

# LEADERSHIP PROFILE

VICE PRESIDENT FOR  
FINANCE & TREASURY



**MONTCLAIR**  
STATE UNIVERSITY



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## Executive Summary

Montclair State University seeks a collaborative, strategic and innovative financial executive to serve as its next vice president for finance & treasury (VPFT). This role is reporting to the chief operating officer and senior vice president for finance and administration (COO/SVP) who is also the chief financial officer of the University. The vice president for finance & treasury plays a pivotal leadership role in advancing the University's financial health and strategic objectives.

The vice president leads a team of more than 60 members and oversees all aspects of financial management, treasury functions and fiscal planning, ensuring the financial integrity of the University. The ideal candidate will take a strategic approach to the challenges of maintaining a sustainable financial

model for the University in a complex economic environment, including conceiving, structuring and executing new opportunities. The VPFT will be a creative strategist for the long-term health and financial growth of the University.

*Applications, inquiries, and nominations are invited to be submitted at: [Montclair@Brettsearch.com](mailto:Montclair@Brettsearch.com). Details on how to apply can be found 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 has 13 colleges and schools that serve more than 22,000 undergraduate and graduate students with more

than 300 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 families to pursue higher education and nearly 54% 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.

The VPFT will serve under the University's COO, overseeing and implementing a dynamic vision for all administrative and financial matters related to the institution.

The VPFT will spearhead pairing a forward-thinking vision with the willingness to join team members in the hands-on work of performance improvement and innovation. The VPFT will have overall leadership and management responsibility for the centralized financial functions of the University.

Among the most important strategic priorities for the VPFT will be: optimizing Montclair's financial processes; improving institutional analysis and reporting of relevant financial data; streamlining internal communications to better support operations managers across the University; and strengthening the availability of resources to support research, sponsored programs and other key institutional priorities.

The most desirable candidate will be able to do all of the above plus be strategic in their thinking and a thought partner to the COO

on initiatives such as real estate development, revenue diversification, and creating industry partnerships.

Leading the talented Finance and Treasury division, the VPFT will also inspire and cultivate leadership and operational excellence within the department. This role requires an ambitious leader who is capable of driving change, uses data and metrics proficiently and is able to effectively implement efficient policies and procedures across the University.

Taking advantage of the latest technology, the VPFT will streamline processes and procedures to ensure excellent financial management and implement the most efficient operational systems. Through strategic leadership and innovative financial management practices, the VPFT will contribute significantly to Montclair State University's success and sustainability.



## Overview of the Position

The vice president for finance & treasury is a pivotal executive leadership role within the University, responsible for spearheading a forward-thinking financial strategy, the hands-on work of performance improvement and innovation, and the overall leadership and management responsibility for the centralized financial functions.

Reporting to the chief operating officer and senior vice president for finance and administration, the VPFT is a key contributor to the president's cabinet. As leader of the Division of Finance and Treasury, the VPFT plays a central role in the management and oversight of a broad set of administrative functions (detailed under Responsibilities, below).

In close partnership with the COO/SVP and coordinating with other University constituents, the VPFT will develop and implement administrative plans that serve to further Montclair's mission, vision, values and strategic priorities at the highest level – while continuing to prioritize fiscal responsibility and academic excellence.

The VPFT must be an experienced administrator with proven leadership skills, including at least 10 years of financial and administrative leadership in higher education. In addition, the VPFT must possess a keen sense of the multiple challenges facing higher education in this moment, especially those specific to a public research university of Montclair's size and complexity. A demonstrated commitment to shared governance is also essential, as are

the interpersonal skills required to lead change and implement efficient and effective policies across a large and diverse institution.

The VPFT will prioritize diversity, equity and inclusion and serve as a model for the University by cultivating an atmosphere that welcomes and celebrates all aspects of diversity. Excellent communication skills will be required for success in the VPFT role, as well as the ability to work collaboratively and promote a culture of collegiality and innovation.

The VPFT will join Montclair at a time of great opportunity as the University balances the institution's need for financial stability with its high expectations and aspirations for students, faculty and staff, both now and in the future. Montclair has a strong \$600 million budget.

In addition, Montclair has enjoyed much recent success at developing additional revenue sources including extramural research and philanthropy.

In this context, the VPFT will be expected to continue efforts to streamline and automate processes and reporting capabilities, while also having overall leadership and management responsibility for centralized financial functions, including:

- **Controller's Office:** financial accounting, financial reporting, external audit, grants accounting, accounts payable, accounts receivable, fixed assets accounting, student accounts, and capital budgets.
- **Internal Audit (in partnership with the Office of the President):** operational, financial and performance audits, and conducting continuous improvement plans.
- **Office of Treasury:** cash management, debt, risk management, investment management and treasury operations.
- **Procurement Services:** purchasing, negotiation and administration of contracts, supplier relations and compliance with state regulations for purchasing.
- **Real Estate:** purchase and sale of real estate, including management of University-owned housing.
- **Construction Code Official:** Electrical, elevator, fire, building, and plumbing sub code officials.

Teams NOT within the Finance Department, reporting directly to the COO include:

- Budget and Planning
- IT
- University Facilities
- Risk Management
- Office of Sustainability
- Human Resources





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

***Financial Analysis and Planning:***

- Serve as the senior advisor to the chief operating officer and senior vice president for finance and administration on all financial matters.
- Lead the development, execution and monitoring of short- and long-term financial plans based on operational cash flow and balance sheet objectives.
- Lead the Finance team in the preparation of financial analyses that accurately evaluate and assess the University's financial position.
- Develop appropriate "dashboard" reports on key financial metrics to regularly update the COO/SVP and University senior leadership on financial operations and performance.

***Financial Reporting/Audit/ Compliance:***

- Overall responsibility for the accounting function, including all accounting operations, timely and transparent financial reporting, and advising the COO/ SVP on all accounting matters.
- Ensure that periodic financial reports accurately measure the financial condition of the University including: performance against prior year period; performance against budget; analysis and explanation of variances from operating/capital budget projections.
- Direct and provide oversight of the annual financial statement preparation and audit process; act as liaison with University's external auditors.
- Oversee the accounting, compliance and reporting for external grants and sponsored research.

- Ensure that strong internal controls are implemented and maintained, including regularly reviewing and updating appropriate internal financial policies, and communicating to the responsible parties.
- Supervise the retention of financial records and information.
- Assess, review and recommend technology systems and Workday enhancements to meet current and anticipated needs of the Finance Department.

***Debt and Treasury Management:***

- Overall managerial oversight of all University financial operations, from daily payments and student accounts receipts, to working capital cash position/short-term investments, debt issuance and capital structure.
- Ensure access to credit markets to maintain adequate bank credit lines, refinance existing debt,



and fund budgeted new capital projects.

- In consultation with the president and COO/SVP, foster strong relationships with and communicate the University's financial condition to external constituencies, including state agencies, banks, rating agencies, credit providers, issuing authorities, external debt consultants, investors and legal counsel(s) as related to financing/ credit activity.
- Lead the Finance team in monitoring compliance with all debt covenants, ensuring that required reporting to banks, rating agencies and investors is completed on a timely basis.
- Participate and collaborate, as required, in the negotiation of major contracts for services, lease of property or facilities, major construction and renovation projects with diverse vendors, sale or purchase of real estate, and other key transactions relevant to the fiscal status of the University.

***Procurement Management:***

- Direct the assessment and

implementation of procurement processes to optimize customer service, process efficiency, cost effectiveness and vendor relationships.

- Collaborate with cross-functional teams to align procurement strategies with University business objectives.

***Risk Management and Insurance Programs:***

- Lead the evaluation and enhancement of the University's risk management framework, identify and mitigate financial risks.
- Oversee and evaluate current insurance programs, ensure adequate coverage and compliance. (The director of risk management will report directly to Benjamin Durant).

***Leadership and Management:***

- Lead and provide direct supervision to the following business unit heads in the Finance Department: assistant treasurer, internal auditor, assistant vice president of procurement services, controller, construction code and others as

assigned.

- Develop the team to ensure requisite functional knowledge and capacity to carry out the responsibilities of the Finance Department, effectively and efficiently.
- In collaboration with the COO/SVP, optimize the Finance Department's organizational structure and overall performance.
- Foster an environment of teamwork, shared mission, inclusion, trust and collegiality, both within the financial management team.
- Represent the Finance Department on internal University committees and externally with governmental, civic, educational and professional organizations as needed and assigned.
- Advance the University's ongoing commitment to a diverse workforce and to professional development for all members of the community.
- Communicate financial planning and budgeting to a diverse community involving undergraduate, graduate and online populations.





## How Success for the VPFT Will Be Defined

The best candidates will prioritize data-driven decision-making and shared governance, and will embody Montclair's values of leadership, courage, quality and excellence, and integrity. Effective and clear communication and training to advance financial literacy campus-wide will be a key component of success in the role. The new VPFT will be expected to make lasting transformations at Montclair guided by detailed analysis and strategic revision of existing policies and procedures; demonstrated leadership in a highly complex, constantly shifting higher education environment is of the highest importance, in addition to a leadership style that balances communication, accessibility and decisiveness.

## VPFT Near-Term Priorities

*Establish finance strategy, philosophy and priorities:* Develop a financial management strategy and philosophies that articulate the role of the Division of Finance and Treasury, its service commitments and priorities, and how the Division supports the University's strategic plan.

*Streamline and automate processes and reporting capabilities:* Continue efforts to improve reporting mechanisms for planning, analysis, reporting, auditing and compliance purposes.

*Redesign business processes and optimize technology:* Improve core finance processes in Workday and other systems for greater efficiency, effectiveness and optimization of technology.

*Establish service culture and measure service effectiveness:* Optimize the existing technology and identify key performance indicators; measure and report out on performance through metrics.

*Leadership and management:* Lead and foster an environment of teamwork, shared mission, inclusion, trust and collegiality. Represent the Division to other leaders across the University and collaborate closely across departments.



## Professional Qualifications and Personal Qualities

The competitive candidate will be an experienced, innovative financial executive looking to make a meaningful impact.

### Required Qualifications

- Bachelor's degree from an accredited college/university in finance, accounting or a related field.
- Minimum of 10 years of substantial and increasingly responsible financial leadership experience in a large complex organization.
- Experience in financial leadership roles within higher education or public sector experience.
- Strong financial acumen and expertise in financial planning, accounting and financial reporting.
- Master's degree in accounting, finance or a related field and/or Certified Public Accountant (CPA) certification.
- Ability to establish trust, credibility and influence with the Board of Trustees and all levels of institutional leadership.
- Strong analytical and strategic thinking skills.
- Advanced proficiency in data analysis and financial modeling.
- Excellent communication and interpersonal skills and the ability to communicate complex financial concepts to non-finance professionals.
- Well-developed team-building skills and emotional intelligence.

### Preferred Qualifications

- Senior finance/accounting experience at a similar size public university.
- Knowledge of Workday, or relevant financial software and technology.
- Depth of knowledge and experience adhering to both federal and state laws relating to higher education.
- Active affiliation with a broad range of professional networks and organizations and ongoing community involvement.
- 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 and 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 serves a majority-minority student body. More than 40% of new undergraduate students are the first in their families to pursue higher education and nearly 54% 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, and Clifton.
- Main 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 Mathematics 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 PhD in Environmental Management which



combines interdisciplinary research in the sciences, as well as a PhD in Industrial and Organizational Psychology, and a PhD in Clinical Psychology.

Montclair State University also offers the Au.D. 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

- The Graduate School
- University College

### Financial and Operational Highlights

- Montclair State University's annual operating budget for the upcoming fiscal year exceeds \$600 million and will be fully balanced.
- Despite national trends, demand for enrollment has remained strong with each of the last three years seeing record breaking incoming undergraduate cohorts.
- To support its commitment to affordability, Montclair has consistently increased scholarship funding by more than 63% over the past five years.
- Keeping tuition affordable has been challenging in a state that historically does not fund its institutions well. While general operating support allocated by the State of New Jersey has increased under the current administration, 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 Montclair 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.

Professor Koppell's research and writing broadly examines the design and administration of



complex organizations in the public, private and nonprofit sectors. His book *World Rule: Accountability, Legitimacy and the Design of Global Governance* reveals the hidden world of “global governance organizations” such as the World Trade Organization, the International Organization for Standardization and the International Accounting Standards Board that have more effect on our daily lives than we might imagine.

Both his academic articles and previous book, *The Politics of Quasi-Government* address many of the key policy issues of the moment; including government involvement in for-profit enterprise, regulation of financial institutions and corporate governance.

Before becoming dean at ASU, Koppell was director of its School

of Public Affairs. He began his academic career at Yale University, where he held faculty appointments in the School of Management and led the Milstein Center for Corporate Governance Performance.

He serves on the boards of several nonprofit organizations and has been a visiting scholar at the Brookings Institution, a Markle Fellow at the New America Foundation and a Fulbright Lecturer in Shanghai, China.

He is the author of books and articles on global governance institutions, public-private hybrid organizations and corporate governance.



**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 over 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 to 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. All applications, confidential nominations and inquiries are invited to be submitted at **Montclair@BrettSearch.com**. Applications should include, as separate documents, a CV or resume and a letter of interest addressing 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.*

