classroom.

The College of Education and Human Services

For those interested in furthering their education or professional psychology careers, the [College of Education](#)

[and Human Services](#) provides a unique, socially conscious setting and nationally recognized, accredited campus-based, off-site, and online programs, taught by skilled practitioners, that enable students to succeed as teachers, administrators, and psychology professionals. The spirit of St. Elizabeth Ann Seton, noted for her work with children and education, is manifest in each department. The various curricula develop the knowledge, skills, competencies, and moral and ethical values necessary for outstanding performance in teaching, educational leadership, professional psychology, and family therapy.

The School of Health and Medical Sciences

[The School of Health and Medical Sciences](#) combines the expertise of Seton Hall University with the resources of affiliate healthcare sites to provide exemplary academic and clinical training in graduate-level health sciences and health administration. The School's emphasis on interprofessional education prepares healthcare leaders of tomorrow to focus on patient-centered care and to make a difference in patients' lives and their communities. The IHS campus creates a forward-thinking approach to healthcare education, bringing together future doctors, nurses, and health professionals in the fields of medicine, nursing, physical therapy, physician assistant, occupational therapy, athletic training, and speech language pathology. This innovative team-based training reflects the future of healthcare delivery; Seton Hall is one of only a few universities using this model. In addition, Seton Hall's partnership with Hackensack Meridian Health's extensive hospital network has the potential to offer premiere access to clinical teaching sites for students in all healthcare programs.

Seton Hall Law

[Seton Hall Law](#) prepares its J.D. students for legal practice or compliance or business careers by combining doctrine with practical, hands-on applications. Seton Hall Law's unique hybrid weekend program offers incomparable access to a legal education to working professionals who travel from several states and the District of Columbia. The Law School was a first mover offering an online graduate degree to non-lawyers, comprised primarily of compliance, privacy, and cybersecurity professionals in the health, life sciences, and financial services industries. It also has acquired a global reputation for



its life sciences compliance training program. Centrally located in Newark, Seton Hall Law is situated near a high concentration of state and federal courthouses on both sides of the Hudson, governmental agencies, and major law firms within walking and train distance, as well as innumerable corporate headquarters with large legal and compliance offices, which provides students access to an array of employment and externship opportunities.

The Hackensack Meridian School of Medicine

The new [Hackensack Meridian School of Medicine](#) at Seton Hall University offers an innovative team-based approach to medical education that mirrors how healthcare will be delivered in the future. Graduates will learn to apply the most advanced scientific knowledge

and tools to helping patients in their communities as well as in hospitals and clinics in New Jersey and beyond. Graduates embrace and model the University's Catholic roots of reverence for the human condition, empathy toward suffering, excellence in medical care, and humility in service; continue to serve and learn from the engagement of underrepresented minority populations among students, faculty, staff, and community; integrate lifelong learning and inquiry into their practice; work in communion with scholars and practitioners of other disciplines to integrate their perspectives, experiences, and tools; and understand that context, community, and behavior drive wellbeing. Currently a part of the SHU academic portfolio, the Medical School is moving toward independent accreditation but will maintain affiliation with the University, retaining 25% of seats in each first-year class for Seton Hall graduates.

The College of Nursing

For current and prospective nurses, the [College of Nursing](#) provides a wide variety of undergraduate and nationally ranked graduate programs that have prepared students for leadership in nursing since 1937. The College of Nursing is a pioneer in evidence-based practice, servant leadership, and cutting-edge technology, and encourages its students to integrate their values into their daily nursing practice. *U.S. News & World Report* ranks the Seton Hall University College of Nursing as one of the top graduate nursing programs in the country.

The School of Theology

Immaculate Conception Seminary is a House of Formation for the Roman Catholic priesthood and the [School of Theology](#) of Seton Hall University. As a House of Formation, the Seminary offers men preparing for the priesthood the personal, academic, ministerial, and spiritual formation essential for their conversion to Jesus Christ and for their commitment to a life of service to the Church. As a School of Theology, the Seminary provides: a theological and philosophical foundation for men and women pursuing undergraduate and graduate studies, a theological foundation and a pastoral and spiritual formation for men and women preparing for ministries among the people of God, a theological foundation for men and women desiring to pursue doctoral studies, and varied opportunities for continuing theological education.

Strategic Plan

Building upon the achievements realized in the previous plan, "[From Strength to Strength](#)," the next Provost/EVP will join President Nyre to develop and implement a new strategic plan to move the University forward and continue to build upon the riches of the Catholic intellectual tradition. The new plan will capture the current possibility and great momentum at Seton Hall, including record enrollments of students with increasingly competitive academic profiles and a recently designated R2 Carnegie research status.

The Office of the Provost and Executive Vice President

The next Provost and Executive Vice President at Seton Hall will join a faculty and administrative team dedicated to furthering academic excellence; advancing diversity, inclusivity, and equity; and cultivating a student-focused learning environment. Within the [Office of Academic Affairs](#), the Provost/EVP will coordinate the efforts of an experienced and committed [administrative staff](#), which includes a Senior Associate Provost who co-facilitates the administration of academic programs and management of the Division of Academic Affairs; an Associate Provost with responsibilities for strategic planning, accreditation, and assessment; an Associate Provost for Strategy and Finance; and an Associate Provost



for Academic and Graduate Affairs and Institutional Research. Additionally, the [deans](#) of the 10 colleges and schools, library, and the Division of Continuing Education and Professional Studies report to the Provost/EVP. The Provost/EVP also stewards graduate admissions.

Leadership Agenda

Seton Hall's next Provost and Executive Vice President will join the University at a time of particular energy, optimism, and opportunity. As the institution's chief academic officer, reporting directly to the President, the Provost/EVP will partner with President Nyre in the development and implementation of the strategic plan — and in laying the groundwork for a comprehensive fund-raising campaign. The Provost/EVP will be a strategic thinker able to coordinate curriculum, faculty, budget, and fundraising. S/he will demonstrate the ability to implement plans, to manage change, and to work closely and collaboratively with faculty.

Advocate for Catholic higher education

The Provost/EVP will be an advocate for Catholic higher education and be able to articulate the role of the mission in the liberal arts, professional/clinical, and graduate programs. As an institution with a strong Catholic identity, Seton Hall seeks a Provost who appreciates the distinctiveness of Catholic higher education and will work to integrate the Catholic intellectual tradition across the varied disciplines of the University. Seeking to foster this integration, the Provost/EVP will demonstrate the wisdom to manage difficult decisions at the intersection of Catholic mission and diverse cultures.

Faculty development should be central to the Provost/EVP. This includes deepening and widening existing faculty development and mission-related programs, as well as initiating new and needed programs. These programs are essential for the personal growth of faculty as well as for building community beyond disciplinary silos and for linking the various disciplines, professions, and programs with the overall mission of the University.

Coordinate and promote “one university”

The Provost/EVP will be central to the coordination of “one university.” S/he will demonstrate an understanding



of the complexity of a multi-campus enterprise and the shifting landscape of higher education in which Seton Hall must remain relevant, viable, diverse, and competitive. S/he will commit to genuine shared governance.

The Provost/EVP will work collaboratively with the other members of the President's [executive cabinet](#) to advance mission and the academic enterprise, and with service centers of the University to ensure that academic leaders have the infrastructure necessary to support and deliver diverse and high-quality academic programs and research, including sophisticated budget tools, human resources support, and data to inform academic planning and decision-making.

With oversight over all of the University's schools and colleges, including their accreditation and program and outcomes assessment, the Provost/EVP will actively engage with and support the deans as thought partners and problem solvers, understanding the distinctive mission and contributions of each school or college within the larger context of the University. S/he will demonstrate the ability to identify and nurture academic and personal potential.

To fully harness these opportunities, the Provost/EVP will collaborate with faculty and staff in fostering

transformative research and an intellectual culture. S/he will demonstrate a passion for the University and for the subjects that faculty teach, and will be an advocate for all programs, supporting faculty research and professional development commensurate with the University's recent recognition as a Doctoral University – High Research Activity (R2). S/he also will develop and implement strategies to support the recruitment, development, and retention of an outstanding faculty that reflects the diversity of Seton Hall's community.

Understanding shifting pedagogies across the disciplines and changes in graduate and professional education, the Provost/EVP will provide collaborative leadership and support for faculty in the development of academic plans and program review. The Provost/EVP will foster interdisciplinary collaboration and programming that recognize where students and institutions will be in the

next 5-10 years. S/he will work collaboratively with the academic deans as well as the Faculty Senate, College governing bodies, and faculty committees to implement a strategic academic plan for the University that preserves and strengthens a strong liberal arts core grounded in the Catholic intellectual tradition while investing in extant and emerging disciplines that prepare students to be engaged citizens.

Recognizing the impact of the student experience beyond the classroom, the Provost/EVP will champion advances in advisement and will work collaboratively with the offices of Student Services and Enrollment Management to support the growing enrollment and strengthen student retention and success. The Provost/EVP will value the importance of diversity for authentic learning and will work actively with the University-wide diversity and inclusion committee to guide existing initiatives, as well as to shape new opportunities.

Like many other institutions of higher education, Seton Hall finds itself confronted with new challenges related to diversity and inclusion. The University is committed to addressing these challenges. Currently the student population of Seton Hall reflects the regional diversity of the tri-state area. The new Provost/EVP will be committed to developing appropriate initiatives to expand diversity among faculty, staff, administration, and the curriculum as well as the student body.

Manage to enhance operational effectiveness

With oversight for all areas related to academic affairs and the academic operations of the University, the Provost/EVP will ensure and enhance operational effectiveness to build trust and positive culture.

In order to engage the academic colleges and schools with financial outcomes in an environment of transparency and clarity, Seton Hall has recently moved toward a Responsibility Centered Management model (RCM) for budgeting. Consistent with these principles, the Provost/EVP will provide the deans with the tools to create and implement multi-year budget models that empower the deans to manage their respective budgets and direct the resources for strategic investment and innovation focused on the academic mission.



Required Qualifications

Seton Hall's next Provost and Executive Vice President will hold an earned terminal degree or the equivalent as well as a record of teaching and scholarship/professional accomplishment, commensurate with appointment at the rank of professor with tenure. The candidate should have demonstrated senior academic leadership experience. The Provost will be able to support and advance the Catholic mission of the institution and will bring a deep understanding of, and experience working with and valuing, shared governance.

Desired Experiences and Traits

The search committee also will value candidates who bring many, but not necessarily all, of the following traits and experiences:

- Understanding of 21st-century education needs and emerging trends and opportunities in the rapidly evolving higher education landscape
- High expectations for academic excellence and a willingness to take risks
- Prior experience working in a Catholic institution of higher education
- Commitment to working effectively and collaboratively with faculty in a system of shared governance
- Respect for, and understanding of, the distinctive missions and contributions of the various schools and colleges
- Demonstrated commitment to and ability to promote liberal arts education in the current social, political, and economic context
- Experience working with graduate and professional schools, ideally including an affiliated medical school
- Experience managing academic personnel and budgeting, including familiarity with Responsibility Centered Management (RCM) and the ability to advance implementation
- Experience with faculty handbook policies and procedures and knowledge of university governance structures
- A champion for academic needs and understanding of related space and infrastructure considerations
- Advocacy for faculty welfare
- Track record in relationship development and advancement

- Appreciation for the role of athletics
- Appreciation of the importance of diversity and internationalization in the learning environment and related experience with inclusion initiatives
- Ethics in leadership
- Demonstrated effectiveness in working with faculty to implement change
- Ability to build trust and a positive culture
- Evidence of an accessible, responsive, and transparent leadership style
- Openness to and support for innovation and creative ways of thinking

How to Apply

Applications should consist of a substantive cover letter that addresses the leadership agenda, a curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to:

SetonHallProvost@academicsearch.org

The position is open until filled but only applications received by November 24, 2019, can be assured full consideration. The University is being assisted by Academic Search, Inc. Confidential discussions about this opportunity may be arranged by contacting consultants Andrea Warren Hamos at **Andrea.Hamos@academicsearch.org**, Beth Martin at **Beth.Martin@academicsearch.org**, and Chris Butler at **Chris.Butler@academicsearch.org**. Further information about Seton Hall University is available at **www.shu.edu**.

Seton Hall University is an Equal Opportunity Employer committed to diversity and inclusion.
