



BRIDGEWATER STATE UNIVERSITY
PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS
SEARCH PROFILE



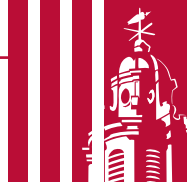
BRIDGEWATER
STATE UNIVERSITY





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ABOUT BRIDGEWATER STATE UNIVERSITY

Bridgewater State University is on the rise. From being named one of the Best Colleges in America by *The Wall Street Journal* for a second consecutive year, being ranked the 3rd safest campus and the 3rd most LGBTQ+ Friendly College in the U.S., to our nationally leading undergraduate research program, our ranking as the #4 driver of social mobility among more than 100 colleges and universities in Massachusetts, Bridgewater State University has emerged as the flagship of the state university system. BSU is driven to advance the success of its students – every student, one student at a time, without exception.

In 2024, we published [Bridgewater Rising](#), a digital, multimedia report that tells the story of the university’s advancement during the 10 years of the presidency of Frederick W. Clark, Jr., the 12th president in BSU’s 184-year history.

BSU FACTS

FALL 2024 ENROLLMENT

8,270

Undergraduate Students



1,457

Graduate Students

9,727

Total Headcount

UNDERGRADUATE STUDENT BODY

35%

Low-Income

32%

Students of Color

45%

First Generation

15%

LGBTQIA+

STUDENT TO FACULTY RATIO

17:1

AVERAGE CLASS SIZE

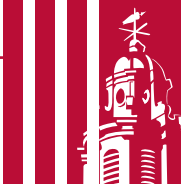
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FULL-TIME FACULTY

339

FUN FACT: BSU has its own commuter rail train stop on its campus, offering a direct route into Boston.

For more information, please visit the [BSU Facts webpage](#) and the [2023-2024 BSU Factbook](#).



HISTORY

The spirit, vision and leadership of Horace Mann, America's father of public education, lives on 184 years after Bridgewater State University first opened its doors for the purpose of training teachers.

Today, Bridgewater State University is the comprehensive university of Southeastern Massachusetts and the third largest public university – 10th largest overall, public or private – in the commonwealth. With an enrollment of approximately 10,000 students, Bridgewater State University provides a wide range of academic programs and innovative learning experiences inside and outside the classroom. The university grants approximately 2,500 degrees and certificates each year.

Over the past two decades the university has invested more than \$700 million in the physical plant of the campus. Despite the transformation of the campus and growth in the number of students we serve, Bridgewater State University remains committed to small class sizes and extraordinary teaching and mentoring by a world-class faculty.

BSU affords students of all ages and backgrounds access to a variety of excellent opportunities for learning and personal growth such as undergraduate research (ranked among the top programs nationally by the Council on Undergraduate Research), study abroad (more





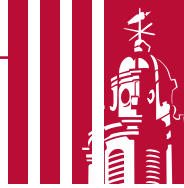
than 200 programs in over 50 countries), service learning, internships and participation in an array of social justice initiatives. Several BSU students have been recognized with prestigious Fulbright and Goldwater Scholarships, and our Honors Program has doubled in size to more than 1,000 students.

The *Wall Street Journal* has ranked BSU as one of the Best Colleges in America for two years in a row for advancing the social mobility of students from a wide range of socioeconomic backgrounds and providing an extraordinary return on investment. Bridgewater's commitment to and leadership in developing innovative strategies for advancing the success of students of all identities has earned national recognition.

Bridgewater graduate students historically have had among the highest first-time CPA exam pass rates of any university in Massachusetts. The university has been recognized as an Apple College of Distinction for its application of technology to teaching and learning in the College of Education and Health Sciences. All the while, Bridgewater continues to be the leading producer of preK-12 and STEM teachers in the state.

BSU has launched innovative academic programs at the cutting edge of technology and workforce needs. BSU's new cybersecurity program will combine outstanding classroom education with extraordinary hands-on learning opportunities in the state's most sophisticated cyber range and in one of the state's few Security Operations Centers, where students will work alongside professionals in providing real-world threat detection and mitigation to governments, nonprofits and corporations. Its bachelor's degree program in Photonics and Optical Engineering, BSU's first engineering program, is training students to participate in the next big technological revolution – the application of particles of light in transforming computing, autonomous vehicles, and biological, chemical and spatial sensors.





BSU WORKS

Every student comes to BSU to get a great education that leads to meaningful employment and careers. At a time when the value of higher education is being questioned, BSU is looking to become synonymous with pathways to employment by:

- Reimagining and integrating career and life planning and career counseling into each student's BSU experience.
- Expanding opportunities for internships, project-based learning with businesses, professional apprenticeships, student employment and cooperative learning.
- Developing new academic programs and credentials aligned with high workforce demand and the needs of employers.
- Growing deep and sustainable relationships with the business and employer community, so our students can move more readily from college to career.





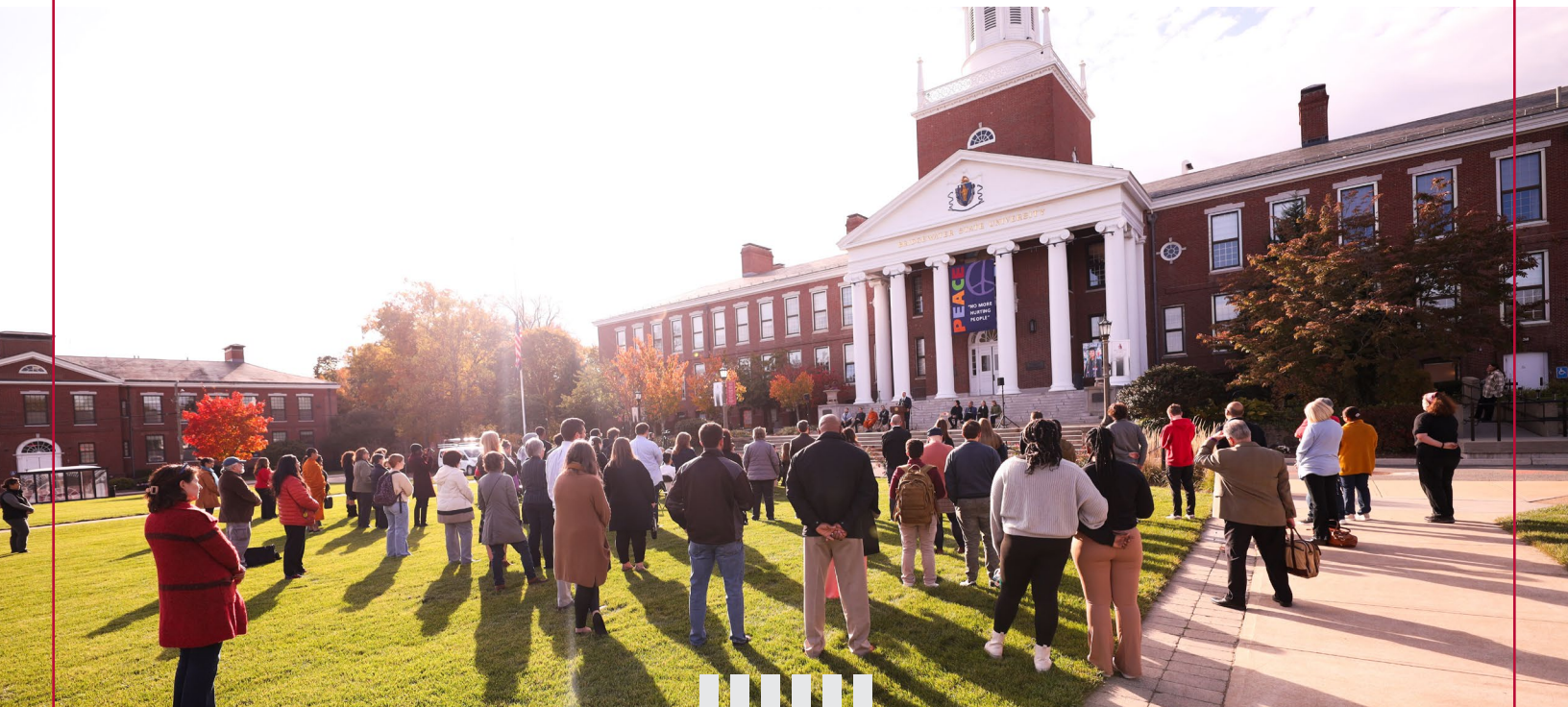
SOCIAL JUSTICE

BSU is doubling down on its historic mission of bringing the dream of college success to those who once considered it impractical – or impossible.

We are leading the state and the nation in developing innovative, data-driven strategies that make sure that all students, regardless of background or identity, can thrive. In Spring 2024, faculty taught more than 150 courses that covered social justice themes.

In the wake of the murder of George Floyd BSU convened the President’s Special Task Force on Racial Justice, in which more than 1,000 members of the campus community participated, leading to the development of more than 70 recommendations for changing practices, policies and procedures inhibiting racial equity and justice on our campus. BSU has already implemented many of those recommendations and continues to advance others. The story of BSU’s commitment can be found in its [*Action: Racial Justice and Equity at Bridgewater State University*](#) newsletter.

Bridgewater founded and leads the Racial Equity and Justice Institute (REJI), a growing national consortium of more than 40 universities and organizations that work together to identify data-informed racially equitable strategies to support the success of all students. In November 2024, REJI released [*The Racial Equity and Justice Institute Practitioner Handbook, Volume 2.*](#)





In addition to racial equity, BSU is

- Expanding its groundbreaking EXCEL program, the leading educational program in the state for adults with learning and developmental disabilities, by developing new and varied pathways, helping more students develop rewarding career opportunities and become independent adults.
- Augmented advising and learning assistance programs and staffing within the Academic Achievement Center.
- Enlarging its Student Accessibility Services to help students with myriad learning challenges excel in and outside the classroom.
- Enhanced counseling, programming and technology within the Wellness Center to support growing population of students coping with anxiety and other mental health issues.
- Growing its [Martin Richard Institute for Social Justice](#), which plans community service activities and spring break service learning trips; awards grants; oversees an active Justice Fellows program; and implements extensive civic education programming.





STRATEGIC PLAN 2.0

In 2024, BSU completed its extensive [Strategic Plan 2.0](#) that has eleven areas of focus and five major goals. Those five goals are:

1. Focus resources and decisions on the overarching priority of student success.
2. Provide a teaching and learning environment with exceptional educational opportunities for intellectual, creative and professional growth.
3. Enhance and enrich the employee experience in support of the strategic priorities of the University.
4. Serve as a regional catalyst for economic, cultural and intellectual engagement.
5. Lead and catalyze equity and social justice within Bridgewater State University, our region, state and nation.





ACADEMIC ORGANIZATION AND PROGRAMS

Bridgewater State University offers more than [100 academic programs](#) through its six colleges:

- College of Education and Health Sciences
- College of Humanities and Social Sciences
- Louis M. Ricciardi College of Business
- Bartlett College of Science and Mathematics
- College of Graduate Studies
- College of Continuing Studies.





ACCREDITATIONS

The New England Commission of Higher Education (NECHE) reaccredited Bridgewater State University for ten years in 2023. NECHE commended BSU for the “positive culture” that contributes to the institution’s success as evidenced by a “strong inculcated sense of purpose and mission,” a commitment to shared governance, and a “deep trust” among the divisions of the University.”

Other Accreditations and Certifications

- Accreditation Board for Engineering and Technology (ABET)
- American Chemical Society (ACS)
- American Council on the Teaching of Foreign Languages
- Association for Childhood Education International
- American Speech-Language and Hearing Association
- Aviation Accreditation Board International (AABI)
- Commission on Accreditation of Allied Health Education Programs
- Commission on Accreditation of Athletic Training Education
- Council for Exceptional Children
- Council on Social Work Education (CSWE)
- Council for Accreditation of Counseling and Related Educational Programs (CACREP)
- Educational Leadership Constituent Council
- Federal Aviation Administration (FAA)
- International Reading Association
- International Society for Technology in Education
- Interstate Agreement for Educator Licensure
- Massachusetts Board of Public Accountancy, Option One Status
- Masters in Psychology and Counseling Accreditation Council (MPCAC)
- National Association for the Education of the Young Child
- National Association of Schools of Music (NASM)
- National Association of Schools of Art and Design (NASAD)
- National Association of Schools of Public Affairs and Administration
- National Council for the Social Studies
- National Council of Teachers of English
- National Council of Teachers of Mathematics
- National Professional Science Masters Association
- Society for Health and Physical Educators
- United States Tennis Association



APPLIED LEARNING

BSU's Center for Transformative Learning is a hub for connecting and enhancing BSU's high-impact practices (HIPs), including community engagement, internships, global learning, mentoring and leadership, and undergraduate research.

High-impact practices at BSU are infused with a commitment to racial equity and social justice, providing financial, academic and community support so all students can participate and succeed in these powerful experiences.

BSU's [Honors Program](#) now boasts more than 1,000 students and Strategic Plan 2.0 calls for the development of an Honor's College within the next five years.

BSU's award-winning [Undergraduate Research Program](#) provides students more opportunities for hands-on research and learning and sends more students to national conferences than many Ivy League institutions. The Council on Undergraduate Research (CUR) recognized BSU, alongside Florida State University and Occidental College, with its Campus-Wide Award for Undergraduate Research Accomplishments in 2020.

CUR cited BSU's "depth and breadth in undergraduate research in its commitment to a strong, comprehensive research program, as well as ongoing collection and analysis of data on student researchers' persistence in their studies. Its emphasis on diversity and inclusion is indicated through research experiences available to every student population and the establishment of noncompetitive student travel awards. The BSU research symposium may serve as a model for other institutions, and its faculty compensation regardless of the type of research conducted is a strength."





A COMMITMENT TO CONTINUING IMPROVEMENT

BSU's Office of Assessment (OA) collaborates with academic programs and college deans to improve student learning assessment. OA aims to translate teaching and learning experiences into qualitative and quantitative data for ongoing improvement and to enhance student success. The Office also work with other divisions and centers to provide survey design and analysis consultation and assist the Core Curriculum Steering Committee with core skills assessment.

SUPPORTING OUR FACULTY

As a student-centered university, BSU is committed to supporting the professional development, teaching, research and scholarship of its faculty.

- BSU has a strong commitment to both the liberal arts and the [free speech and expression rights](#) of its community.
- BSU has invested more than \$3.4 million in the past eight years in supporting faculty research and scholarship through its Center for the Advancement of Research and Scholarship and supporting leadership opportunities for faculty through course releases.
- BSU's Office of Teaching and Learning supports faculty innovation in teaching and learning through workshops and consultations; disseminates information on pedagogy, academic technology, and other related topics; and provides funding for faculty to develop their courses, methods and philosophy of teaching and participate in teaching conferences.
- The Faculty Advocacy Network (FAN) provides one-on-one collaborative and group support to BSU faculty at all phases of their careers. Through networking and partnerships, FAN offers faculty guidance and practical assistance with short-term and long-term goal setting and balancing teaching, research and service with maintaining a proper work-life balance.
- The Academic Innovation Fund supports our faculty, staff and administrators in designing engaging and contemporary learning experiences for BSU students. When a project is awarded funding, project leaders have a one-time opportunity to pilot or launch ideas within a supported process outside of their own existing funding structures.



Faculty of Color

BSU is committed to diversifying its faculty and supporting faculty of color

- BSU is a member of the North Star Collective, a group of New England colleges and universities in New England committed to supporting and uplifting Black, Brown, Indigenous and other faculty of color (BIPOC).
- Under BSU's NSF AGEP grant, all faculty of color in STEM are supported by a mentor who is an ally and can participate in events specifically pertaining to their needs as a faculty member of color.
- Our Office of Teaching and Learning has a Black faculty support group and a faculty support group for those who are allies to faculty of color.
- BSU's new faculty orientation, held each summer before the start of the fall semester, is focused on equity in teaching and learning.





POSITION SUMMARY

Reporting directly to the President, the Provost and Vice President for Academic Affairs serves as the chief academic officer, leads the division of Academic Affairs, serves as a member of the President's Cabinet, and is a liaison to the Academic and Student Life Committee of the Board of Trustees.

This position works collaboratively with highly committed faculty, librarians, and deans to ensure the quality and integrity of academic programs; coordinates the development of new and innovative programs; secures relevant accreditations; leads the recruitment and development of faculty; promotes excellence in teaching, scholarship, research, creative pursuits and service; leads the division's strategic planning efforts.

The Provost and Vice President for Academic Affairs oversees six academic colleges: Bartlett College of Science and Mathematics; College of Education and Health Sciences; College of Humanities and Social Sciences; Ricciardi College of Business; College of Graduate Studies; and the College of Continuing Studies.

The position also has responsibility for functional areas including, but not limited to Global Engagement; Grants and Sponsored Projects; Academic Achievement Center; Undergraduate Studies; Registrar; Library; Assessment and Institutional Research; High-Impact Practices; and Teaching and Learning.





UNIVERSITY RESPONSIBILITIES

- Uphold and promote the mission, vision, and values of the university and provide equity-minded institutional leadership to the division of Academic Affairs.
- Serve as a collaborative member of the President's Cabinet and assist the president with strategic planning, policy/procedure development and implementation, data-driven decision making, and faculty and librarian communications.
- Develop and implement the division's strategic plan and assess its departments, services, and programs to ensure alignment with the university's strategic priorities and goals; assist divisional staff with prioritizing initiatives to realize strategic goals.
- Partner and collaborate across all divisions to support vibrant student collegiate and academic interactions – student/faculty programming; high-impact practices; student engagement; and student success and retention.
- Engage in academic affairs and university events as a member of the President's Cabinet: e.g., commencement, social and racial justice activities, philanthropic endeavors, and other prominent campus traditions.
- Participate in the university's Strategic Enrollment Management Committee to support the recruitment and engagement of a diverse student body.
- Support philanthropic initiatives pertaining to Academic Affairs or others as needed and offered by Alumni and Development.
- Represent the university at external meetings and events involving state university peers, the Department of Higher Education, and other relevant agencies as assigned by the President.
- Represent the division of Academic Affairs on university-wide committees, task forces, and work groups, as assigned by the President.



DIVISIONAL RESPONSIBILITIES

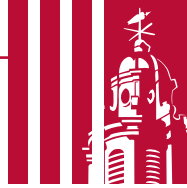
- Work collaboratively to set the academic vision, provide leadership and direction to a diverse population of faculty, librarians, and staff, promoting an ethos which supports equity, continuous improvement, and innovation which espouses the university's overarching priority of student success.
- Responsible for the oversight of all academic programs; lead the development of innovative and viable academic programs; maintain relationships with faculty and librarians, and work in conjunction in the creation and delivery of innovative curricula for all students.
- Promote a culture of excellence in teaching and learning in support of equity-minded student success and foster an inclusive and collegial environment which promotes belonging and embraces and celebrates diversity of people, thought, practice, and perspective.
- Support, enhance, and celebrate faculty, librarian, and student research, scholarly, and creative activities.
- Serve as the lead fiscal steward for the Academic Affairs division and implement a balanced divisional budget of \$83.8 million (\$76.3 million personnel and \$7.5 million operating) in FY25 supporting the strategic goals of both the division and the university.
- Promote the use of technology and innovation to advance teaching and learning, as well as the strategic goals and initiatives of the division.
- Represent the Academic Affairs division in all crisis and emergency management related matters and assist in the coordination of crisis response.
- Responsible for the administration of all academic collective bargaining agreements.
- Oversee the review and development of equity-minded academic affairs policies and procedures ensuring alignment with institutional philosophy, compliance with relevant federal and state legal and regulatory requirements; communicate and educate all students on student life policies and procedures.



- Provide leadership and monitor all accreditation reviews and program assessments.
- Responsible for the recruitment, onboarding, development, and evaluation of faculty and staff within the Academic Affairs division.
- Performs other responsibilities as assigned by the President.

REQUIRED MINIMUM QUALIFICATIONS

- Earned doctorate or appropriate terminal degree.
- Proven record of teaching, scholarship, and/or accomplishment and service sufficient to qualify for an appointment as a full professor.
- Demonstrated effective and supervisory leadership experience of at least 10 years in higher education administration.
- Demonstrated knowledge of strategic planning, best practices and understanding of current national trends in teaching and learning.
- Demonstrated knowledge of policies and best practices for academic affairs.
- Knowledge and experience in budgeting, fiscal management, and resource allocation.
- Experience managing human resources, knowledge of faculty recruitment and retention trends.
- Ability to work collaboratively with a diversity of people, thoughts, perspective, and practices.
- Demonstrated record of supporting the success of a diverse student body and experience with equity-minded practice in the academic affairs field.



- Commitment to equity, excellence, entrepreneurship, and innovation with an appreciation for the role of technology in achieving those standards.
- Demonstrated organizational skills, strong attention to detail, strong verbal and written communication skills.
- Ability to be collaborative, as well as the ability to develop effective teams.
- Integrity, good judgment, and respect for others.

PREFERRED QUALIFICATIONS

- Demonstrated belief in the importance of high quality, accessible public higher education.
- Prior experience working in a unionized environment.
- Evidence of commitment to BSU values.

The Provost and Vice President for Academic Affairs is a non-unit, FLSA exempt position; the terms and conditions of which are governed by the State Universities Non-Unit Professional Administrators Handbook. Salary is commensurate with experience and a competitive benefits package including health and life insurance and retirement savings options. This position is an on-campus position with eligibility for a hybrid remote work option in accordance with the university's Remote Work Policy.

Bridgewater State University complies with the Americans with Disabilities Act (ADA) to provide reasonable accommodation to qualified applicants and employee with disabilities. To request a reasonable accommodation for the application process, please complete and submit this [electronic form](#).



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