DEAN OF THE SCHOOL OF HUMANITIES
AND SOCIAL SCIENCES SEARCH

TCNJ THE COLLEGE OF
NEW JERSEY
THE COLLEGE OF NEW JERSEY (TCNJ), one of the nation’s preeminent public institutions, seeks a visionary academic leader and experienced administrator with a strong record of teaching and scholarship for the position of Dean of the School of Humanities and Social Sciences.

The new dean will assume office as early as January 2016 or in the summer of 2016.
TCNJ, FOUNDED IN 1855, is primarily an undergraduate and residential college with targeted graduate programs. TCNJ’s exceptional students, teacher-scholars, staff, alumni, and board members constitute a diverse community of learners, dedicated to free inquiry and open exchange, to excellence in teaching, creativity, scholarship, and citizenship, and to the transformative power of education in a highly competitive institution. The college prepares students to excel in their chosen fields and to create, preserve, and transmit knowledge, arts, and wisdom. Proud of its public service mandate to educate leaders of New Jersey and the nation, the college will be a national exemplar in the education of those who seek to sustain and advance the communities in which they live.
CONSISTENTLY NAMED AMONG THE TOP FIVE most selective public institutions in the nation, TCNJ offers academically talented students a demanding living-learning undergraduate education and a rewarding residential experience, small classes, and a prestigious faculty. A strong liberal learning core forms the foundation for a wealth of degree programs offered through TCNJ’s seven schools: Humanities and Social Sciences; The Arts and Communication; Business; Education; Engineering; Nursing, Health, and Exercise Science; and Science. An additional host of nearly 20 centers and institutes fosters interdisciplinary work, engagement with the local community, and global outreach. The curriculum is enriched by an award-winning First-Year Experience, freshman orientation programs, and extensive opportunities for study abroad.

ABOUT THE COLLEGE

SIGNATURE TCNJ EXPERIENCES

Personalized, collaborative, and rigorous education
Undergraduate research, mentored internships, and field experiences
Community engaged learning
Global engagement
Leadership development

TCNJ enrolls a total of 7,409 students. Its 6,743 undergraduate students are enrolled in 50 liberal arts and professional majors. Approximately 666 graduate students are enrolled in 35 targeted master-level and certificate programs. The college’s 356 full-time faculty members provide a 13 to 1 student to faculty ratio, and 96 percent of classes have enrollments of 30 students or fewer. Faculty members are among the most gifted in their fields, with 90 percent having earned the highest degree in their respective areas. Evidencing a diverse and inclusive environment, 22 percent of full-time instructional faculty members are from underrepresented groups, as are 28 percent of TCNJ’s undergraduate and graduate students.
Recognizing its intrinsic role in a holistic educational mission, undergraduate research is part of the operating budget at TCNJ, and students and faculty have the opportunity to co-publish and co-present regularly at conferences and other academic fora. In-depth, field-based experiential learning is encouraged through research projects, internships, independent study, and international assignments. All students participate in community engaged learning (minimum requirement of eight to 10 hours during freshman year), coordinated by the TCNJ Bonner Institute for Civic and Community Engagement, which also offers four-year scholarships to approximately 15 students each year.

TCNJ students are among the country’s strongest. Nearly half of entering undergraduates come from the top ten percent of their high school classes, and their average SAT scores are approximately 1216. Enriched by their collegiate experience, graduates have garnered top honors, including Soros and Pickering Fellowships as well as Goldwater, Boren, and Fulbright Scholarships. A recent survey of graduates indicates that 93 percent of TCNJ alumni are successfully employed and/or enrolled in graduate programs within a year of commencement. Another survey indicates that 33 percent of graduates intend to pursue graduate study in the near future. Recent TCNJ alumni have garnered acceptances to some of the nation’s most competitive programs, including those at New York University, the University of Pennsylvania, Columbia University, Carnegie Mellon, and Virginia Tech.

Graduate education thrives at TCNJ, with 30 unique degree programs offered in the areas of English, education, nursing, and counseling. More than a dozen certificate programs in the areas of gender studies, counseling, nursing, and education complement degree programs. In addition, TCNJ offers world-renowned graduate programs in education and counseling at off-site locations in New Jersey and abroad. These programs cater to educators working in US-based or international schools, as well as New Jersey residents looking to study abroad or in a non-traditional format. Many of the off-site programs offer benefits such as convenient locations, condensed courses, and reduced tuition.
A TRADITION OF EXCELLENCE
TCNJ has earned national recognition for its commitment to excellence. The college is currently ranked as one of the 75 most competitive schools in the nation by Barron’s Profiles of American Colleges and is rated annually as the No. 1 public college in the north by U.S. News & World Report. In 2006, TCNJ was awarded a Phi Beta Kappa chapter, an honor shared with fewer than 10 percent of colleges and universities nationally. Long recognized for its outstanding return on investment, TCNJ is considered a “best buy” in higher education by Barron’s, The Princeton Review, Money Magazine, and Kiplinger’s Personal Finance. In 2014, TCNJ was also recognized by The Chronicle of Higher Education as one of the best colleges or universities for which to work. In 2014, The Princeton Review named TCNJ one of the country’s most environmentally responsible colleges for its sustainability efforts as evidenced by academic offerings, campus infrastructure improvements, and student activities. Strong curricular and co-curricular programming have helped foster a freshman-to-sophomore retention rate of 93 percent, and a six-year graduation rate of 87 percent—rates that are among the highest in the country.
PRESIDENT R. BARBARA GITENSTEIN, TCNJ’s first female president, has provided progressive and energetic leadership for the college since 1999. During her tenure and in the face of waning state funding for higher education, the college has realized a significant increase in non-state revenue, including approximately $20 million in federal grant and set-aside revenue. Alumni giving has nearly doubled; the college’s endowment has tripled; and TCNJ received its largest-ever single gift—$5 million. Under President Gitenstein’s leadership, TCNJ is now in the midst of its first-ever comprehensive campaign. Thus far, the college is 65 percent of the way toward achieving its $40 million goal. The campaign is focused on the goals of scholarships, academic enrichment, student experience, and capital improvement. One of the major gifts to the campaign funded the first-ever endowed chair at the college, a rotating chair designed to strengthen and deepen support for mentored undergraduate research.

Provost and Vice President for Academic Affairs (VPAA) Jacqueline “Jackie” Taylor joined TCNJ in March 2013 following a distinguished tenure as founding dean of DePaul University’s College of Communication. Since joining TCNJ, she has enhanced a superb council of deans and a team in academic affairs with key hires and has successfully led the campus through the first phases of the implementation of a long-range strategic plan.

The next dean will join a learning community with a rich tradition of shared governance and inclusive decision making. The college maintains an active Faculty Senate, Staff Senate, and Student Government (or the Office of Graduate Study for graduate student members). Students, faculty, and staff are routinely represented on key committees and task forces. Transparency is deeply valued on the campus, as is broadly based participation. A strong network of collective bargaining units represents several constituent groups within the TCNJ family. As such, a clear set of policies, procedures, and agreements enables contract negotiations and other related matters to be widely understood. As evidence of the success of TCNJ’s model, President Gitenstein was honored by the American Association of University Professors (AAUP), receiving the AAUP’s Ralph S. Brown Award for Shared Governance. The award is given to American college or university administrators or trustees “in recognition of an outstanding contribution to shared governance.”
TCNJ’S PICTURESQUE  Georgian colonial campus is located on 289 tree-lined acres in suburban Ewing, New Jersey. Ewing is approximately five miles from Trenton, the state capital, 10 miles from Princeton, and 60 minutes from both Philadelphia and New York City. The college benefits greatly from a beautiful and safe campus environment as well as its proximity by car and railway to the region’s unparalleled cultural, recreational, and professional opportunities. Forty-five structures make up the lovely, walkable campus.

TCNJ houses 4,000 students in 16 residence halls, including two student apartment complexes which opened in 2010, and boasts an award-winning student dining facility renovated in 2010. More than 31 academic computer laboratories, a full range of laboratories for nursing, microscopy, science, and technology, a music building with a 300-seat concert hall, and a collegiate recreation and athletic facilities complex support the living-learning community.

In the last 15 years, the college has invested more than $250 million in its physical plant. Enhancements include six academic buildings, housing for an additional 400 students, and the acquisition of 103 acres of property to add to the central campus. The next four years will bring an additional $200 million in renovations and new construction. This will include a 74,000-square-foot STEM (science, technology, engineering, and mathematics) complex and a 15,000-square-foot addition to the chemistry building—which are being built in part with a $57 million grant from the state of New Jersey—and a $31 million renovation of the Brower Student Center, funded by Sodexo Campus Services.

Using the public-private partnership provision contained in the New Jersey Economic Stimulus Act of 2009, TCNJ completed a contract for Campus Town, the college’s first public-private partnership with a developer. The project, which is being built with $75 million in private funds, will generate $50 million in income to the college over the life of the contract. It will also create 278,000 square feet of amenities such as retail stores, professional services, and restaurants for both the college and local communities, as well as additional housing for students. Its first phase is set to open in August 2015.
TCNJ ENCOURAGES STUDENTS to expand their talents and skills through more than 150 organizations. These groups include performing ensembles, professional and honor societies, student publications, Greek organizations, and intramural and club sports. The college also offers numerous leadership opportunities through the Student Finance Board, Student Government, Residence Hall Association, and other organizations.

In 2012, TCNJ was named to the President’s Higher Education Community Service Honor Roll, the highest federal recognition a college or university can receive, for its commitment to volunteering, service-learning, and civic engagement. In 2015, TCNJ received Community Engagement Classification from the Carnegie Foundation for the Advancement of Teaching—a distinction shared by only about eight percent of colleges and universities nationwide. The college’s students, faculty, and staff routinely contribute more than 20,000 hours of service to the community annually.

TCNJ offers 20 varsity intercollegiate sports and competes in the New Jersey Athletic Conference. The college’s high achievement in the classroom has been mirrored by the success of TCNJ’s varsity student-athletes, known as the Lions. Since 1979, TCNJ has amassed a total of 40 Division III crowns in seven different sports. In addition to the team championships, TCNJ has produced 49 individual NCAA national champions. The college is consistently ranked among the best NCAA Division III programs in the nation.
“TCNJ’S SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

aspires to be a national exemplar in undergraduate teaching
and research in the humanities and social sciences.
Upon completion of our program, our students will be
prepared to sustain and advance their communities and the world.”
THE SCHOOL OF HUMANITIES AND SOCIAL SCIENCES (HSS) provides a high-quality education to talented undergraduate students in a broad range of programs. Its classes are small to encourage close faculty mentoring by its exceptional teacher-scholars. The curriculum is flexible to help students engage in transformative learning experiences including study abroad, credit-bearing internships, undergraduate research, and community engaged learning. Students develop transferable skills in writing, public speaking, critical thinking, creative problem-solving, and ethical reasoning.
HSS is the largest of TCNJ’s seven schools, with more than 1,700 students in 14 majors (10 departments), including secondary education programs in English, history, and Spanish, as well as an “open options” program for incoming freshmen (students who have not yet decided on a major). Many HSS students declare self-designed majors as well. The school offers 13 unique undergraduate degree programs, one graduate degree program, and one certificate program.

Specialized interdisciplinary programs are available in Central Eurasian studies, Middle Eastern studies, comparative literature, Holocaust and genocide studies, integrated performing arts, religious studies, and United States studies. An increasing number of HSS students study in Washington, DC, or abroad. Further study for HSS students in medical school, dental school, veterinary school, as well as post-graduate programs in physical and occupational therapy and other health care fields, is made possible through complementary pre-med and pre-health care courses.

New majors in African-American studies and journalism and a minor in environmental studies have generated additional positive momentum for HSS. Moreover, in the fall of 2015 the School of Nursing, Health, and Exercise Science will offer a new major in public health. This is a collaborative, interdisciplinary program that is built on a strong partnership with HSS.

HSS works especially closely with the Women in Learning and Leadership (WILL) program, the TCNJ Bonner Institute, the Center for Youth Relationship Development, and the Sustainability Institute.

HSS’s small classes are conducted primarily in the Social Science Building and Bliss Hall Annex.
Within HSS, there are 107 full-time faculty members deeply engaged in the teaching and mentoring of students as well as in scholarship and service to the college. Small classes are a hallmark of the HSS learning experience. Students benefit from personalized attention and frequent interactions with faculty.

While mentoring occurs within regular course experiences, students also pursue independent studies and practicums, in which they partner with a faculty member to work on a specific project. The college’s MUSE (Mentored Undergraduate Summer Experience) Program offers a special gateway for student and faculty partnerships, in which students spend part of their summer working on intensive research projects alongside faculty.

The excellence of HSS faculty members derives in large measure from their focus on scholarly projects. In the 2013–2014 academic year, HSS’s prolific faculty members presented 11 papers at international conferences, 59 papers at national conferences, and 43 papers at local and regional conferences. They gave 55 invited lectures at universities around the world. They published 18 book chapters in edited volumes, 65 articles in peer-reviewed scholarly journals, and many articles in magazines and newspapers. They edited five volumes of scholarly essays and published three scholarly books. Of the 65 articles published in scholarly journals, 22 of them were published with student co-authors, evidencing faculty members’ commitment to students’ personal and professional growth.

When an HSS faculty member co-authors a work with a student, that scholarship is weighted heavily in the tenure and promotion processes.

HSS faculty members are also successful in securing external support for their scholarly endeavors. In FY2013, they garnered $510,000 in total grant awards.

Accompanying this seriousness of purpose is also an exceptional sense of fun and an appreciation for the life of the mind. HSS faculty members engage with community-based events, such as “the War of the Words,” the school’s international film festival, its “Close Readings” lunches, and the Politics Forum. The next HSS dean will join a highly intellectual community of teacher-scholars who relish the interplay possible on an intentionally residential campus.
HSS students are among TCNJ's most gifted. In the 2014–15 academic year (as of press time) they won 23 external awards, including a Fulbright Scholarship, made 19 conference presentations at non-TCNJ conferences, and published 15 papers in non-TCNJ journals based on work authored while at the college. Their postgraduate plans include the Peace Corps, Teach for America, work in business, the media, nonprofit organizations, and government agencies, and graduate study in some of the country's finest graduate programs.

Planning and assessment are integrated in the process of continual improvement in HSS programs. In accordance with TCNJ policy, on a staggered rotation every seven years each department conducts a rigorous self-study followed by an external review conducted by a scholar or scholars from that discipline who work at another institution. In the year following, the department revises its strategic plan or creates a new plan. The strategic plan includes an explicit articulation of the learning outcomes of the given major. In the year following the approval of the department's strategic plan, the department revises or creates a new plan for the assessment of learning outcomes. This plan includes enumerative, quantitative, and qualitative analyses of learning outcomes for the major, outcomes that include the more generalized learning outcomes for all majors in HSS. Each department creates annual reports based on the approved assessment plan, which are broadly shared across the campus.
THE DEAN OF HSS reports to the provost and VPAA and is a valued member of the Deans’ Council. Reporting to the dean is a gifted staff of three. The dean works closely with department chairs and program directors to strengthen teaching and scholarship in every program. The dean also works in partnership with a dedicated staff member in the Development Office on fundraising initiatives.

The dean oversees a complex portfolio of responsibilities. The agenda items offered below are of special import at this important juncture in TCNJ’s evolution.

**Foster Partnerships and Stimulate Collaboration:** TCNJ offers a student-centered campus with a broad array of outstanding programs. Faculty members are leaders in driving cross-discipline approaches to teaching and learning. New leadership will enrich this collaborative climate by encouraging and enabling even more interplay on campus. Enhancing HSS’s range of interdisciplinary offerings through increased partnerships across school lines will be important. Also important will be the dean’s ability to grow relationships beyond the college’s walls, in the local and regional community, with government agencies, nonprofits, corporate entities, and other educational institutions. TCNJ will enhance its internship, practica, and service-oriented outreach to strengthen the practical application of the humanities and social sciences as well as graduates’ viability in the marketplace.

**Facilitate Curricular Enhancement:** The new dean will help shape how TCNJ will evolve the liberal arts and social sciences to meet the needs of the 21st-century learner in a rapidly changing global society. HSS’s rigorous academic programs, with their emphases on teaching excellence, frequent student-faculty interaction, and commitment to the core liberal arts, have served the institution exceptionally well. The new perspective the next dean will bring to the college will likely encourage an examination of curricular offerings to ensure that new and existing programs are consistent with the college’s mission and can be delivered with exceptional quality. The ability both to champion the humanities and social sciences and address the interests of emerging populations, especially adult learners, will be crucial. In addition, it will be essential for the next dean to think creatively about course delivery and to consider the viability of hybrid and online options for an intentionally residential community such as TCNJ’s. Finally, under the supportive eye of the dean, existing and new programs will be thoroughly and regularly assessed to ensure intended advancements are realized.
Support and Develop the Faculty: The next dean will have the opportunity to work with an accomplished and dedicated faculty that embraces the teacher-scholar model. It will be important for the dean to retain existing faculty members through inspirational leadership, recognition of accomplishments, and active mentoring. The institution’s heightened emphasis on interdisciplinary programs makes essential the dean’s ability to think creatively about joint appointments and shared resources. She or he will also seek to enhance opportunities for faculty development on and off campus. Finally, given the institution’s commitment to scholarly work, the dean will strive to stimulate and support faculty innovation and scholarship in tangible ways.

Further Advance the School’s National Reputation: The next dean will be an ardent champion for HSS as well as an influential spokesperson for the return on investment of a HSS degree. By many measures, HSS is counted among the nation’s select schools of liberal arts and social sciences. Nevertheless, more work could be done to shine a light on its programs of excellence while supporting the creation of others that could bring further distinction. The dean will assume a leadership role in extending the college’s and school’s recognition beyond their Mid-Atlantic footprint. She or he will celebrate the institution’s programs and serve as a constant champion for the excellent work of students, faculty, and staff. She or he will also be a visible teacher-scholar in her or his own right, bringing attention to TCNJ through personal successes in the classroom and research arenas. These efforts will strengthen the school’s recognition and appeal to prospective students, parents, alumni, friends, donors, peers at other colleges and universities, government and nonprofit entities, and additional influential stakeholders—helping to ensure continued strong enrollments and funding for the institution.
Reinforce the School’s Sense of Community: The considerate manner in which members of the TCNJ and HSS community interact will be enhanced by the new dean’s ability to engage the campus in genuine dialogue. TCNJ is a diverse community, and the dean’s ability to promote and preserve difference in its myriad forms will nourish the spirit of mutual respect present on campus. Her or his ability to ask thoughtful and strategic questions, listen carefully, shape civil discourse, lead the community through points of conflict, and foster collegiality is of utmost importance. The next dean will hold a deep appreciation for the principles of shared governance and a genuine interest in the collaborations among students, faculty, and staff. Modeling and encouraging transparent decision-making, empowering others, and being consistently inclusive in her or his approach will also cultivate the shared trust that is fundamental to the college’s and school’s identities.
THE SUCCESSFUL CANDIDATE will possess the appropriate terminal degree in her or his field, a distinguished record of teaching and scholarship commensurate with full professor status at TCNJ, and exemplary experience in academic administration reflective of TCNJ’s own high standards.

Beyond that, the successful dean will be:

• a person of proven academic leadership, capable of managing a complex enterprise, who will inspire and motivate others
• an eloquent advocate for the selective, residential, public college experience
• a student-centered educator committed to an interdisciplinary approach in teaching and learning across schools
• an inclusive decision-maker who builds consensus, prioritizes well, and communicates decisions with alacrity and care
• a leader with a deep understanding of and respect for the college’s commitment to a strong model of shared governance
• a committed teacher-scholar who values and will support faculty development and mentorship
• an entrepreneurial person with financial acumen who will aid the school in matching aspirations with finite resources while thinking creatively about growth opportunities
• an evidence-driven planner with experience in quantitative analysis, assessment and outcomes measurements, as well as accreditation efforts
• a superb listener and respectful communicator who is at ease in a multitude of settings with multiple constituencies
• a person of global perspective who is committed to diversity in its many forms and to supporting it in ways consistent with both TCNJ’s legacy and the aims of its current strategic plan
• a willing and successful fundraiser with a knowledge base and personal commitment to be appropriately engaged in creating a positive culture of philanthropy for the school and college
• a scholar of higher education, knowledgeable about the major trends influencing comprehensive institutions nationally, including the intricacies of enrollment management, the best academic budget modeling, marketing and branding, technology, and environmental sustainability
• an engaged, compassionate citizen who embraces the character of the college’s surrounding community and will value the quality of life in and around central New Jersey
ALL NOMINATIONS, inquiries, and applications will be confidential until a limited number of finalists are identified for campus interviews. Applications will be received until the position is filled, but in order to ensure full consideration by the search committee, applicants must have all required materials on file by August 12, 2015. Required application materials include a substantive letter of interest that addresses the agenda for leadership outlined in this prospectus, a curriculum vitae, and the names, addresses, telephone numbers, and email addresses of at least five professional references. References will be contacted only with the applicant’s explicit permission. All application materials must be submitted electronically in MS Word or PDF format to TCNJDean@agbsearch.com.

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