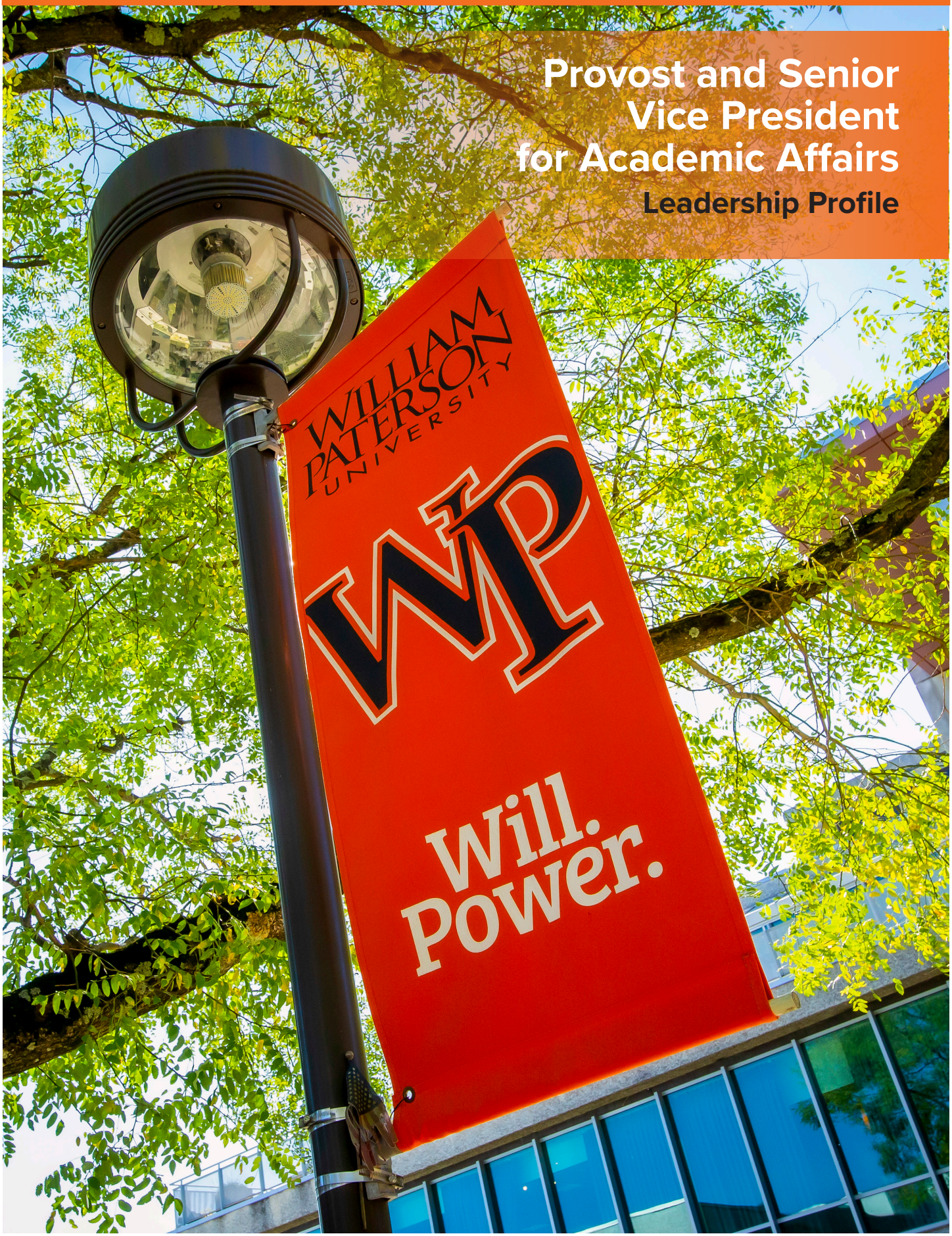
Provost and Senior Vice President for Academic Affairs

Leadership Profile



About the University

William Paterson University is a public regional university located in suburban Wayne, New Jersey. One of the largest universities in the state, with more than 12,000 undergraduate, graduate, doctoral, and dual enrollment students, the University has nearly 95,000 alumni, including more than 75,000 who reside in New Jersey. Richard J. Helldobler, PhD, became the University's eighth president in 2018.

The University is among the most diverse universities in New Jersey and the region. Approximately 40 percent of its students are the first in their families to attend college. The University is designated as a Hispanic-Serving Institution, with approximately 30 percent of students indicating Hispanic heritage, and a Minority-Serving Institution with 59 percent students of color. The University recently earned designation as one of the nation's Research Colleges and Universities by the Carnegie Foundation for the Advancement of Teaching and the American Council on Education, recognizing the institution's growing contributions to research and scholarship.

William Paterson is committed to expanding educational opportunities, promoting social and economic mobility, and preparing students to succeed in an increasingly complex and rapidly changing world. WP students benefit from personalized teams of experts and mentors, small class sizes, and extensive opportunities for research, internships, clinical experiences, and community engagement. The University was ranked No. 55 nationally in the 2025 CollegeNet Social Mobility Index, reflecting its success in serving students from diverse socioeconomic backgrounds and supporting meaningful educational and career outcomes.

Our Mission

William Paterson University as a proud diverse community, designated as a public Hispanic and Minority Serving Institution, creates transformative academic and extracurricular experiences leading to meaningful careers, and promotes economic and social mobility. We empower our students through intentional and holistic support systems within flexible, innovative, and inclusive environments. Our graduates will power the New Jersey economy and beyond, thriving professionally and personally through a commitment to community engagement and social justice.

Dr. Richard Helldobler, President



Now in his ninth year as the eighth President of William Paterson University, Dr. Richard J. Helldobler's commitment to student success as a pathway to opportunity and social mobility is inspired by his personal journey as a first-generation college graduate of immigrant parents and his professional experience over more than three decades of innovative teaching and leadership across higher education.

Under his leadership, William Paterson launched several initiatives to advance access, affordability, and success, including Pledge 4 Success, which fills financial aid gaps for qualifying students; Will. Power. 101 & 102, a first-year experience program that improved student retention; Student Success Teams, which provide each student with a dedicated group of academic, financial aid, and other advisors and mentors; and WP Online, which has opened new markets and grown to offer dozens of fully online undergraduate and graduate degree programs and certificates aligned with industry workforce needs.

President Helldobler is making William Paterson a "Powerhouse of Progress" for the students who are changing the social fabric of New Jersey and our nation, as demonstrated by the University's position in the top 2.9 percent of institutions nationally in CollegeNet's 2025 Social Mobility Index, to name just one measure.

President Helldobler has been widely recognized for his accomplishments on behalf of William Paterson, as well as his contributions to higher education leadership development. He received the 2025 ACE Council of Fellows Mentor Award and the 2024 ACE Reginald Wilson Diversity Leadership Award. He has been recognized for his leadership by top business publications, including being named to the NJBIZ Education Power List and a 2026 Higher Education Influencer by ROI-NJ. He is an inaugural recipient of the NJBIZ Executive Excellence Award. He serves on the American Association of State Colleges and Universities (AASCU) Board of Directors and its Committee for Student Success, as well as the boards of the New Jersey Association of State Colleges and Universities, the N.J. Pride Chamber of Commerce, and LGBTQ Presidents in Higher Education, where he chairs its Presidents Council and is a past Board President. He is also a member of the Presidents' Council of the N.J. Athletic Council.

A trained dancer and theatre director, he earned his Ph.D. and M.A. in Theatre from Bowling Green State University and his B.B.A. in Marketing from the University of Toledo.

Academics

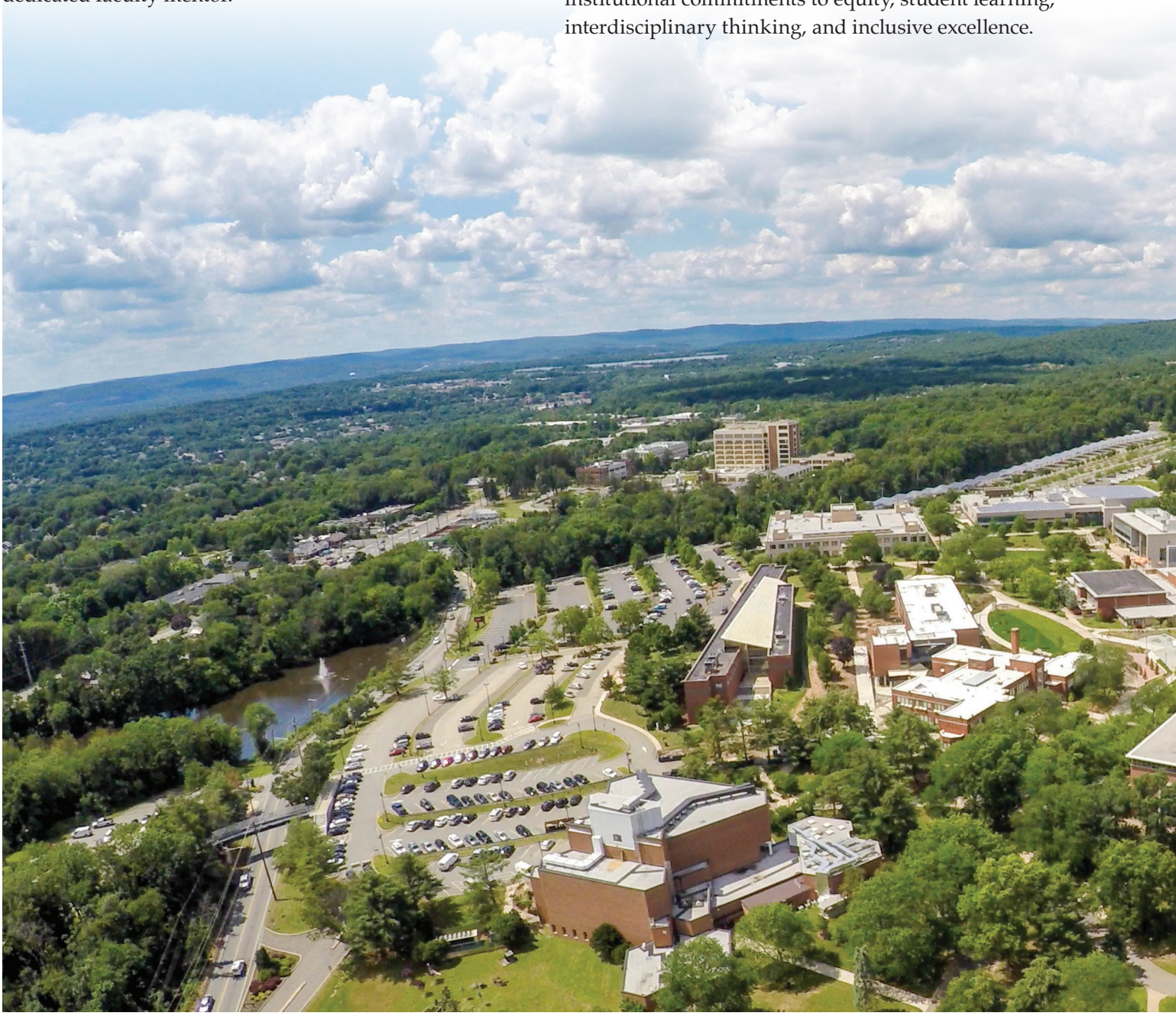
The University offers more than 150 bachelor's degree, master's degree, and undergraduate and graduate certificate programs, and three doctoral programs—the doctor of nursing practice, the doctorate in clinical psychology, and the doctor of education in leadership. Programs are offered through four colleges: Arts, Humanities, and Social Sciences, the Cotsakos College of Business, Education, and Science and Health.

At the undergraduate level, the Honors College provides academically motivated students enriched curricular and co-curricular experiences. Open to students in all colleges and majors, the Honors College offers a choice of 11 honors tracks that include the opportunity to conduct research and complete an honors thesis with the support of a dedicated faculty mentor.

In 2020, the University launched WP Online, a platform now offering 57 fully online degree programs, significantly expanding educational access for adult learners and working professionals.

A School of Nursing, established in 2023, reflects the growth and impact of its nursing program. In 2024, the College of Adult and Professional Studies was established to meet the needs of the University's growing population of adult learners, online learners, military-affiliated students, and individuals seeking alternative pathways to degree completion and career advancement.

The University recently revised its University Core Curriculum following a comprehensive review as part of WP's Strategic Plan 2022-2025. Known as UCC 2.0, the core, which is required for all undergraduates, reflects institutional commitments to equity, student learning, interdisciplinary thinking, and inclusive excellence.



Ongoing assessment processes support continuous improvement of general education and student learning outcomes.

William Paterson provides learning opportunities in its classrooms, laboratories, and studios, and throughout the campus, as well as at various off-campus locations, including the adjacent High Mountain Park Preserve. Its state-of-the-art facilities include an expanded and renovated Science Complex, dedicated in 2012, and an 80,000-square-foot, $40 million academic building, University Hall, which opened in 2016 and was funded in part by $30 million from New Jersey's "Building Our Future" Bond Act. An initiative to modernize the academic core of the campus has continued with the renovation of two academic buildings, Barbara M. Grant Hall, formerly Preakness Hall, which reopened in fall 2017, and Hunziker Hall, completed in 2018. In May 2025, the University launched a $40 million state-funded transformation of its existing Sports and Recreation Center into the Recreation and Health Sciences Center. The facility is scheduled for completion in June 2027.

In 2011, the University became the first public New Jersey college or university to require new undergraduates to take a course on civic engagement. William Paterson is an active leader in civic engagement through the American Democracy Project and Engage NJ.

The University is committed to sustainability and is a charter signatory of the American College and University Presidents Climate Commitment. Its solar panel installation, dedicated in 2010, ranks among the largest university installations in the United States.



Faculty

William Paterson's faculty members provide a valuable blend of accomplished scholarship and practical, applied experience. This is a group of academic professionals who are willing to bring forward change for the new generation. Among the University's 257 full-time faculty members are highly distinguished and diverse scholars and teachers. They include Fulbright scholars, a Guggenheim Fellow, and recipients of numerous other awards, grants, and fellowships from the National Science Foundation, the National Endowment for the Arts, the National Endowment for the Humanities, the National Institutes of Health, the U.S. Department of Education and more.

During the 2024-25 academic year, the University garnered $13 million in funding from federal, state, and local government sponsors. Grants supported faculty and academic initiatives in a variety of areas, ranging from individual faculty research and projects to programs focused on education and outreach, providing significant resources that support the University's role as a comprehensive institutional resource in its region and state. Additionally, grants provided funding for student support initiatives.

The Faculty Senate serves as a governance body elected by the faculty which has the responsibility to provide a forum for discussion and the formulation of policy, gather information and opinion for study and take such action as is necessary in cooperation with other sectors of the college community to make policies effective.

William Paterson University is a unionized institution. In addition to the American Federation of Teachers, employees are represented by the Communication Workers of America, International Federation of Professional and Technical Engineers, the Police Benevolent Association, and the Fraternal Order of Police.

Access and Affordability

Committed to providing an outstanding and affordable education for its students, the University awards more than 2,000 scholarships totaling $7 million each year. WP's Pledge 4 Success program, launched in 2019, provides grants for unmet need to students eligible for full New Jersey TAG and federal PELL grants. It served as the model for the New Jersey Garden State Guarantee launched in 2022. Together, these programs offer a four-year funding path that enables low-income students to attend WP tuition-free or at a greatly reduced cost.









Student Profile

During the fall 2026 semester, the University enrolled 6,498 undergraduate students and 3,351 graduate students. Approximately 41 percent of students are the first in their families to attend university.

In fall 2026, 27 percent of undergraduates were White; 36 percent were Hispanic; 20 percent were Black; 7 percent were Asian, 3 percent were multiracial, and 3 percent were international students.

At the graduate level, 45 percent were White, 23 percent were Hispanic, 15 percent were Black, 7 percent were Asian, and 3 percent were multiracial. One percent were international.

Student Support

William Paterson University offers a unique approach to student success. Each first- and second-year undergraduate student is assigned to a dedicated multidisciplinary Student Success Team consisting of a professional advisor, financial aid counselor, career coach, and academic coach. Beginning in the sophomore year, students are also connected with a faculty mentor within their intended major. This model provides coordinated academic, financial, career, and personal support throughout the student experience.

Innovative career readiness initiatives have contributed to strong post-graduation outcomes. The latest data shows that 90 percent of members of the William Paterson Class of 2024 had successful career outcomes six months after graduating – seven percent higher than the national average for public institutions. They also reported average starting salaries of more than $65,000, also outpacing national averages.

The University's PowerPaths Career Experience Program, launched in fall 2024, ensures that each undergraduate student participates in meaningful experiential learning opportunities through internships, civic engagement, field experiences, micro-internships, job simulations, and other applied learning opportunities as part of the college journey.



Alumni

The institution's nearly 95,000 alumni can be found throughout New Jersey, the nation, and the world, using their William Paterson degrees and experiences as a springboard to professional accomplishment and personal growth. They are leaders in the arts, business, health care, sports, entertainment, the media and education. They are public servants, artists, musicians, teachers, scientists, television personalities, authors, politicians, crime fighters and entrepreneurs. Their achievements reflect the University's mission and commitment to preparing graduates for success in their careers, communities, and lives.

Campus Life

An active campus life includes residential housing for more than 1,500 students who reside in seven residence halls. Social, cultural, and recreational activities include more than 90 campus clubs and organizations.

Cultural events take place throughout the year, featuring William Paterson's own talent and renowned professional artists and include concerts presenting jazz, classical, and contemporary music; theater productions; gallery exhibits; and the acclaimed Distinguished Lecturer Series, entering its 44th season.



Accreditation

William Paterson University is accredited by the Middle States Commission on Higher Education. The University's accreditation was reaffirmed in 2021. Its next review is scheduled for 2028-29.

In addition, the University's many college and departmental level accreditations include the Association to Advance Collegiate Schools of Business, Commission on the Accreditation of Allied Health Education Programs, Commission on Collegiate Nursing Education, National Association of Schools of Art and Design, National Association of Schools of Music, and the Council for Accreditation of Educator Preparation, among others.



Strategic Planning and Institutional Priorities

The University recently completed its Strategic Plan 2022-2025, which focused on the five pillars: adult learning; alternative credentials and certificates; attrition; decolonization; and revision of the Mission Statement.

Significant outcomes include significant growth in the adult student population and the strengthening of support resources designed to meet the unique needs of this group; the creation of more than 100 new undergraduate and graduate certificate programs aligned with the needs of the rapidly changing job market; the launch of dedicated Student Success Teams for each undergraduate student, helping the institution achieve its goal of reducing attrition of continuing



students by 10 percent; and the advancement of decolonization efforts through a redesign of the University Core Curriculum (general education program) to address inequality, equity, justice, and civic engagement. The Mission Statement was revised to reflect more fully the population of students that WP serves and its role in preparing them for personal and professional success that benefits New Jersey and the nation. The University is beginning a conversation to revise its vision statement.

The success of the 2022–2025 plan has positioned William Paterson to build on this momentum through its 2026–2031 Strategic Plan, advancing the University while preparing students for the evolving demands of the job market and the world they will enter after graduation.

The Strategic Plan 2026-2031 is currently in its final stages of refinement before expected approval by the Board of Trustees in November 2026. The plan focuses on the following five frames: enhancing academic offerings and support services; building community; strategic growth and collaboration; infrastructure and technological advancement; and access and affordability.

History

The third oldest public institution in New Jersey, William Paterson University was founded in 1855 as a normal school in the city of Paterson dedicated to the professional preparation of teachers. In 1951 the institution moved from Paterson to a new campus situated on the estate of the family of Garret Hobart, who served as vice president of the United States under President William McKinley.



The institution continued to expand and evolve, and in 1967, by state mandate, was transformed into a multipurpose liberal arts institution. In 1971, the institution was named after William Paterson (1745-1806), the New Jersey patriot who was a signer of the Constitution, New Jersey's second governor, and a U.S. Supreme Court Justice. The institution was designated as a university in 1997.



Athletics

William Paterson University Pioneers field 13 intercollegiate sports teams (six for men and seven for women), competing in Division III of the National Collegiate Athletic Association (NCAA) as well as the Eastern College Athletic Conference and the New Jersey Athletic Conference. There are also 31 club and intramural sports. Facilities include a turf football/field hockey field, turf baseball field, softball field, tennis courts, and a 4,000-seat recreation center arena. An addition and renovation to the Pioneer Athletics Fieldhouse, featuring a student-athlete-specific fitness center, was completed in 2025.

wpupioneers.com

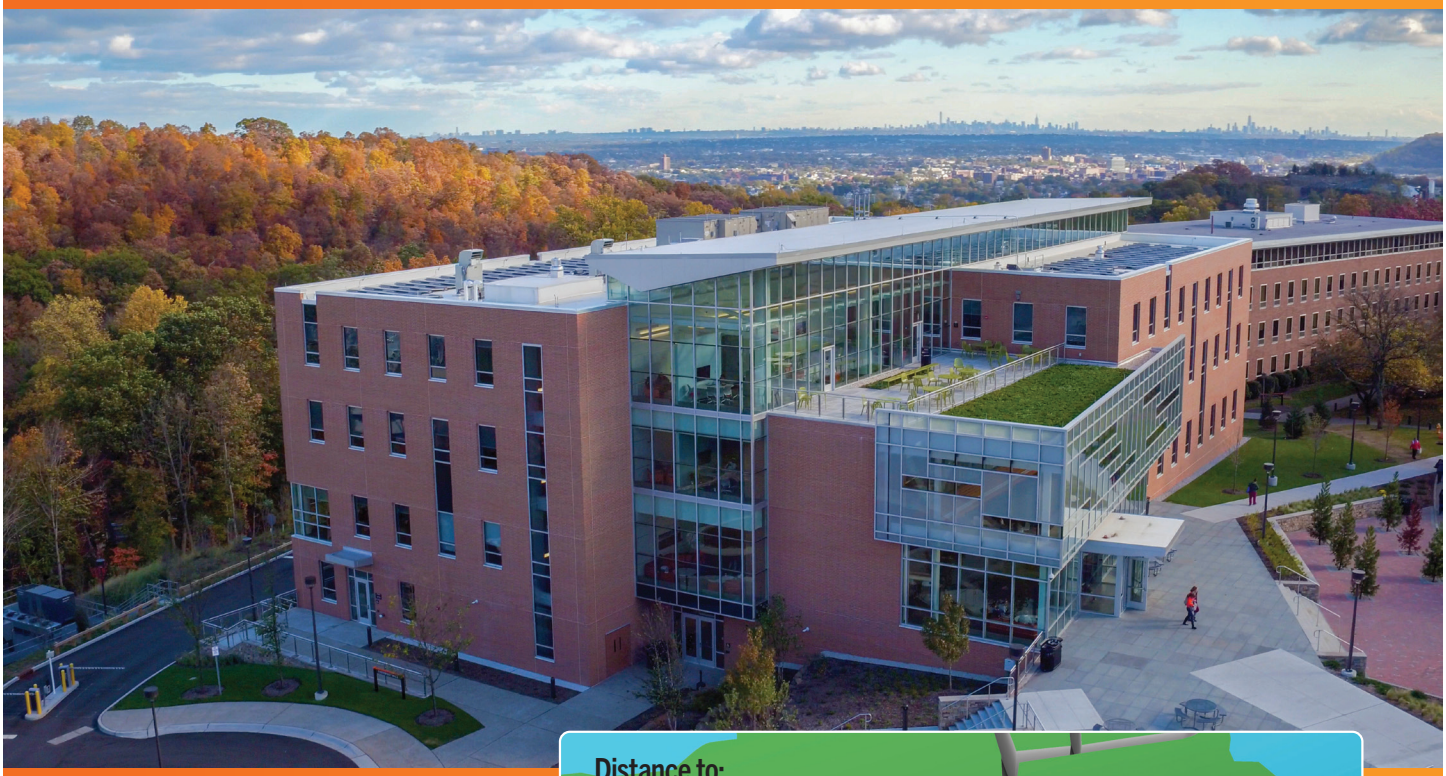


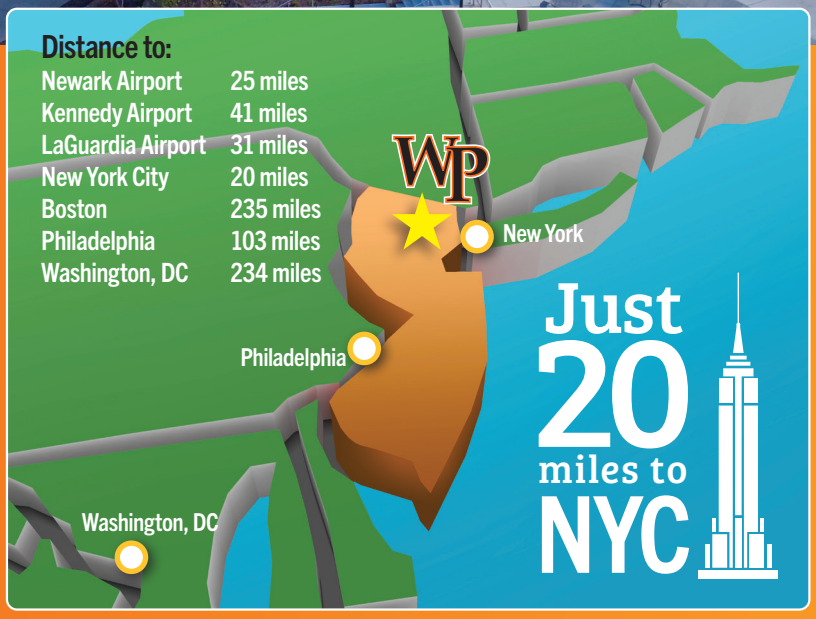




Location

Located on a 407-acre hilly, wooded campus in suburban Wayne, New Jersey, the University offers the best of all worlds. Bordering on High Mountain Park Preserve, nearly 1,200 acres of wetlands and woodlands, it is just three miles from the historic Paterson Great Falls National Historical Park and just 20 miles from the rich cultural, artistic, and commercial life of New York City. The University also borders the boroughs of Haledon and North Haledon. The Meadowlands Sports Complex is a 30-minute drive away, the Jersey Shore is an hour's drive south and Manhattan is a short train ride away.





Points of Pride



- Nursing enrollment is currently the largest in the northern half of New Jersey, on a single New Jersey campus, and among the state's public regional universities. Building on the University's success in nursing, the University is well-positioned to emerge as New Jersey's leading public regional educator across healthcare professions.



- A new Recreation and Health Sciences Center, under construction with $40 million in State funding, is scheduled to open in 2027. The Center will serve as a hub for the academic programs offered by the institution's Department of Kinesiology. The facility will provide classrooms, laboratories and other related spaces for the University's bachelor's degree programs in sports medicine, sport management, exercise physiology, and physical education, and master's degree programs in athletic training, exercise physiology, and sport administration. The project also includes construction of a new wellness center and a natatorium.

- The University is the largest producer of MBA graduates in New Jersey. The institution awarded 354 MBA degrees in 2025.



- William Paterson continues to align program development with workforce needs and student demand. Recent program additions include the Bachelor of Arts in Film, Television, and Audio; Bachelor of Arts in Journalism; Cybersecurity track in Information Technology; Supply Chain Management track in Management; and Master of Science in Computer Science.

- The University has significantly expanded opportunities for stackable credentials and certificates embedded within the curriculum, adding numerous undergraduate and graduate certificate programs designed to provide students with specialized, market-responsive skills. In the 2025-26 year, WP awarded 810 certificates to students.

WPOnline

- WP Online, the University's fully online degree platform, currently offers 57 fully online degree programs. Since its establishment in July 2020, online enrollment—graduate and undergraduate combined—has grown from zero to 4,249 students as of fall 2025, representing more than one-third of the total student body.

- The University was ranked No. 55 nationally in the 2025 CollegeNet Social Mobility Index, reflecting its success in serving students from diverse socioeconomic backgrounds and supporting meaningful educational and career outcomes.



- William Paterson University was designated a 2026-27 Gold Level Military Friendly® School by VIQTORY, a company that honors institutions that implement the best practices and policies for veterans. This is the 16th year in a row that the institution has been recognized for its support for veterans.



- William Paterson University has once again been recognized by Forbes as one of New Jersey's Best-In-State Employers, earning the distinction for the third consecutive year. The annual ranking, compiled by Forbes and market research firm Statista, recognizes employers that excel in workplace culture, professional development, compensation and benefits, opportunities for advancement, diversity and overall employee satisfaction. William Paterson was among 90 New Jersey organizations recognized on the 2026 list.



- William Paterson University has been recognized as a "Great College to Work For" for the second consecutive year, earning national recognition based primarily on feedback from the University's own faculty and staff. The honor, awarded to just 76 institutions across the country, is one of the largest and most respected workplace recognitions in the field.

Leadership Profile

The Provost and Senior Vice President for Academic Affairs (Provost) will be a dynamic, forward-thinking leader who shapes the academic direction of the University. The Provost will uphold both the caliber of academic programs and their responsiveness to student interests and workforce needs, continue to elevate teaching and scholarship, and help a diverse student body succeed academically and prepare for life after graduation. The Provost will play a pivotal role on the university's leadership team in driving its strategic priorities, including enhancing William Paterson as a premier destination for health-related professions education, adult learners, and online learning, all anchored in William Paterson University's mission as a proud, diverse, Hispanic- and Minority-Serving Institution that prepares students for meaningful careers and greater economic and social mobility.

The Provost will be an experienced, collaborative, strategic leader who has the capacity to represent and advance the institution's mission authentically. They must also have experience in strategically addressing the social, political, and financial challenges facing higher education that affect both traditional-age, graduate, and adult learners.

In addition to academic partners, the Provost will partner closely with leaders throughout the institution and will collaborate with other stakeholders across the University to cultivate a shared sense of interconnectedness across and among divisions. The Provost will possess exceptional communication skills and guide change with transparency, respect for faculty and staff, and meaningful and measurable outcomes. The Provost will have experience at the level of a vice president or dean and should hold a terminal degree with a scholarly record substantial enough to merit a faculty appointment within one of the University's Colleges.

As the institution's top academic officer, the Provost oversees the deans of the College of Arts, Humanities, and Social Sciences, Cotsakos College of Business, College of Education, and the College of Science and Health (which includes the School of Nursing). Beyond the Colleges, the Provost oversees the David and Lorraine Cheng Library, Honors College, the College of Adult and Professional Studies, WP Online, Institutional Effectiveness, Center for Teaching Excellence, Office of Sponsored Programs, and the Office of Community College and Dual Enrollment Partnerships.

The Role of the Provost and Senior Vice President for Academic Affairs

- Serve as a visible, collaborative partner to the President, Cabinet, deans, and faculty governance bodies. Serve as the President's designee when directed.
- Serve as chief academic officer, overseeing all undergraduate and graduate programs and leading academic planning, curriculum, and degree development.
- Direct and manage the deans and senior academic team, setting clear goals and KPIs, and ensuring responsibility and accountability for outcomes across the academic division.
- Partner with Enrollment Management, Finance, Marketing and Public Relations, and Faculty Senate to drive ongoing review of the academic portfolio, weighing program vitality, quality, and financial sustainability.
- Lead the academic alignment of the University's emerging strategic plan (WP 2031: Framing the Future), translating its five frames—access and affordability, building community, strategic growth and collaboration, infrastructure and technological advancement, and enhancing academic offerings and support services—into academic-specific priorities.
- Administer and steward the Academic Affairs division budget in alignment with University-wide fiscal priorities.
- Build on WP's momentum as a two-time "Great College to Work For" honoree and its growing national profile, including recent high-visibility recognitions of University leadership.
- Grow the health-related professions pipeline (the new School of Nursing, Master's in Public Health, Health Studies, Adult-Gerontology Nurse Practitioner) and position WP as the premier healthcare regional public institution in New Jersey.
- Partner with the Vice Presidents of Enrollment Management and Student Development on enrollment growth and retention strategy, to lead a renewed enrollment strategy that restores growth at the main campus and among first-time, full-time students, builds on WP Online's strong momentum, and continues to shape a meaningful, rigorous, and contemporary academic portfolio that reflects today's students and workforce needs.
- The Provost will academically position WP as a standout choice in New Jersey's evolving higher education landscape, sharpening the University's distinct value by adding signature academic programs and experiences creating a value add to WP degrees.
- The Provost will forge a collaborative, forward-looking partnership with shared governance bodies and the AFT (faculty union), advancing meaningful academic change through shared governance.
- The Provost will engage with students in the academic and co-curricular life of the University.

Organizational Structure

The Provost will report to the eighth President of William Paterson University, President Richard J. Helldobler. Direct reports will include the Associate Provost for Curriculum and Personnel, Associate Provost for Academic Initiatives, Executive Confidential Assistant to the Provost and Senior Vice President for Academic Affairs, Assistant to the Associate Provosts, and Chief Administrative Assistant to the Associate Vice President, Academic Operations.

Required qualifications:

- An earned doctorate, or equivalent terminal degree, from an accredited institution of higher education with a teaching, research, and service record commensurate with the rank of full professor.
- At least 5-10 years of successful experience in higher education leadership at the dean level or above.
- A successful record of program development leading to enrollment growth in traditional, adult, graduate, and online education.
- A successful record in leading or collaborating with student success initiatives that increased student retention.
- A successful record of working with traditional shared governance bodies at the college level or above.
- A successful record of fiscal management including budget reduction, reallocation, and strategic investments for growth.
- A successful record of securing or growing sponsored research.

Preferred:

- Experience in a collective bargaining environment.
- Experience with the adult learner populations.
- Experience with universal design in curriculum and program development.
- Experience in developing corporate partnerships leading to internship and employment opportunities.

Salary:

The salary range is from $230,000 to $298,000. The posted salary range represents the University's good-faith anticipated hiring range for this position. Final starting salary will be determined based on the selected candidate's qualifications and experience, University policies, relevant market considerations, and internal equity.

A New Jersey public university, William Paterson provides employees with a wide variety of benefits through the State of New Jersey, including healthcare, dental, and prescription drug coverage, paid time off, group life insurance, and mandatory retirement plans. The University also offers a competitive compensation structure and a supportive environment focused on professional and personal growth, with access to an Employee Assistance Program (EAP), a generous tuition assistance benefit, and multiple platforms for learning and development.

William Paterson University is dedicated to providing equal opportunities and equal access to all individuals regardless of race or ethnicity, sex/gender (including pregnancy), gender identity or expression, sexual orientation, age, disability, genetic information, marital status, civil union status, familial status, religion, national origin or citizenship, military service status, or any other category protected by law. William Paterson University does not discriminate on the basis of any category stated above or as prohibited by applicable law. Individuals from historically underrepresented backgrounds are encouraged to apply.

Nominations and Applications

All nominations and inquiries are invited to be submitted to: **provost@brettsearch.com** via the national firm, Brettschneider Executive Search, which is facilitating the process.

Application deadline is November 11.
Applications should be uploaded to this link, also found on BrettSearch.com/Provost.

Applications should include, as separate documents, a CV or resume, and a letter of interest addressing the themes in this profile.

WILLIAM PATERSON UNIVERSITY

wpunj.edu