

WILLIAM PATERSON UNIVERSITY

PRESIDENTIAL SEARCH

William Paterson University of New Jersey seeks nominations and applications for the position of President, to succeed Arnold Speert, who is retiring after twenty-five years of dedicated leadership. This is an exceptional opportunity to lead a campus community that has established outstanding success in ensuring academic opportunities for a diverse student population. Review of applications will begin immediately, and the new President will assume office in summer 2010.

WILLIAM PATERSON UNIVERSITY (www.wpunj.edu)

Founded in 1855 as a normal school, William Paterson University of New Jersey (WPUNJ) has evolved into a comprehensive public university offering a rich educational environment to a diverse population of undergraduate and graduate students, many of whom are first generation college students. WPUNJ continues its commitment to advancing student achievement, academic excellence, community service and multiculturalism. WPUNJ has joined with the eight other state colleges in the unique initiative “Nine Strong for a Stronger New Jersey” to strengthen and expand a commitment to educating future generations of New Jersey students. Students at the University are challenged to reach their full potential intellectually, professionally and personally; and they are well equipped for careers, advanced studies, and dynamic involvement in a rapidly changing global community, increasingly connected by technology.

In fall 2008, WPUNJ enrolled approximately 10,300 students, including 13% African American, 17% Latino/a, and 5% Asian American students; and 15% of these students are in graduate programs. The University’s distinguished faculty (379 full-time) includes 30 Fulbright and several Guggenheim award recipients. Five colleges—Arts and Communication, Business, Education, Humanities and Social Sciences, and Science and Health—offer students 42 undergraduate programs and 22 graduate programs, as well as certification in early childhood, elementary, secondary, and special education. The Cotsakos College of Business was recently named one of the top business schools in the Princeton Review list of the top 296 schools, and the University’s nursing program has recently received approval from the WPUNJ Board of Trustees for a doctoral program. WPUNJ offers pre-professional programs for students interested in dentistry, law, medicine, and veterinary medicine. Students are actively engaged in the Undergraduate Research Program, as well as hands on experiential learning through on-and off-campus internships. Centered in its new University Commons, WPUNJ offers a vibrant campus life including athletic teams, Greek organizations, student clubs, intramural activities and varied co-curricular opportunities, including peer education initiatives and leadership development programs. In addition, the University is partnered with the New Jersey Consortium for International Studies to provide students with the opportunity to study abroad in over 40 countries.

WPUNJ is accredited by the Middle States Commission on Higher Education. The University pursues professional accreditation for its programs where offered (14 organizations at the present time).

LOCATION

WPUNJ is set on 370 wooded acres in suburban Wayne, New Jersey. The campus location offers a unique educational laboratory—on the perimeter of rural New Jersey, adjacent to a highly diverse and densely populated urban setting, and twenty miles from New York City. Campus facilities include more than 38 major buildings, with a newly renovated student center and a “green conscious” science building currently under construction. Nearly 2,600 students are housed in ten campus residence halls. Students benefit from state-of-the-art interactive classrooms, sophisticated laboratories, radio and TV broadcast studios, and a state-of-the-art Financial Learning Center (simulated trading floor) to support the Global Financial Services Institute; and the public is welcomed to the campus art galleries and performing arts center.

DISTINCTIVE FEATURES

WPUNJ has tremendous potential to grow and thrive, and the University community is ready to build upon its well-established strengths. Among the established attributes are:

- A student-focused curriculum, including a strong Honors College, with faculty and staff committed to ensuring a life-transforming educational experience and preparation for professional careers in a variety of fields;
- An institution with great potential to build upon signature programs in education and nursing, and other unique offerings such as a professional sales institute and an internationally renowned jazz program;
- A core of exceptionally well-qualified faculty and staff with high aspirations for WPUNJ;
- A growing residential population resulting in ongoing expansion of social, cultural and athletic programs and services to benefit both residential and commuting students;
- A fiscally prudent institution with solid capital reserves and among the lowest debt services of the New Jersey public higher education institutions;
- A commitment to diversity which is reflected in the student and faculty population, as well as the curriculum and student organizations;
- An international perspective enhanced by student and faculty experiences throughout Europe, South America, Asia, Africa, and Australia and a teaching center for Critical Needs Languages;
- A large measure of institutional autonomy, and a board of trustees actively engaged with the president in mapping strategies to move WPUNJ forward;
- A collaborative university culture, with widespread mutual respect and support among all constituencies;
- A campus actively transitioning to “green” by reducing energy costs, improving recycling, conserving resources, and educating the community regarding ecological responsibilities.

PRESIDENTIAL AGENDA

The WPUNJ community looks forward to working with the new President to expand upon the University’s considerable untapped potential. Building upon WPUNJ’s many strengths, the President will provide leadership and establish priorities for a number of areas, including the following:

Positioning the institution

WPUNJ intends to assess its mission and increase its visibility. The University must be responsive to the need for attractive in-state options and to the increasing competition for students both within New Jersey and nationally among higher education institutions. The new President will engage the WPUNJ community in thinking strategically and developing plans for the future of the University. Leading the community in review and assessment of the University's mission and goals will be an important part of the planning and visioning process. The University recently undertook a branding and marketing initiative with an outside consulting firm to assist in raising visibility. A Middle States accreditation report some years ago indicated that the University appears to be "less than the sum of its parts." The President will need to build upon the institution's solid reputation and many strengths to promote programs and services considered to provide a particular niche for the University in 21st century higher education. This will include adapting and incorporating the academic and capital facility plans already under way into the larger, overall university vision. Preparation for the next Middle States review in 2011 is also under way.

Enrollment

WPUNJ currently has the capacity to accommodate approximately 15,000 students and, with minimum incremental cost, would like to move its enrollment steadily up to that level. Equally important, however, is the commitment to retain greater numbers of students through graduation (currently a six year rate of just over 50%) and to demonstrate successful outcomes for all WPUNJ students. The University now offers a number of programs serving students with a broad range of abilities and readiness for college, and with expanding opportunities for graduate education. The University community must come to terms with its admissions criteria and clearly outline institutional priorities on which there is strong consensus. Should the University be more selective? Would increased selectivity jeopardize the University's populist mission? The President will lead this discussion and will inspire the entire WPUNJ community to be actively engaged in efforts to improve recruitment and retention.

Fundraising and Fiscal Management

WPUNJ has a well-established Foundation and a current endowment of approximately \$9 million. The operating budget receives 30% of its base (between \$37 and 38 million this year,) from the State of New Jersey, while 60% is generated from tuition, and the remaining 10% is generated primarily from auxiliary funds. WPUNJ intends to continue its commitment to generous student financial aid (currently \$8.4 million in institutional scholarships and waivers each year and an additional approximately \$265,000 from the Foundation and Alumni Association). All New Jersey public institutions may determine their own tuition and fees (\$19,500 for residential and \$10,500 for commuter students at WPUNJ). Faculty contracts are negotiated centrally by the State for all of the state colleges and universities. New Jersey currently provides no funds to support capital improvements, making consideration of WPUNJ's future building projects, such as a music building and expanded recreation center, problematic. State funding (as a proportion of the operating budget) has been steadily decreasing. Thus, raising outside funds is a priority. Auxiliary programs such as institutes, non-traditional student programs, and expanded use of facilities in summer may also provide some funding. Building relationships, both among corporate and individual donors, will be essential. The potential for alumni giving is greater than currently realized, with a population highly loyal to their alma mater, but with limited understanding of a public institution's need for ongoing financial

assistance. The President will be directly involved in establishing priorities and bringing vision to these pursuits.

External Relations

As a regional institution, WPUNJ must be directly engaged in the life of northern New Jersey and the greater Paterson-Wayne communities. The President will provide leadership for civic and community service activities, including personal involvement and encouragement of faculty, staff and students to become actively engaged. The President will be active and visible in interactions with the state of New Jersey, and will expand outreach for funding support. There are significant opportunities for partnerships with area organizations and alumni sponsors for student internships, research projects, and employment opportunities. Clearly articulating the WPUNJ mission and engaging others in the work of the University are top priorities.

PREFERRED QUALIFICATIONS

In addition to a record of academic achievement and senior-level administrative experience, the successful candidate should possess a Ph.D. or other earned terminal degree and, in no priority order, the abilities to:

- Bring impeccable integrity to the WPUNJ presidency;
- Think strategically and bring a sense of urgency to addressing the issues and opportunities in the Presidential Agenda outlined above;
- Engage the WPUNJ community in planning, and inspire the community to implement goals that will ensure a successful future for the University;
- Provide decisive leadership, but also be a skilled and open communicator who listens well and encourages others to express their views;
- Manage a large and complex academic organization, with the ability to delegate effectively and to ensure accountability;
- Bring a track record in effective fundraising and astute fiscal management;
- Demonstrate a good understanding of the future of higher education in the 21st century and a sense of appropriate positioning for WPUNJ for both the immediate and longer-term future;
- Articulate a vision of WPUNJ that will ensure both internal and external trust, commitment and support;
- Illustrate a record of commitment to student learning both in and outside the classroom;
- Be a visible and active presence throughout the campus, within the state of New Jersey and within national higher education audiences;
- Demonstrate both commitment and accomplishments in support of diversity at previous institutions.

APPLICATION PROCEDURES

Applications will be treated in confidence and should consist of a cover letter and a resume or curriculum vitae. Materials should be addressed to Mr. Robert Taylor, Chair of the Presidential Search Committee and sent electronically (**MS Word preferred**) to

WilliamPaterson@academic-search.com

The search is being assisted by:

Dr. Patricia (Tobie) van der Vorm, Senior Consultant with Academic Search, Inc.

Please feel free to contact her in confidence at:

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