



## **Dean, College of Humanities and Social Sciences**

### **Leadership Profile**

February 2026



***WittKieffer***

## Executive Summary

At Montclair State University, education is a catalyst for opportunity, community strength, and positive change—hallmarks of its mission and purpose. Montclair invites nominations and applications for a visionary, collaborative, and unifying leader to serve as the next **Dean of the College of Humanities and Social Sciences (CHSS)**. As New Jersey's second largest and one of its most diverse institutions, Montclair is redefining what it means to be a university with a public purpose, creating transformational opportunities for students and partnering with communities to make a difference. Amid historic growth and unmatched momentum, this is an opportunity to shape the future of a university on the rise.

Montclair State University (Montclair) is a nationally recognized Research Doctoral University that empowers students, faculty, and researchers to exceed expectations and drive innovation. Montclair delivers the instructional and research resources of a large public university in a supportive, sophisticated, and diverse academic environment. Building on 118 years of distinguished history, Montclair today has 14 colleges and schools serving more than 23,000 undergraduate and graduate students with more than 300 doctoral, master's, and baccalaureate degree programs. On July 1, 2023, [Bloomfield College officially became part of Montclair State University](#) as [Bloomfield College of Montclair State University](#), providing an affordable, high-quality, and transformative liberal arts educational experience in a small, supportive setting with the resources of a doctoral research university.

Montclair ranks #9 among national universities for social mobility and #11 in graduation rate performance—the rate at which students outperform the anticipated graduation rate of those with similar backgrounds at other schools. Montclair is a designated R2 Doctoral Research Hispanic Serving Institution (HSI), one of only two in New Jersey, the largest HSI in the state, and the largest HSI north of Florida and east of Chicago. Situated just 12 miles from New York City, on a beautiful 252-acre suburban campus, the University welcomes a diverse student population representing 42 U.S. states and territories and 75 countries. The University boasts a second campus located in downtown Bloomfield, just 7 miles from the Montclair campus. As an HSI, Montclair State University is a majority-minority-serving institution, with over 50% of the freshman class identifying as such. More than 40% of incoming freshmen are the first in their families to pursue higher education, and over 55% are Pell eligible. Montclair ranks in the top 13% of 4,500 postsecondary institutions in the U.S. for return on investment, and the University received the [2026 Carnegie Community Engagement \(CE\) Classification](#).

As the chief academic and administrative officer of the University's largest and most comprehensive academic unit, the Dean will provide strategic, intellectual, and operational leadership at a pivotal moment of institutional transformation. CHSS plays a central role in advancing Montclair's academic mission, research profile, and national reputation for access, excellence, and social mobility. The College encompasses a wide range of disciplines foundational to a public research university and is currently transitioning to a new academic structure organized into four interdisciplinary schools. The next Dean will lead this evolution with clarity, integrity, and purpose, ensuring that the re-envisioned model strengthens disciplinary identity, fosters collaboration, and enhances the educational and scholarly experience for students and faculty.

The Dean will oversee all aspects of the College's academic and administrative operations, including strategic planning, resource management, program development, faculty recruitment and support, and student success initiatives across undergraduate and graduate programs. A key responsibility will be cultivating a culture grounded in shared governance, transparency, and trust within a highly engaged and unionized faculty. As a member of the Provost's senior leadership team, the Dean will advocate for the College within the University and serve as a visible ambassador to external partners, funders, and communities.

The ideal candidate will be a distinguished scholar and seasoned academic leader with the credibility and personal integrity to guide a complex and evolving college. They will bring a demonstrated commitment to diversity, equity, inclusion, and belonging; deep understanding of student success at scale—particularly within an

HSI context; and experience navigating organizational change with steadiness and collaborative skill. The Dean will also possess the strategic acumen to elevate research and scholarship across the humanities and social sciences, expand external partnerships, and articulate a compelling case for the essential role of these fields in a modern public research university.

To submit a nomination or express personal interest in this position, please see **Procedure for Candidacy** at the end of this document.

## Role of the Dean of the College of Humanities and Social Sciences

As the chief academic and administrative officer of the [College of Humanities and Social Sciences](#), the Dean provides strategic, intellectual, and operational leadership for the University's largest and most comprehensive academic unit. Reporting to the [Provost and Senior Vice President for Academic Affairs](#), the Dean advances academic excellence in teaching, research, and service while stewarding the College's resources, people, and programs in alignment with Montclair State University's mission, values, and strategic priorities.

The Dean is responsible for articulating and advancing a clear and compelling vision for the humanities and social sciences at a moment of significant institutional transformation. As the College completes its transition from a traditional departmental structure to four interdisciplinary Schools, the Dean will ensure that this re-envisioned academic model strengthens disciplinary integrity, fosters collaboration, and enhances student learning and faculty scholarship. The Dean will provide leadership that unifies the College as a coherent intellectual enterprise while honoring the distinct identities and contributions of its academic disciplines.

The Dean oversees all aspects of the College's academic and administrative operations, including strategic planning, budget and resource management, faculty and staff recruitment and development, academic program review and innovation, and student success initiatives across undergraduate and graduate education. A central responsibility of the role is to promote a culture of shared governance, transparency, and trust within a highly engaged and unionized faculty, ensuring that decision-making processes are inclusive, principled, and aligned with long-term institutional priorities.

As a member of the Provost's senior leadership team, the Dean serves as a strong advocate for the College within the University and as a principal ambassador externally. This includes working collaboratively with fellow deans and campus partners to advance interdisciplinary initiatives; supporting cross-campus integration, including with Bloomfield College of Montclair State University; and strengthening the College's visibility, reputation, and impact regionally and nationally.

The Dean also plays a critical role in advancing the College's research and scholarly profile, supporting diverse forms of inquiry and creative work, and positioning CHSS as a central contributor to Montclair's growth as a research university. In partnership with University Advancement, the Dean cultivates philanthropic support, external partnerships, and other resources essential to sustaining innovation and excellence in the humanities and social sciences.

## Opportunities and Expectations for Leadership

- **Provide visionary and stabilizing leadership during a period of transformation**

The Dean will provide clear, confident leadership at a pivotal moment for the College of Humanities and Social Sciences. Following a period of structural change, the Dean will work with the faculty and staff to develop and articulate a compelling academic vision for the College that advances its mission as a unified intellectual enterprise rather than a collection of independent units. This vision will honor the strengths of traditional disciplines while positioning the College for innovation, relevance, and long-term stability.

The Dean will bring the credibility, scholarly stature, and institutional maturity required to earn the trust of a passionate and unionized faculty. The Dean must demonstrate strong shared governance skills by listening, incorporating feedback, and building consensus, paired with the resolve to make difficult decisions in service of the College's future.

- **Lead the academic restructuring of the college with purpose and integrity**

The Dean will be responsible for guiding the College through the implementation of a new academic structure organized around four interdisciplinary schools, which will go into effect in July 2026. This work will require translating organizational change into meaningful benefits for students, faculty, and staff, while preserving disciplinary rigor, identity, and curricular integrity. The Dean will clarify leadership roles, governance structures, and decision-making processes within the new model, ensuring transparency and shared accountability.

Equally important, the Dean will establish a framework for ongoing program and curricular innovation, particularly in response to workforce and enrollment demands. Strong, high-demand programs such as Psychology will coexist alongside reimagined and revitalized humanities and social science offerings that reflect contemporary societal issues, evolving student interests, and workforce pathways. The Dean must ensure that restructuring strengthens the scholarly and educational mission of the College.

- **Advance student success, access, and social mobility at scale**

As the academic home for thousands of majors and a large portion of the University's general education curriculum, CHSS plays a central role in advancing Montclair's national reputation for student success and social mobility. The Dean will champion student-centered policies and practices that improve retention, persistence, degree completion, and post-graduation outcomes for the university's majority-minority student body.

The successful Dean will actively strengthen advising, career development, experiential learning, and degree-completion pathways, including blended and hybrid modalities. This work must be deeply data-informed and aligned with the University's commitment as a Hispanic-Serving Institution. The Dean is expected to lead with a strong sense of institutional responsibility for student outcomes, ensuring that access is always matched by excellence and support through graduation and beyond.

- **Elevate research, scholarship, and cross-campus collaboration**

As Montclair's research portfolio continues to grow, the Dean will elevate the visibility, support, and impact of scholarship across the humanities and social sciences. This includes strengthening faculty research productivity, increasing external funding, and advancing interdisciplinary centers, institutes, and partnerships that address complex societal challenges. The Dean will work closely with the Office of Research and peer deans to position CHSS as a leader in collaborative, public-facing scholarship.

The Dean must value and support diverse forms of scholarly and creative work, including community-engaged research and applied scholarship. Fostering mentorship, equitable workloads, and sustainable faculty



development will be essential to retaining top scholarly talent and embedding research expectations across career stages.

- **Strengthen institutional reputation, resources, and external partnerships**

The Dean will serve as the principal ambassador for the College, enhancing its reputation internally and externally amid Montclair's rising national profile. This includes cultivating philanthropic support, advancing College-level fundraising priorities, and articulating a compelling case for investment in the humanities and social sciences as essential to a modern public research university.

The Dean will also play a key role in advancing integration across multiple campuses, including Bloomfield College of Montclair State University. Strengthening academic alignment, faculty integration, and shared governance across campuses will be central to realizing a "one university" model that preserves distinct missions while expanding opportunity and impact.



## Professional Qualifications and Personal Qualities

Montclair State University seeks a Dean who brings a distinguished record of academic accomplishment, senior-level leadership experience, and a deep commitment to the public mission of higher education. The next Dean will also be a principled, visible, and authentic leader committed to advancing the humanities and social sciences as essential to the academic core, civic mission, and public impact of the University. The successful candidate will possess the academic credibility, strategic acumen, and personal integrity necessary to lead a large, complex, and highly engaged college through a period of change and opportunity.

### Required Qualifications

- An **earned doctorate** in a humanities or social science discipline, or a closely related field, with a scholarly record that qualifies the candidate for appointment as a **tenured full professor** within the College.

- A **progressive record of academic leadership** in public higher education, such as department chair, center or institute director, associate or assistant dean, dean, or equivalent senior academic administrative role.
- Demonstrated success in **strategic planning, academic program development, and fiscal and resource management** within a complex organizational environment.
- A clear and sustained commitment to **advancing inclusive excellence** for students, faculty, and staff.
- A proven ability to **communicate effectively**, build trust, and work collaboratively with diverse internal and external stakeholders, including faculty governed by collective bargaining agreements.

### Professional Experience and Personal Qualities

- **Visionary and unifying leadership:** The ability to articulate a compelling future for the humanities and social sciences that inspires confidence, fosters collaboration, and balances innovation with academic rigor.
- **Credibility and scholarly stature:** Intellectual breadth and curiosity coupled with the academic standing necessary to earn the respect of faculty across diverse disciplines.
- **Commitment to student success and social mobility:** A student-centered ethos grounded in data-informed decision-making and an understanding of the needs of a diverse, majority-minority student population at a Hispanic-Serving Institution.
- **Collaborative and politically astute leadership:** Skill in navigating shared governance, building consensus, and advancing change with integrity, transparency, and resolve.
- **Resource development and external engagement:** Demonstrated success—or clear capacity—in fundraising, grant development, alumni relations, and cultivating partnerships that support academic and strategic priorities.
- **Emotional intelligence and resilience:** The interpersonal skills, judgment, and personal presence necessary to lead with empathy, humility, and steadiness in a dynamic and evolving higher education environment.



## About Montclair State University

### Overview



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 118 years of distinguished history, Montclair today has 14 colleges and schools that serve more than 23,000 undergraduate and graduate students with more than 300 doctoral, master's, and baccalaureate degree programs.

Montclair ranks among the top 10 universities nationally for

social mobility and is noted among the top 12 for its exceptional student outcomes, which far exceed expert 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 student population representing 42 U.S. states and territories and 113 countries. The University boasts a second campus located in downtown Bloomfield, just 7 miles from the Montclair campus. As an HSI institution, Montclair State University serves a majority-minority population. More than 40% of new undergraduate students are the first in their families 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.

### Mission

Montclair State University is a public-serving institution, advancing the common good

- by broadening access to rigorous education and exceptional learning opportunities for a diverse population, rich in talent, dedication, and ambition.
- by challenging and supporting students and employees in an inclusive and respectful environment where learners can grow and flourish as collaborative, compassionate citizen-leaders.
- by advancing research to deepen understanding of our shared challenges and cultivating human creativity to develop innovative solutions.
- by forming partnerships to enhance prosperity, democracy, and well-being in the communities we serve.

## Commitments

### **Provide Access and Excellence**

We teach students how to learn by engaging them in the classroom and beyond, through research and hands-on experiences, extracurriculars, and public service. We operate efficiently to keep tuition affordable, and we deliver education flexibly to help students balance family, work, and school.

### **Offer Expertise with Humility**

We work as true partners with the communities we serve, leveraging the University's knowledge and resources to help them meet their goals while valuing their contributions and learning alongside them as peers.

### **Embrace Discourse and Fairness**

We treat everyone fairly and respectfully and honor the rights of all humans. We value and encourage respectful discourse, recognizing that the exchange of ideas and the dissemination of new knowledge sustains discovery and is fundamental to democracy.

### **Innovate with Integrity**

We respond flexibly and nimbly to changing circumstances, foster creativity, take intelligent risks, and actively seek new approaches while holding each other accountable and using wisely the resources entrusted to us.

### **Embrace Local and Universal Aspirations**

We are a national university that is proud to be of, by, and for New Jersey. We serve our state's dynamic, varied communities while also fulfilling our obligations to serve our country, our planet, and the enduring truths that bind humanity as one.

## Key University Facts

- Founded as the New Jersey State Normal School at Montclair in 1908.
- Located in the New Jersey communities of Montclair, Little Falls, and Clifton.
- Montclair campus encompasses 252 acres.
- Over 300 majors, minors, concentrations, and certificate programs.
- Over 300-degree programs.
- 23,603 total students, the largest enrollment in Montclair history, with 19,065 undergraduate students and 4,538 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.

## Academics

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, Animation and Visual Effects, Recording Arts and Production, Data Science, Business Analytics as well as cross-disciplinary programs in areas such as justice studies, sustainability, computational linguistics, and math education. Montclair has a doctoral program in Teacher Education and Teacher Development that is one of the 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, as well as Ph.D. programs in Industrial and Organizational Psychology and Clinical Psychology. Montclair State University also offers an Au.D. in Audiology, which is housed in one of the finest clinical and research facilities in the tri-state region.

[Montclair Unbound](#), the internal online program management unit for fully asynchronous online learning, reimagines higher education for today’s learners by removing barriers, expanding access, and creating flexible, high-quality pathways to success. Grounded in Montclair State University’s public mission and commitment to the common good, Unbound combines the strengths of in-person learning, asynchronous online study, and real-time distance interaction to meet students where they are—in their lives, their communities, and their careers. At its heart, Montclair Unbound is a movement to redefine what inclusive higher education can—and should—look like: bold in vision, rooted in opportunity, powered by technology, and committed to helping every learner succeed.

## Colleges and Schools

The instructional programs of Montclair are currently distributed among the following colleges and schools:

- [Bloomfield College](#)
- [College of the Arts](#)
- [College for Community Health](#)
- [College for Education and Engaged Learning](#)
- [College of Humanities and Social Sciences](#)
- [College of Science and Mathematics](#)
- [Feliciano School of Business](#)
- [John J. Cali School of Music](#)
- [College of Communication and Media](#)
- [School of Computing](#)
- [School of Nursing](#)
- [The Graduate School](#)
- [University College](#)



## Financial and Operational Highlights

- Montclair’s annual budget for the current fiscal year is nearly \$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 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% of the operating budget today, compared to 46% in 2001.
- Credit ratings agencies continue to rate Montclair as a financially strong and stable university. Moody's currently rates Montclair as A2, and Fitch as A+ with a stable outlook.
- Montclair has enjoyed much recent success in 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 endowment's growth, which is now over \$100 million.

## Leadership

### Jonathan GS Koppell, President



Jonathan GS Koppell, 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 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.

Noting this pivotal moment in higher education, Koppell says he sees Montclair State, "with its deep commitment to serving the public interest and advancing student success, as having an opportunity to define the future."

Over the last two decades, Montclair State has grown to become one of the largest and most successfully diverse public research universities in New Jersey, and Koppell plans to build on this foundation in "bold, imaginative ways that contribute to the prosperity, health, and well-being of New Jersey and the nation."

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, launch a unique joint college in Hainan, China, and create 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. 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.

Koppell also brings to Montclair State a national reputation as a leading scholar of policy, organization, and management. He earned doctoral and master's degrees in political science from the University of California, Berkeley, and a baccalaureate degree in government from Harvard University. At ASU he held the endowed Lattie and Elva Coor Presidential Chair as Professor of Public Administration and Policy and is a Fellow of the National Academy of Public Administration. At Montclair State, he is a tenured faculty member in political science.

Professor Koppell's research and writing broadly examines the design and administration of complex organizations in the public, private, and nonprofit sectors. His book "World Rule: Accountability, Legitimacy and the Design of Global Governance" reveals the hidden world of "global governance organizations" such as the World Trade Organization, the International Organization for Standardization, and the International Accounting Standards Board that have more effect on our daily lives than we might imagine. Both his academic articles and previous book, "The Politics of Quasi-Government" address many of the key policy issues of the moment; including government involvement in for-profit enterprise, regulation of financial institutions, and corporate governance.

Before becoming dean at ASU, Koppell was Director of its School of Public Affairs. He began his academic career at Yale University, where he held faculty appointments in the School of Management and led the Milstein Center for Corporate Governance Performance.

He serves on the boards of several nonprofit organizations and has been a visiting scholar at the Brookings Institution, a Markle Fellow at the New America Foundation, and a Fulbright Lecturer in Shanghai, China. He is the author of books and articles on global governance institutions, public-private hybrid organizations, and corporate governance..

### **Fatma Mili, Interim Provost and Senior Vice President for Academic Affairs**



On January 2, 2026, Montclair State University named Fatma Mili, PhD, interim provost and senior vice president for academic affairs in addition to her role as interim dean of Montclair's College of Humanities and Social Sciences. As provost, Mili serves as the University's lead academic officer and oversees Montclair's Division of Academic Affairs with its 14 colleges and schools.

"Fatma Mili is a proven academic leader whose breadth of experience, strategic insight and deep commitment to student success make her exceptionally well suited to serve as interim provost," says Montclair State University President Jonathan Koppell. "I am grateful for her willingness to step into this role and confident she will continue to advance Montclair's mission and values with both clarity and purpose."

An experienced educator and academic leader, Mili joined Montclair in July 2025 from Grand Valley State University, where she served as Provost and Executive Vice President for Academic Affairs.

There, she co-led a university-wide initiative to restructure advising and strengthen and integrate all student care and student success services, and spearheaded the restructuring of the College of Engineering and Computing creating two colleges, one for engineering and one for computing.

Prior leadership positions include serving as dean of the College of Computing and Informatics at the University of North Carolina at Charlotte, where she grew degrees awarded by 60%, and as a department chair and associate dean at Purdue University where she co-led the educational initiative that transformed the college of technology into the Purdue Polytechnic Institute, reversing a declining enrollment into unprecedented and sustained growth.



“I am honored to serve as interim provost and am grateful for the trust President Koppell and Montclair State University have placed in me,” says Mili. “Over the past six months as Dean, I have seen firsthand that Montclair is a place where imagination meets impact. I look forward to working with our exceptional faculty and staff to accelerate our tradition of innovation. Together we will design new, responsive academic programs and experiences that meet the needs of a changing world and ensure our students achieve life-changing outcomes. Together, we will continue to expand the boundaries of what a public research university can be.”

## Montclair, New Jersey

Montclair State 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, bistros, restaurants, boutiques, 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. Montclair students have access to 175 acres of parks and rivers, as well as a funky, eclectic downtown area, complete with a robust arts scene and lots of great food. Montclair's public schools serve students from kindergarten through grade 12, as do many 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 N.J. 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 our 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 pluggable electric vehicles. Montclair is just 12 miles west of New York City. Two campus train stations provide regular service to and from Manhattan.

## Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Montclair State University in this search. For fullest consideration, all materials should be received by March 13, 2026

Please direct all nominations and applications through the WittKieffer Candidate Portal.

Additional inquiries can be directed to:

Jen Meyers Pickard, Ph.D., Lauren Bruce-Stets, and Bronwen Bares Pelaez, Ph.D.

**[MontclairDeanCHSS@wittkieffer.com](mailto:MontclairDeanCHSS@wittkieffer.com)**

*A pay range of \$240,000 – \$260,000 per year reflects what Montclair State University reasonably expects to pay for this position. Actual compensation may vary based on relevant factors such as work experience, market conditions, education/training, and skill level.*

Additional information on Montclair State University employee benefits can be found at  
**<https://www.montclair.edu/human-resources/benefits/>**.

### ***Inclusion Statement***

*Montclair State University values access and educational excellence. We are committed to an environment of diverse perspectives which ensures that graduates will be civically engaged, committed to democracy, and prepared to thrive as global citizens. We foster a community that promotes varied experiences and voices. We seek applicants who will contribute diverse ideas and perspectives and who value an environment that promotes educational growth and advancement for all.*

### ***EEO/AA Statement***

*Montclair State University is an Equal Opportunity/Affirmative Action institution with a strong commitment to diversity.*

*Additional information can be found on the website at  
**[www.montclair.edu/human-resources/about-us/eo-aa-and-diversity/](http://www.montclair.edu/human-resources/about-us/eo-aa-and-diversity/)***

### ***Title IX and 34 C.F.R. 106 Policy***

*Montclair State is required by Title IX and 34 C.F.R. 106 not to discriminate on the basis of sex or gender, and does not discriminate on the basis of sex or gender in the operation of education programs and activities. The requirement to not discriminate on the basis of sex or gender in the operation of education programs and activities extends to admission and employment. For further details, please visit: **<https://www.montclair.edu/human-resources/job-seekers/>***