

# LEADERSHIP PROFILE

CHIEF HUMAN  
RESOURCES  
OFFICER



**MONTCLAIR**  
STATE UNIVERSITY



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## EXECUTIVE SUMMARY

Montclair State University (Montclair) seeks a visionary and transformational senior-level human resources leader to serve as its next chief human resources officer (CHRO). The CHRO will be an influential leader who will report to the chief operating officer (COO) of the University and collaborate with the COO, president, provost and senior vice president for Academic Affairs and vice presidents of the University in weekly meetings. The CHRO provides comprehensive support and strategic guidance to a university of more than 7,000 employees across its two campuses. Above all, the CHRO prioritizes collaborative relationship-building with union leaders, union members, faculty, staff, peers and leadership across campus. Extensive

experience in building friendly union relationships, and leading successful labor negotiations is required. The Montclair human resources team will have an inviting, approachable and customer-focused reputation. The team will be the genesis point for a cohesive culture that prioritizes clear communication and trust, permeating campus wide.

*Applications, inquiries, and nominations are invited to be submitted at [Montclair@Brettsearch.com](mailto:Montclair@Brettsearch.com), with more detail on how to apply at the end of this document.*

Montclair State University is a nationally recognized Research Doctoral University that empowers students, faculty, and researchers to exceed expectations and drive innovation. Building on 116

years of distinguished history, Montclair today has 13 colleges and schools that serve more than 22,000 undergraduate and graduate students with more than 200 doctoral, master's, and baccalaureate degree programs. Montclair State University delivers the instructional and research resources of a large public university in a supportive, sophisticated, and diverse academic environment. 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 among the top 10 universities nationally for social mobility and is noted among the top 12 for its exceptional student outcomes that far exceed experts' predictions. Montclair is a designated R2 Doctoral Research and Hispanic-Serving Institution (HSI) – 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 population of students representing 42 U.S. states and territories and 113 countries. As an HSI, Montclair State University serves a majority-minority student body. More than 40% of incoming first-year students are the first in their family to pursue higher education and nearly 44% are Pell Grant eligible. Montclair

also ranks in the top 13% of 4,500 postsecondary institutions in the U.S. for return on investment for its students.

Reporting to the chief operating officer, the CHRO will serve as a partner to Montclair's leadership team and will play a key role in ensuring the University is a welcoming and equitable place to work that supports, values, retains, and develops university employees at the highest level of excellence. As a champion of workplace culture, the CHRO is responsible for developing and executing a human resources strategy that enables staff and faculty to work at their best. The CHRO will provide direction and strategy on issues involving recruitment and retention, employee and labor

relations, professional development, benefits, payroll and compensation, onboarding, performance evaluations, and more.

The best candidates will be experienced in leading successful, equitable teams in an intricate organization, and will embody Montclair's values of advocacy, partnerships, leadership, courage, quality and excellence, and integrity. They will bring experience and knowledge in innovative human resources work, and will have a strong commitment to diversity, equity, inclusion and belonging. Well-qualified candidates will be seasoned human resources leaders, with experience in higher education preferred.



## OVERVIEW OF THE POSITION

The chief human resources officer (CHRO) is a pivotal executive leadership role within the University, responsible for spearheading human resources (HR) strategies, employee success initiatives, and forward-thinking HR practices. Reporting directly to the chief operating officer, the CHRO will be a change agent who will carefully architect, promote, and execute the vision for HR to align with Montclair's strategic objectives, fostering an environment of employee engagement, organizational development; and operational excellence.

The new CHRO will have three key priorities crucial to success, all centered around careful relationship cultivation. Overall, the CHRO will instill a welcoming and friendly culture within the HR team focused

on warmth, genuine patience, and responsiveness, prioritizing clear and concise policy communication.

Firstly, fostering strong relationships with union leads, union members and staff is paramount. A client-centered approach will ensure a solid foundation for any potential future amicable renegotiation of union contracts. In all interactions with the CHRO team, whether small or large, the importance will be on relationship-building, even in communication surrounding standard contract updates. Each touch point and interaction, at any level is an opportunity to build trusting collaboration. This customer-service approach will guide interactions with union management, portraying the CHRO and each of their human resources team members as an approachable, accessible, and

effective leader and motivator.

Effective partnership with faculty, the provost, and deans on academic matters is essential. The CHRO will prioritize working efficiently on all academic-related issues, ensuring cohesive communication efforts with faculty members.

Lastly, collaboration with Montclair vice presidents and each of their departments is crucial for fostering a united and supportive leadership culture across the campus. All of these intertwining priorities underscore the importance at Montclair of building strong relationships among leadership teams across campus to ensure success. The human resources department will be well-coordinated and unified, working together towards common goals and

objectives. Cohesion leads to greater efficiency, effectiveness, and success in achieving strategic synergistic outcomes.

The ideal candidate will be an employee-focused leader with extensive experience in human resources management, talent development, workplace innovation, employee engagement strategies, managing growth and implementing new practices within diverse employee groups. This includes expertise in developing effective HR programs, enhancing employee retention and development, pioneering groundbreaking workplace practices, and leveraging data-driven insights for strategic decision-making.

Montclair utilizes Workday Enterprise Management Cloud as the tool and platform to ensure smooth communications across the Human

Resources department and Finance team. Critical to success will be the CHRO's ability to maximize all that Workday has to offer. This will include streamlining common staff interactions with HR and other procedures and processes across campus.

**The CHRO will oversee staff in the following departments:**

- Talent Acquisition
- Benefits
- Classification and Compensation
- Payroll
- Employee and Labor Relations
- HR Business Systems (Workday)
- Learning, Development, and Performance

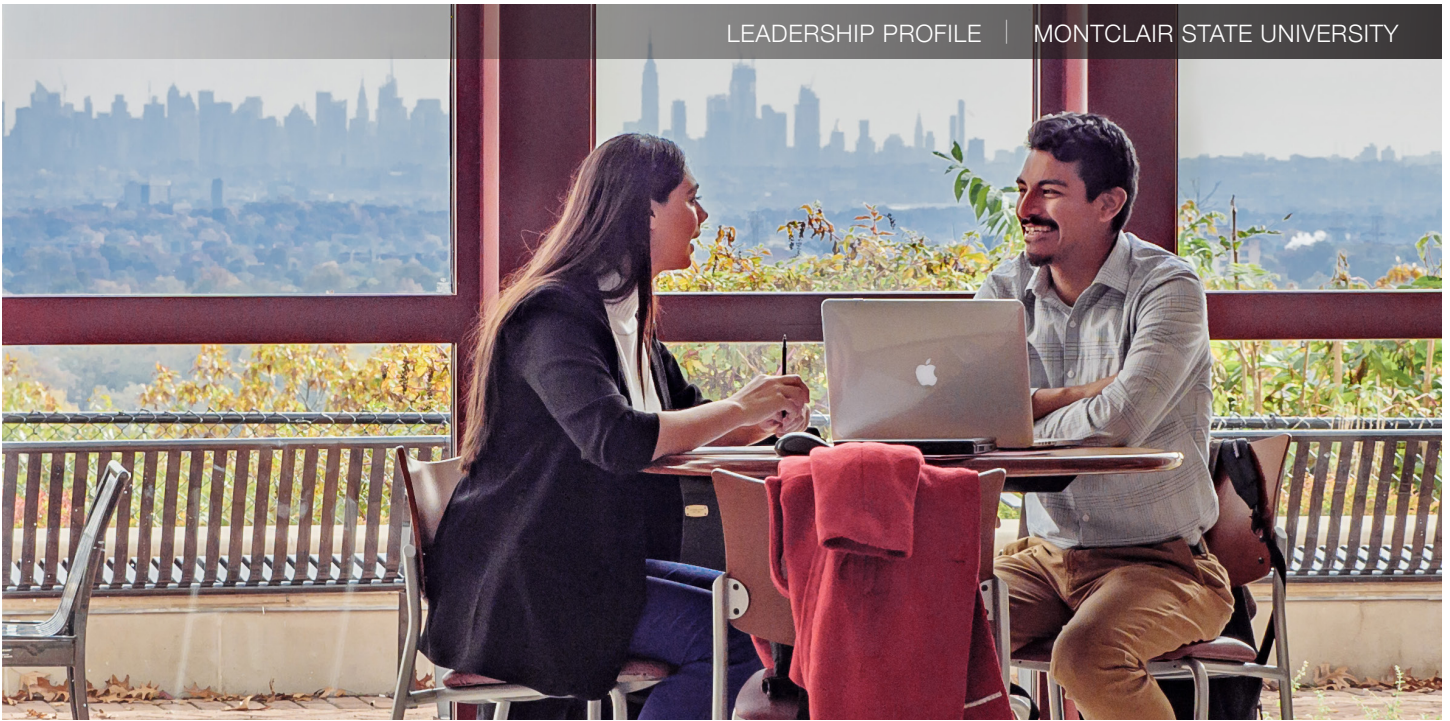
For a more detailed outline of the organization structure please visit: <https://www.montclair.edu/human-resources/contact-us/human-resources-staff-directory/>

**Additional duties and responsibilities include, but are not limited to, the following:**

*Strategic Leadership and Vision:* Provide strategic leadership and vision in developing comprehensive HR strategies that support Montclair's objectives. This includes reimagining HR practices to meet future organizational needs, driving organizational culture initiatives, and ensuring alignment across all HR functions.

*Talent Management and Development:* Develop and implement forward-thinking talent management strategies to attract, retain, and develop top talent. Overseeing recruitment, performance management, leadership development, and succession planning processes to build a high-performing, diverse workforce will be priorities.





***Employee Engagement and Culture:***

Champion initiatives that enhance employee engagement, foster a positive work environment, and promote a culture of inclusivity, respect, and collaboration. Act as a key driver in organizational culture initiatives, ensuring that HR practices support an environment where employees feel valued and motivated. Work with the HR leadership team and General Counsel to lead labor management discussions, negotiate collective bargaining agreements, and serve as an open-minded decision maker in union grievances.

***Workplace Innovation and Employee***

***Success:*** Lead the creation and implementation of visionary HR practices and programs aimed at enhancing employee satisfaction, productivity, and well-being. This includes overseeing benefits and compensation structures, work-life balance programs, and wellness initiatives.

***Operational Excellence and HR***

***Infrastructure:*** Evaluate and enhance HR operational efficiencies through process improvements, technology adoption, and policy development. Ensure the HR infrastructure is robust, agile, and capable of supporting the organization's growth and complexity.

***Diversity, Equity, Inclusion and***

***Belonging (DEIB):*** In partnership with the Inclusive Excellence and Institutional Equity team, drive DEIB initiatives to ensure an equitable and inclusive workplace where all employees have the opportunity to succeed. Develop strategies and programs that promote diversity and inclusion across all levels.

***Collaboration and Communication:***

Work closely with senior leadership, faculty, unions, peers, managers, and employees to foster open communication and collaboration. Serve as a trusted advisor on HR

issues, providing guidance and support to ensure alignment with the University's goals and employee needs.

***Compliance and Risk Management:***

Ensure compliance with all labor, employment, and benefits laws and regulations. Implement risk management strategies related to human resources, safeguarding the University and its employees.



## HOW SUCCESS FOR THE CHRO WILL BE DEFINED

The CHRO will lead a dynamic HR team, inspiring and cultivating leadership and operational excellence within the department. This role requires a visionary leader who is passionate about employee success, capable of driving change, and committed to fostering a workplace that supports growth, innovation, and excellence.

The CHRO will play a critical role in ensuring that Montclair State University not only attracts and retains the best talent but also promotes a culture of engagement, diversity, and inclusion. Maximizing the most advanced technology, streamlining processes and procedures in order to ensure excellent customer service and the most efficient operational systems will be achievements worth celebrating. Through strategic leadership and innovative HR

practices, the CHRO will contribute significantly to Montclair State's success and sustainability.

### CHRO Near-Term Priorities

Collaboration is deeply ingrained in Montclair's culture. This is achieved through thoughtful communication, streamlined processes and trust. The CHRO will carefully cultivate close relationships with union leaders, union members, faculty, staff, the provost, vice presidents and deans, and ensure that student interests are prioritized.

#### *Establish HR Strategy and*

*Philosophy:* Develop an HR strategy and philosophies that articulate the role of HR, service commitments, and how HR supports the University's strategic plan.

#### *Align Talent Management Services*

*and Programs:* Review HR services against the HR Strategy and Philosophy and outline ownership

and accountability in a service partnership agreement.

#### *Redesign Business Processes and Optimize Technology:*

Improve core HR business processes for greater efficiency, effectiveness, and optimization of technology (i.e., create position, requisition, classification, compensation analysis, and performance management for any given role).

#### *Align HR Organizational Structures*

*and Roles:* Redesign HR's service delivery model and align the HR organization to provide effective strategic, partnership, and transactional support to the University.

#### *Establish HR Service Culture and Measure Service Effectiveness:*

Optimize the existing technology and identify key performance indicators in alignment with the strategy and measure and report out on performance.





## PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES

Competitive candidates will be experienced in leading successful, equitable teams in an intricate organization, and will embody Montclair’s values of advocacy, partnerships, leadership, courage, quality and excellence, and integrity.

### Required Qualifications

- A bachelor’s degree in Human Resources, Organizational Psychology, or related field
- Prior experience as CHRO/CPO, vice president of Human Resources, or true “number two” in a similar leadership role
- 7-10+ years of experience in an HR-related function
- Proven success prioritizing diversity, equity, inclusion and belonging in hiring, training, and culture development
- Experience leading amicable labor management discussions, negotiations, and implementation of Collective Bargaining Agreements and managing grievances
- Record of success in creatively enhancing institutional processes, optimizing communication channels, and adeptly eliminating bureaucratic obstacles
- Exceptional interpersonal and communication skills, especially in working collaboratively with the executive team
- Strong organizational, problem-solving, and project management skills, with a focus on continuously improving the team
- Creative mindset in motivating employees and developing best people practices
- Prior experience with advanced human resources technology and software, including vetting and selecting vendor partners for the institution
- Managing employee-related KPI (key performance indicator) tracking that can be effectively communicated to all leaders

### Preferred Qualifications

- Master’s degree
- Senior human resources experience at a similar size public university
- Depth of knowledge and experience adhering to both federal and state laws relating to higher education
- Experience in hiring and talent acquisition in a global environment
- Active affiliation with a broad range of professional networks and organizations and ongoing community involvement
- Candidates with the following certifications are preferred: SHRM Senior Certified Professional (SHRM-SCP), SHRM Certified Professional (SHRM-CP), or Senior Professional in HR (SPHR)
- Strong organizational awareness and a proven ability to learn and navigate the decision-making structures within a complex organization



## 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 116 years of distinguished history, Montclair today has 13 colleges and schools that serve more than 22,000 undergraduate and graduate students with more than 200 doctoral, master's, and baccalaureate degree programs.

Montclair ranks among the top 10 universities nationally for social mobility and is noted in the top 12 for its exceptional student outcomes that 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 population of students representing 42 U.S. states and territories and 113 countries. As an HSI institution, Montclair State University is majority-minority serving. More than 40% of new undergraduate students are the first in their family to pursue higher education and nearly 44% are Pell Grant eligible. Montclair also ranks in the top 13% of 4,500 postsecondary institutions in the U.S. for return on investment.

### Mission Statement

Montclair State University is committed to serving the educational needs of New Jersey with programs characterized by academic rigor and currency in the development of knowledge and its applications. The University will offer a comprehensive range of baccalaureate, master's, and certificate programs and a focused portfolio of doctoral programs that are closely aligned with the University's academic strengths and the needs of the state.

The University will recruit faculty with exceptional academic or professional credentials and a deep commitment to the pursuit of their development as teachers and scholars. The University will admit to study with this faculty students who have demonstrated the potential for high achievement, diligence in the pursuit of their



education, and high aspirations for using their education. The University will be inexorably committed to the maintenance of a learning community that is deeply and broadly reflective of the diverse population of New Jersey.

All University programs will develop in students the ability to discover, create, evaluate, apply, and share knowledge in a climate characterized by tolerance and openness in the exploration of ideas. Curricular and co-curricular programs will cultivate the ability to think critically, to act ethically, and to become informed citizen-participants prepared to assume leadership roles in a democracy. Recognizing the increasing connectedness of the world, the University will

ensure that all students develop an understanding of global issues and of their responsibilities as citizens of the world.

The University will serve as a center for the creation of new knowledge and for the development of innovative applications of existing knowledge and as a center for pedagogical and artistic excellence and creativity. The University seeks to focus the professional activities of its faculty and the educational endeavors of its students on the enduring disciplines that will continue to constitute the knowledge base of an educated citizenry in the 21st century, as well as on the more specific and changing areas of study that have particular relevance to the region served by the University.

The University will play a role beyond the campus community, partnering and collaborating at the local, state, national and international levels to make positive contributions to addressing issues of importance to society, to enable students to experience their ability to use knowledge in constructive ways in the world, and to share the rich array of intellectual and cultural resources of the University with the people of New Jersey.



## 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, Bloomfield, and Clifton
- Campus encompasses 252 acres
- Over 300 majors, minors, concentrations, and certificate programs
- Over 200 degree programs
- 22,570 total students, the largest enrollment in Montclair history with 18,062 undergraduate students and 4,508 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 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 a Ph.D. in Industrial and Organizational Psychology, and a PhD in Clinical Psychology.

Montclair State University also offers an AuD in Audiology occupying one of the finest clinical and research facilities in the tri-state region. The instructional programs of Montclair are currently distributed among the following colleges and schools:

- College of Humanities and Social Sciences
- College for Education and Engaged Learning
- College for Community Health
- College of Science and Mathematics
- Bloomfield College of Montclair State University
- Feliciano School of Business
- College of the Arts
- John J. Cali School of Music
- School of Communication and

Media

- School of Nursing
- School of Computing
- University College
- The Graduate School

#### Financial and Operational Highlights

- Montclair State University's annual budget for the current fiscal year is over \$500 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% over the past five years.
- Keeping low tuition rates has been challenging. 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 State University as a financially strong and stable university. Moody's currently rates the University as A2, and Fitch as A+ with a stable outlook.
- Montclair State University has enjoyed much recent success at 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 growth of the endowment that now is in excess of \$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 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, "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 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 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 he is a tenured faculty member in political science.



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.



**Ben Durant, Chief Operating Officer and Senior Vice President for Finance and Operations**

Benjamin C. Durant III, Montclair State University's chief operating officer and senior vice president for finance and administration, has cultivated a record of collaborative leadership and strategic resource management throughout his distinguished career in both higher education and local government environments. Since joining the executive team at Montclair in 2023, Durant provides executive leadership to ensure the University's financial, administrative and operational integrity. Durant also oversees the institution's half a billion dollar operating budget, as well as core

operational areas including human resources, information technology, finance, business services and facilities.

Before coming to Montclair, Durant spent 13 years in senior level administrative roles in academia, including vice presidential roles for Guilford College, North Carolina Central University and Elizabeth City State University. A year before joining Montclair, Durant accepted a short-term position as interim chief financial officer for New Jersey City University, providing pivotal leadership as he helped the institution navigate through severe financial difficulties and develop a comprehensive plan for institutional recovery.

Durant was then selected to provide leadership over operations at Montclair due to his commitment to its mission as a public-serving institution and the deep respect he demonstrates for the work of students, faculty and staff on campus. Serving others is important to him, and his team recognized his eagerness to put his skills and experiences to use in ensuring the

long-term success of the University.

Durant's commitment to serving others - for which he credits his parents and upbringing - influences each decision he makes as a COO. After spending his childhood moving around frequently due to his father's military service, Durant and his family settled in Hertford, North Carolina, the state where Durant would remain through high school, college, graduate school and the opening stretch of his career. Inspired by his father, an Air Force master sergeant, and his mother, an eighth grade English teacher, to pursue a career in public service. Durant completed his master's in public administration at the University of North Carolina at Chapel Hill and began his career working in municipal government. He spent 13 years working for the City of Asheville, North Carolina, including several years as its chief financial officer. During his tenure his dedication to his staff was acknowledged with an Excellence in Public Service Award for Outstanding Manager. Under Durant's leadership, the city of Asheville consistently excelled in financial management and budget reporting receiving the

"Excellence in Financial Reporting Award" and "Distinguished Budget Presentation Award" from the Government Finance Officers Association on an annual basis.

Since transitioning into higher education, Durant, a change agent, takes pride in streamlining processes to achieve optimal efficiency, serving as a strategic collaborator to his team and fostering synergistic external partnerships. Additionally, his team believes financial analysis, strategic planning, careful financial reporting, and clear internal communication will help Montclair thrive in a way that makes alumni proud. Their enthusiasm to embrace innovation and maximize resources allows Montclair to provide students a client-centered experience with a tradition of excellence.

Visit [www.Montclair.edu](http://www.Montclair.edu) to learn more about Montclair State University.







## 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 and bistros, boutiques and restaurants, 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. Residents have access to 175 acres of parks and rivers and a funky, eclectic downtown, complete with a robust arts scene and lots of great food. Montclair's public schools serve students from kindergarten through grade 12, as do a number of 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, with an international airport and large venues 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 into and out of Manhattan.



## PROCEDURE FOR CANDIDACY

Brettschneider Executive Search is assisting Montclair State University in this search. Please submit all applications, confidential nominations and inquiries to [Montclair@BrettSearch.com](mailto:Montclair@BrettSearch.com). Applications should include, as separate documents, a CV or resume and a letter of interest addressed to Kim Brettschneider, CEO, Brettschneider Executive Search, highlighting how the candidate's experience specifically relates to the themes in this profile.

*Montclair State University is committed to establishing and maintaining a diverse campus community that is representative of the State of New Jersey through inclusive excellence and equal opportunity. Montclair State University's commitment to access and equity is designed to prepare each graduate to thrive as a global citizen. As an affirmative action, equal opportunity institution we are working to support a campus-wide agenda to foster a community that both values and promotes the varied voices of our students, faculty, and staff. The University encourages candidates to apply who will contribute to the cultural tapestry of Montclair State University.*

**MONTCLAIR**  
STATE UNIVERSITY

