

Section M

Element No. 13

**GOALS
ANALYSIS**

Sec. 46a-68-90

Goals Analysis

Under Section 46a-68-90(a) of the Regulations of Connecticut State Agencies, the University has prepared a report on all activity undertaken, including progress made toward those ends, to achieve the hiring, promotion and program goals contained in the University's previous affirmative action plan. The University's long-standing hiring process whereby search committees, hiring supervisors, and the Chief Diversity Officer (in conjunction with designated representatives of the Human Resources Department) work closely together in the filling of new, open (and/or vacated) positions. This is standard University practice for the filling of all positions. This practice provides the Chief Diversity Officer with the necessary first-hand selection and hiring information that is vital to both Affirmative Action Plan preparation and the Chief Diversity Officer's responsibility to carefully scrutinize the University's hiring activity. Every good faith and affirmative action effort has been made to meet goals. Each goal has been separately addressed as required, and where goals are not met, this section includes the affirmative action involvement as well as search details. The established hiring and selection process at the University is as follows:

The Chief Diversity Officer works with each Hiring Supervisor, Search Committee Chairperson and members of each designated search committee for all hires throughout the hiring process and reviews applications for all positions. When it is determined that goal candidates or other candidates do not meet the qualification requirements for a position, or applicants are not being considered for an interview, extensive communication takes place and the Chief Diversity Officer meets with either (or both) the Search Committee Chairperson and/or Hiring Supervisor and carefully scrutinizes the hiring process, in accordance with the Affirmative Action Regulations and the Chief Diversity Officer's monitoring responsibilities. The agreed upon selection criteria, interview questions and other factors continue to be carefully scrutinized both with the Hiring Supervisor and the Search Committee Chairperson. It is a standard practice that the Chief Diversity Officer (in conjunction with designated representatives of the Human Resources Department), Search Committee Chairperson, and the Hiring Supervisor mutually agree on the applicant/selection criteria, all sets of structured interview questions/alternate interview processes, and a review of the final candidate(s) for a position offer.

This University practice ensures non-discrimination in the application review, all aspects of the structured interview and selection process and the necessary first-hand communication with the Chief Diversity Officer between the hiring supervisor and the Search Committee throughout the hiring process. The University will continue this practice. No hiring takes place until the Chief Diversity Officer (in conjunction with designated representatives of the Human Resources Department) and the Search Committee Chairperson, and Hiring Supervisor carefully review and scrutinize the hiring for each position from beginning to end.

- (b) For each job search, the University provided an analysis on the race and gender of:
 - (1) the total applicant pool; ☐ ^{SEP}
 - (2) the qualified applicant pool; and
 - (3) the applicants interviewed,
- (c) If a goal *was* met, the University will identify the applicant as a goal candidate. ☐ ^{SEP} No other information will be submitted.
- (d) If a goal *was not* met, the University provides a narrative outlining the University's good faith efforts to achieve that goal by explaining why each goal candidate was eliminated. For each unmet goal, organized by job search, a detailed narrative is prepared and each section discussed about each goal applicant in detail and as a complete course of action

during each job search.

HIRING GOALS

Reporting Period - April 1, 2017 – March 31, 2018

Effective February 13, 2017, Connecticut State Colleges and Universities (“CSCU”) President and the System Office instituted a hiring freeze from the projected state funding cuts. This action still remains in effect with various approvals to hire in certain occupational categories.

During the reporting period, there was only one (1) critical search that was conducted and executed in the Executive/Administrative/Managerial occupational category.

EXECUTIVE/ADMINISTRATIVE/MANAGERIAL

Goals (4) 2 WF, 1 BF, 1 HF:

Hire(s) (1): 1 HF

CHIEF DIVERSITY OFFICER

Selection: 1 Hispanic Female (HF)

The University accepted applications for the position of Chief Diversity Officer. The Chief Diversity Officer (“CDO”) reports to the President and will have the primary responsibility for providing inspirational and operational leadership for sustaining a diverse and inclusive climate and culture at WCSU. The CDO will be responsible for developing a comprehensive program of human rights, equal opportunity, diversity values and Affirmative Action for the University. The successful candidate will be responsible for the successful management of the University's Affirmative Action Plan and compliance reporting.

The CDO investigates complaints asserted under Title VI, VII, IX, Section 504, federal and local disability law, policy, and any law that prohibits discrimination based on a protected class. The CDO will serve as the University's Title IX Coordinator. Additionally, the CDO will oversee employment search processes including the review of search committee composition, conducting charges, recommending ad placements, and approving the applicant pool. The CDO develops educational and community relations programs that serve to enhance the institution's mission and will also work closely and collaboratively with the campus community and across divisions.

The successful candidate will serve as a catalyst and resource for implementing best practices and will be an advocate for the importance of diversity broadly defined and will demonstrate a strong track record in managing change and in developing and supporting initiatives that promote and advance diversity, equity, access, and inclusion. The successful candidate must possess a proven record of leading or facilitating the completion of diversity and inclusion initiatives within a higher education environment.

Qualifications: Master's degree, J.D., or above in law, human resource management, public administration, organizational behavior or a related field is required, as is six (6) or more years of professional experience working as part of an Affirmative Action or Equal Employment Opportunity program; Demonstrated experience in the preparation of Affirmative Action plans; Demonstrated knowledge and understanding of human rights, equal opportunity, rights of people with disabilities, multicultural and diversity issues; Experience in developing multicultural programs, diversity awareness programs and working in a higher education environment is preferred. Demonstrated ability to promote and lead programs and to speak to and write to a wide

variety of constituent and public groups; Demonstrated ability to develop and maintain constructive relationships with diverse populations, to analyze and solve complex human relations problems; Knowledge of federal, state and local laws and regulations related to diversity and equity; Excellent listening, verbal and written communication skills coupled with the ability to convey complex information in a clear and concise manner appropriate to the audience, including public speaking and formal presentation.

Twenty-nine applicants (29) Applied: 5 WM, 6 WF (goal candidate), 4 BM, 5 BF (goal candidate), 4 HF (goal candidate), 3 OM and 2 OF, which constituted the applicant pool for this executive search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 5 WM, 6 WF (goal candidate), 4 BM, 5 BF (goal candidate), 4 HF (goal candidate), 3 OM and 2 OF. Application materials included a cover letter outlining the contributions the applicant believes he/she can make to the development of the field of diversity and equity, their illustrated track record in managing change and in developing and supporting initiatives that promote and advance diversity, equity, access, and inclusion and the skills the applicant would bring to this position; and how his/her experience corresponds with the requested qualifications. A review of the applicant's current curriculum vitae as well as the names, addresses, e-mail addresses and the telephone numbers of at least five (5) professional references.

During the review of application materials, the search committee precluded the following applicants:

Nineteen (19) applicants did not have six (6) or more years of professional experience in the area of diversity and inclusion: 3 WM, 3 WF (goal candidate), 3 BM, 3 BF (goal candidate), 3 HF (goal candidate), 3 OM and 1 OF

Ten (10) applicants were extended telephone interviews: 2 WM, 3 WF (goal candidate), 1 BM, 2 BF (goal candidate), 1 HF (goal candidate) and 1 OF

Two (2) applicants withdrew from consideration prior to the interview: 1 WM and 1 BF (goal candidate)

Eight (8) applicants completed telephone interviews: 1 WM, 2 WF (goal candidate), 1 BM, 2 BF (goal candidate), 1 HF (goal candidate), and 1 OF were extended telephone interviews, and of these eight (8) telephone interviews, five (5) applicants were precluded from the search based on the following:

In the telephone interviews, three (3) applicants: 1 WF (goal candidate), 1 BM and 1 BF (goal candidate) did not articulate a clear understanding on the preparation of a University Affirmative Action plan; did not demonstrate a clear knowledge and understanding of human rights and/or multicultural and diversity programming at a four-year university; and did not illustrate clear experience in developing multicultural and diversity awareness programs.

In the telephone interview, one (1) OF applicant did not properly articulate the level of professional experience in diversity and equity matters to the search committee and demonstrated a weakness in communication skills with overseeing a university-wide office by the lack of examples in their professional experience. The applicant described having to assist others in tasks and not directing, leading, managing or supervising the creation of a University Affirmative Action Plan and/or other important diversity and equity programming and/or efforts at a higher education institution.

In the telephone interview, one (1) BF (goal candidate) had under six (6) years of professional experience; did not properly articulate a professional understanding of the executive and/or leadership role and was unable to explain what program goals would be established in leading the Office of Diversity and Equity at Western.

Three (3) applicants 1 WM, 1 WF (goal candidate), and 1 HF (goal candidate) were extended in-person interviews. The in-person interviews consisted of the following schedule:

Meet Search Committee– Midtown Campus Student Center Lobby	
8:30 - 9:45 a.m.	Breakfast with Search Committee
10:00 – 10:30 a.m.	Benefits Overview with Lisa Lengel (Human Resources)
10:45 – 11:45 a.m.	Academic & Student Affairs Deans & AVP Academic Affairs
12:00 – 1:15 p.m.	Lunch with President’s Senior Staff
1:30 – 2:30 p.m.	Open Forum with Faculty, Staff & Students
2:45 – 3:45 p.m.	Dr. John B. Clark – President’s Office
4:00 – 4:45 p.m.	Visit Diversity Office & Midtown Campus Tour with Search Committee Host
5:00 – 5:45 p.m.	Westside Campus Tour with Search Committee Host
6:00 p.m.	Dinner with Chief Human Resources Officer & BOR Manager of Diversity & Inclusion

Of the three finalists, two (2) applicants: 1 WM and 1 WF (goal candidate) were precluded from the search.

In the in-person campus interview, one (1) applicant: 1 WF (goal candidate) did not properly articulate the level of professional experience in diversity and equity matters to the search committee and the University community. The applicant demonstrated a weakness in preparing a University Affirmative Action Plan and with overseeing a university-wide office by the lack of examples in her professional experience.

In the in-person campus interview, one (1) applicant: 1 WM did not properly articulate a professional understanding of the executive and/or leadership role. The applicant was also unable to explain how to prepare a University Affirmative Action Plan; had no experience in the preparation of an Affirmative Action Plan in the State of Connecticut; and what diversity planning and program goals would be established in leading the Office of Diversity and Equity at Western.

The selected candidate, one (1) HF (goal candidate) clearly articulated a demonstrated understanding in serving in executive roles in diversity and equity and having over 10 years of leadership experience related to the Chief Diversity Officer role and a concise vision for leading the Office of Diversity and Equity at Western. The applicant (H/F) (*goal candidate*) also possessed clear experience in developing and creating a variety programs related to diversity and equity. The applicant clearly explained how to assess and create a University Affirmative Action Plan, had experience in the preparation of an Affirmative Action Plan in the State of Connecticut and implementation of new, dynamic programming to the existing University programming. The applicant had also worked directly with an accredited program and had eight (8) years of executive experience as a Chief Diversity Officer at a community college in New York City and as an EEO Manager with the State of Connecticut Department of Emergency Services and Public Protection.

The applicant possessed budgeting and grant funding experience that was similar to the Office of Diversity and Equity at WCSU. The applicant (H/F) (*goal candidate*) also possess experience in teaching, program/workshop preparation and student advisement. The applicant (H/F) (*goal candidate*) also has excellent written and oral communication skills. This search did meet a hiring goal, and the University is proud to offer represented diversity in the Executive/Administrative category with the executive position.

FACULTY

Effective February 13, 2017, Connecticut State Colleges and Universities ("CSCU") President and the System Office instituted a hiring freeze from the projected state funding cuts. This action still remains in effect with various approvals to hire in certain occupational categories.

During the reporting period, there were twelve (12) critical searches that were conducted and executed in the Assistant Professor occupational category.

PROFESSOR

Goals (0): No Hiring Goals set for this classification as it is normally a promotional opportunity.

Hires: (0)

In this occupational category there were no searches conducted during the reporting period.

ASSOCIATE PROFESSOR

Goals (0): No Hiring Goals set for this classification as it is normally a promotional opportunity.

Hires: (0)

In this occupational category there were no searches conducted during the reporting period.

ASSISTANT PROFESSOR

Goals (16): 9 WM, 1 BM, 2 BF, 2 HM, 1 HF and 1 OF

Hires (12): 4 WM, 4 WF, 1 HM, 3 HF

Ancell School of Business – Division of Justice and Law Administration (JLA)

Selection: 1 Hispanic Male (HM)

The Ansell School of Business at www.wcsu.edu/asb is comprised of five business administration departments: Accounting, Finance, Management, Management Information Systems, Marketing, and the Division of Justice and Law Administration. The degrees offered are Bachelor of Business Administration, Master of Business Administration, Master of Healthcare Administration, as well as a Bachelor of Science in Justice and Law Administration and Master of Science in Justice Administration. The Management curriculum is designed to provide the student with the knowledge, skills, and perspectives necessary in managerial and administrative positions in a variety of organizations.

Position Summary: Teaching assignments will include teaching four (4) courses per semester in our Justice and Law Administration degree program. Scholarly activity is expected. In addition, the successful candidate will participate in departmental and university service, engage in professional

activity, as well as advising and mentoring of students on course selection and career opportunities.

Qualifications: An earned Juris Doctorate degree. Prior demonstrated experience teaching at the college level, including the teaching of criminal justice related writing skills is required. Additional qualifications desired are experience teaching oral advocacy and litigation. Prior demonstrated experience teaching at the college level including the teaching of criminal justice related writing skills is required. Prior work experience in the legal field is preferred. Additional qualifications desired are experience teaching oral advocacy, and litigation. A history of research and publications is desirable as is a commitment to meet the scholarly requirements of the division. Prior work experience in the legal field is preferred.

Thirty-five (35) applicants applied: 9 WM, 5 WF, 2 BM, 4 BF, 2 HM, 2 HF, 8 OM and 3 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 9 WM, 5 WF, 2 BM, 4 BF, 2 HM, 2 HF, 8 OM and 3 OF. Application materials included a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, prior course syllabi, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership.

During the review of application materials, the search committee precluded the following applicants:

Twenty-six (26) applicants did not meet the minimum qualifications with demonstrated experience in teaching courses related to criminal justice writing skills and/or evidence of research and publication and an active agenda of scholarship: 7 WM, 4 WF, 2 BM, 2 BF, 1 HM, 2 HF, 6 OM and 2 OF.

One (1) applicant failed to provide the required course syllabus for review by the search committee: 1 WM (goal candidate).

Eight (8) applicants were extended telephone interviews: 1 WM (goal candidate), 1 WF, 2 BF (goal candidate), 1 HM (goal candidate), 2 OM and 1 OF (goal candidate).

Eight (8) applicants completed telephone interviews: 1 WM (goal candidate), 1 WF, 2 BF (goal candidate), 1 HM (goal candidate), 2 OM and 1 OF (goal candidate), and of these eight (8) telephone interviews, five (5) applicants were precluded from the search based on the following:

In the telephone interviews, five (5) applicants did not clearly describe the general approach to teaching criminal justice related writing skills at the graduate or undergraduate level: 2 BF (goal candidate), 2 OM and 1 OF (goal candidate).

Three (3) applicants, 1 WM (goal candidate), 1 WF (goal candidate) and 1 HM (goal candidate) were extended in-person interviews. Of the three finalists, two (2) applicants: 1 WM (goal candidate) and 1 WF (goal candidate) were precluded from the search.

In the in-person campus interview, two (2) applicants did meet the minimum qualifications with demonstrated experience in teaching courses related to criminal justice writing skills; however, each applicant did not properly articulate to the search committee the level of experience in research

and/or publication associated to the faculty position and/or field of study: 1 WM (goal candidate) and 1 WF (goal candidate).

The selected candidate (HM) (goal candidate) possessed the required Juris Doctorate and A.B. and directly related college teaching experience in criminal justice writing, along with other directly related research and publication directly related to Law & Economics, Civil Procedure, Torts, Legal Research and Writing with significant experience in oral advocacy and moot court. The applicant also possessed professional experience as a litigation associate and assistant attorney general in the State of Massachusetts's. The candidate taught a variety of criminal justice courses. The candidate also had direct experience advising and mentoring students. This search did meet a hiring goal for the University and its proud to offer represented diversity in the Assistant Professor category with the faculty position.

Ancell School of Business – Management Department (2 positions)

Selection: 1 White Female (WF)

The Ansell School of Business at www.wcsu.edu/asb is comprised of five business administration departments: Accounting, Finance, Management, Management Information Systems, Marketing, and the Division of Justice and Law Administration. The degrees offered are Bachelor of Business Administration, Master of Business Administration, Master of Healthcare Administration, as well as a Bachelor of Science in Justice and Law Administration and Master of Science in Justice Administration. The Management curriculum is designed to provide the student with the knowledge, skills, and perspectives necessary in managerial and administrative positions in a variety of organizations.

Position Summary: The successful candidate will teach a variety of Management courses, such as Organizational Behavior, Managing People, Current Issues in Management, and other Management Courses. Teaching load may be split between the Bachelor's programs at our Danbury and Waterbury campuses and the Masters of Business Administration program. In addition, the successful candidate will participate in departmental and university service, engage in scholarly and professional activities, as well as advising and mentoring of students.

Qualifications: An earned doctorate in Management. College teaching experience is preferred. Candidates must present evidence of research and publication and an active agenda of scholarship. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Fifty-nine (59) applicants applied: 14 WM, 7 WF, 4 BM, 4 BF, 3 HM, 2 HF, 9 OM and 16 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 14 WM, 7 WF, 4 BM, 4 BF, 3 HM, 2 HF, 9 OM and 16 OF. Application materials included a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership.

During the review of application materials, the search committee precluded the following applicants:

Thirty-six (36) applicants did not have the required Ph.D. in Management: 11 WM (goal candidate), 3 WF, 2 BM (goal candidate), 1 BF (goal candidate), 2 HM (goal candidate), 8 OM and 9 OF (goal candidate).

Fourteen (14) applicants possessed the Ph.D. in Management, but did not have demonstrated experience teaching Management related courses and/or evidence of research, publication and an active agenda of scholarship: 2 WM (goal candidate), 2 WF, 2 BM(goal candidate), 1 BF(goal candidate), 1 HM (goal candidate), and 5 OF.

Nine (9) applicants were extended telephone interviews:, 1 WM (goal candidate), 2 WF, 2 BF (goal candidate), 2 HF (goal candidate), 1 OM and 1 OF (goal candidate).

Two (2) applicants withdrew from consideration prior to the scheduled telephone interview: 1 WF and 1 BF (goal candidate).

Seven (7) applicants completed telephone interviews: 1 WM (goal candidate), 1 WF, 1 BF (goal candidate), 2 HF (goal candidate), 1 OM and 1 OF (goal candidate), and of these seven (7) telephone interviews, three (3) applicants were precluded from the search based on the following:

In the telephone interviews, three (3) applicants did not clearly describe their research expertise and/or publications; did not clearly describe or demonstrate teaching experience or general approach to teaching at the graduate or undergraduate level: 1 WM (goal candidate), 1 BF (goal candidate), and 1 HF (goal candidate).

Four (4) applicants, 1 WF, 1 HF (goal candidate) and 1 OM and 1 OF (goal candidate) were extended in-person interviews. One (1) applicant withdrew from consideration prior to the scheduled in-person interview: 1 HF (goal candidate). Of the three finalists, one (1) applicant: 1 OM was precluded from the search.

In the in-person campus interview, one (1) applicant (OM) did not properly articulate to the search committee the level of research and publication associated to the faculty position and/or field of study.

The selected candidate (OF) (goal candidate) possess the require Ph.D. and college teaching experience along with other related research and background directly related to the Management field. The candidate taught a variety of Management courses. The candidate also had direct experience advising and mentoring students. This selection did meet a hiring goal.

The selected candidate (WF) possess the require Ph.D. and college teaching experience along with other related research and background directly related to the Management field. The candidate taught a variety of Management courses. The candidate also had direct experience advising and mentoring students.

After the initial selections were made, one of the selected candidates (OF) declined the offer of employment. With the loss with one of the (OF) selected candidates, the other selected candidate (WF) did not meet a hiring goal. Despite this turn of events, the University is proud to offer female represented diversity in the Assistant Professor category with this faculty position.

Ancell School of Business – Management Department (Human Resources)

Selection: 1 White Male (WM)

The Ansell School of Business at www.wcsu.edu/asb is comprised of five business administration departments: Accounting, Finance, Management, Management Information Systems, Marketing, and the Division of Justice and Law Administration. The degrees offered are Bachelor of Business Administration, Master of Business Administration, Master of Healthcare Administration, as well as a Bachelor of Science in Justice and Law Administration and Master of Science in Justice Administration. The Management curriculum is designed to provide the student with the knowledge, skills, and perspectives necessary in managerial and administrative positions in a variety of organizations.

Position Summary: The successful candidate will teach introductory and advance Human Resources courses, as well as other Management courses. Teaching load may be split between the Bachelor's programs at our Danbury and Waterbury campuses and the Masters of Business Administration program. In addition, the successful candidate will participate in departmental and university service, engage in scholarly and professional activities, as well as advising and mentoring of students.

Qualifications: An earned doctorate in Human Resource Management or a related field is preferred. College teaching experience is preferred. Candidates must present evidence of research and publication and an active agenda of scholarship. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Twenty-five (25) applicants applied: 4 WM, 4 WF, 2 BM, 2 BF, 1 HM, 7 OM and 5 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 4 WM, 4 WF, 2 BM, 2 BF, 1 HM, 7 OM and 5 OF. Application materials included a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership.

During the review of application materials, the search committee precluded the following applicants:

Ten (10) applicants did not have the required Ph.D. in Human Resource Management or in a related field: 1 WM (goal candidate), 1 WF, 1 BM (goal candidate), 1 HM (goal candidate), 3 OM and 3 OF (goal candidate).

Ten (10) applicants possessed the Ph.D. in Human Resource Management or in a related field but did not have demonstrated experience teaching Human Resource Management related courses and/or evidence of research, publication and an active agenda of scholarship: 1 WM (goal candidate), 3 WF, 1 BM (goal candidate), 2 BF (goal candidate), 1 OM and 2 OF (goal candidate).

Five (5) applicants were extended telephone interviews: 2 WM (goal candidate), and 3 OM

Two (2) applicants withdrew from consideration prior to the scheduled telephone interview: 1 WM (goal candidate) and 1 OM.

Three (3) applicants completed telephone interviews: 1 WM (goal candidate), 2 OM, and of these three (3) telephone interviews, one (1) applicant was precluded from the search based on the following:

In the telephone interviews, one (1) applicant did not clearly describe research and/or publications; did not clearly describe the general approach to teaching human resource management at the graduate and/or undergraduate level: 1 OM.

Two (2) applicants, 1 WM (goal candidate) and 1 OM were extended in-person interviews. Of the two finalists, one (1) applicant: 1 OM was precluded from the search.

In the in-person campus interview, the 1 OM applicant did not properly articulate to the search committee the level of research and publication associated to the faculty position.

The selected candidate (WM) (goal candidate) possess the require Ph.D. in Human Resource Management and over six (6) years of college teaching experience along with over ten (10) related research publications directly related to the human resource management field. The candidate taught various human resource management undergraduate and graduate courses. The candidate also had direct experience advising and mentoring students. This search did meet a hiring goal for the University.

School of Visual and Performing Arts– Art

Selection: 1 White Male (WM)

As of Fall 2014, the School of Visual and Performing Arts (SVPA) www.wcsu.edu/svpa is housed in a 134,000 square foot Visual and Performing Arts Center ("VPAC"). The VPAC is located within an hour's drive from New York City offering a conservatory-level education at the relatively affordable cost at a public university. New York City's proximity means our students receive the benefit of a faculty of internationally recognized artists, directors, designers, performers, and scholars dedicated to teaching a highly diverse student population.

Position Summary: Teach undergraduate courses in various painting mediums as well as teaching courses in the graduate program in the areas of Painting and Interdisciplinary Visual Art, and other departmental needs.

Qualifications: An MFA in Painting or an MFA in the Visual/Applied Arts disciplines is required. The candidate must have at least three (3) to five (5) years of college teaching experience in undergraduate and graduate level courses and must possess a thorough knowledge of the history of art and its contemporary concerns. Knowledge of current digital technologies and applications are required. The candidate must demonstrate evidence of at least five (5) years of broad, ongoing professional experience in the visual/applied arts and significant exposure through exhibition and publication. The selected candidate will be expected to participate in appropriate department, university and professional services. Additional responsibilities depend upon departmental need and applicant's expertise.

One hundred and fourteen (114) applicants applied: 33 WM, 24 WF, 10 BM, 8 BF, 7 HM, 3 HF, 16 OM and 13 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, twelve (12) applicants did not submit the required application materials for proper consideration: 3 WM, 4 WF, 1 BM, 1 BF, 1 HM, 2 OM. Application materials included a cover letter (1 page max), current curriculum vitae, a statement of creative and teaching philosophy (2 page max), a list of three (3) current professional references along with a PDF portfolio consisting of 20 examples of candidate's artwork (including an index page with titles, medium and sizes); and a PDF portfolio consisting of 20 examples of student artwork from Foundation and Applied Arts courses (including an index page with course title, medium, and year of completion).

During the review of application materials, the search committee precluded the following applicants:

Five (5) applicants did not have the MFA in Visual Arts and/or Applied Arts disciplines: 1 WM (goal candidate), 1 WF, 1 BM (goal candidate), 1 HM (goal candidate), 1 OF.

Ninety-two (92) applicants possessed the MFA in Painting or an MFA in the Visual/Applied Arts disciplines or in a related field but did not have demonstrated experience teaching in painting and/or applied arts related courses and/or evidence of research, publication and an active agenda of scholarship: 27 WM (goal candidate), 18 WF, 8 BM (goal candidate), 7 BF (goal candidate), 4 HM (goal candidate), 3 HF (goal candidate), 13 OM and 12 OF (goal candidate).

Five (5) applicants were extended telephone interviews: 2 WM (goal candidate), 1 WF, 1 HM (goal candidate) and 1 OM

Five (5) applicants completed telephone interviews: 2 WM (goal candidate), 1 WF, 1 HM (goal candidate) and 1 OM, and of these four (4) telephone interviews, two (2) applicants were precluded from the search based on the following:

In the telephone interviews, two (2) applicants did not clearly describe research and/or publications; did not clearly describe the general approach to teaching various painting mediums at the graduate and/or undergraduate level: 1 HM (goal candidate) and 1 OM.

Two (2) applicants, 1 WM (goal candidate) and 1 WF were extended in-person interviews. Of the two finalists, one (1) applicant: 1 WF was precluded from the search.

In the in-person campus interview, one (1) applicant did not properly articulate to the search committee the level of research and publication associated to the faculty position and/or field of study: 1 WF.

The selected candidate (WM) (goal candidate) possess a MFA in Painting and over six (6) years of college teaching experience at various C SCU institutions along with other related research and publication directly related to the field of painting mediums and graphic design. The candidate taught a variety of graduate and undergraduate courses in graphic design and illustration. The candidate also had direct experience advising and mentoring students. This search did meet a hiring goal for the University.

School of Visual and Performing Arts– Music

Selection: 1 White Male (WM)

As of Fall 2014, the School of Visual and Performing Arts (SVPA) www.wcsu.edu/svpa is housed in a 134,000 square foot Visual and Performing Arts Center ("VPAC"). The VPAC is located within an hour's drive from New York City offering a conservatory-level education at the relatively

affordable cost at a public university. New York City's proximity means our students receive the benefit of a faculty of internationally recognized artists, directors, designers, performers, and scholars dedicated to teaching a highly diverse student population.

Position Summary: Teach undergraduate applied percussion, percussion repertoire, and percussion workshop courses in addition to directing the percussion ensemble. The candidate would be responsible for managing the upkeep and repair schedule of the department's percussion instruments. Additional responsibilities may include teaching audio recording, audio production, or other courses depending on the candidate's area of expertise. The successful candidate must maintain an active program of performance, research, and/or scholarly and creative activities. The candidate will also be expected to provide service to the department, and to the university through academic advising, recruiting, and committee service.

Qualifications: A doctorate in Music is required; ABD in Music will be considered. Collegiate teaching experience is preferred. Excellent written and oral communication skills are required. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Seventy-one (71) applicants applied: 41 WM, 8 WF, 9 BM, 1 BF, 5 HM, 1 HF, 3 OM and 3 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, seventy-one (71) applicants did submit the required application materials for proper consideration: 41 WM, 8 WF, 9 BM, 1 BF, 5 HM, 1 HF, 3 OM and 3 OF. Application materials included a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience; a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least five (5) professional references who can comment on the applicant's teaching, artistry, and scholarship. Links and videos uploaded to Dropbox, Google Drive, YouTube, etc. of recitals and performances by the candidate are also required with the application materials.

During the review of application materials, the search committee precluded the following applicants:

Three (3) applicants did not have a Ph.D. and/or ABD in any Music disciplines: 1 WM (goal candidate), 1 WF, 1 BM (goal candidate).

Six-four (62) applicants possessed the Ph.D. and/or ABD in any Music but did not have demonstrated experience teaching in music and/or percussion related courses and/or evidence of research, publication and an active agenda of scholarship: 36 WM (goal candidate), 7 WF, 8 BM (goal candidate), 1 BF (goal candidate), 5 HM (goal candidate), 1 HF (goal candidate), 1 OM and 3 OF (goal candidate).

Six (6) applicants were extended telephone interviews: 4 WM (goal candidate) and 2 OM

Six (6) applicants completed telephone interviews: 4 WM (goal candidate) and 2 OM, and of these six (6) telephone interviews, three (3) applicants were precluded from the search based on the following:

In the telephone interviews, three (3) applicants did not clearly describe research and/or publications; did not clearly describe the general approach to teaching various percussion pedagogy at the graduate and/or undergraduate level: 2 WM (goal candidate) and 1 OM.

Three (3) applicants, 2 WM (goal candidate) and 1 OM were extended in-person interviews. Of the three finalists, two (2) applicants: 1 WM (goal candidate) and 1 OM were precluded from the search.

In the in-person campus interview, two (1) applicants did not properly articulate to the search committee the level of research and publication associated to the faculty position and/or field of study: 1 WM (goal candidate) and 1 OM.

The selected candidate (WM) (goal candidate) possess the require Ph.D. in Musical Arts and a Masters in Music Percussion and has a specialized college teaching experience at various C SCU institutions along with other related research and publication directly related to the music field. The candidate taught a variety of graduate and undergraduate courses in music theory and percussion. The candidate also had direct experience advising and mentoring students. This search did meet a hiring goal for the University.

School of Professional Studies – Education and Education Psychology

Selection: 1 Hispanic Female (HF)

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education , MS in Education Option in Curriculum , MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC.

For more information, visit <http://www.wcsu.edu/education/>

Position Summary: The successful candidate will be responsible for: teaching courses in the counselor education program primarily in a face-to-face format; appropriate service; engagement in scholarly activity, including research and grant writing; support for Chi Sigma Iota and our local counseling organization; and collaboration with colleagues to conduct program evaluation, CACREP accreditation and field placement of students.

Qualifications: An earned doctorate in Counseling or a closely related field. Teaching experience in counselor education/graduate counselor education program. Experience as a clinical or school counselor; a record of scholarly publications; and experience with CACREP accreditation. Preference may be shown to candidates with a well-defined research agenda in clinical mental health or school counseling.

Nineteen (19) applicants applied: 5 WM, 5 WF, 1 BM, 2 BF, 1 HF, 3 OM and 2 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 5 WM, 5 WF, 1 BM, 2 BF, 1 HF, 3 OM and 2 OF. Application materials included a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a

statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership.

During the review of application materials, the search committee precluded the following applicants:

Two (2) applicants did not have the required Ph.D. in Counseling or a closely related field: 1 WM (goal candidate) and 1 BM (goal candidate).

Eleven (11) applicants possessed the Ph.D. in Counseling (or a closely related field) but did not have demonstrated experience teaching Counseling related courses and/or did not have experience with CACREP accreditation, evidence of research, publication and an active agenda of scholarship: 3 WM (goal candidate), 4 WF, 1 BF (goal candidate), 1 OM and 2 OF (goal candidate).

Six (6) applicants were extended telephone interviews: 1 WM (goal candidate), 1 WF, 1 BF (goal candidate), 1 HF (goal candidate), 2 OM.

Six (6) applicants completed telephone interviews: 1 WM (goal candidate), 1 WF, 1 BF (goal candidate), 1 HF (goal candidate) and 2 OM, and of these six (6) telephone interviews, two (2) applicants were precluded from the search based on the following:

In the telephone interviews, two (2) applicants did not clearly describe research and/or publications; did not clearly describe teaching experience or general approach to teaching at the graduate or undergraduate level: 1 WF and 1 OM.

One (1) applicant was identified as an alternate candidate for reconsideration at a later time in this faculty search: 1 OM.

Three (3) applicants, 1 WM (goal candidate), 1 BF (goal candidate), 1 HF (goal candidate) were extended in-person interviews. Of the three finalists, two (1) applicants: 1 WM (goal candidate) and 1 BF (goal candidate) was precluded from the search.

In the in-person campus interview, two (2) applicants (1 WM and 1 BF) (goal candidates) did not properly articulate to the search committee the level of accreditation experience and knowledge as well as research and publication associated to the faculty position and/or field of study.

The selected candidate (HF) (goal candidate) possess the require Ph.D. and college teaching experience along with accreditation experience, related research and background directly related to the Counseling field. The candidate taught a variety of School Counseling-related courses. The candidate also had direct experience advising and mentoring students in school counseling. The selected candidate did meet a hiring goal, and the University is proud to offer represented diversity in the Assistant Professor category with the faculty position.

School of Professional Studies – Health Promotion and Exercise Sciences – Health Promotion Coordinator

Selection: 1 White Female (WF)

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and

Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education , MS in Education Option in Curriculum , MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC.

For more information, visit <https://www.wcsu.edu/sps/>

Position Summary: Primary responsibilities will include teaching major requirement courses in the Health Education pre-K-12 program; health education in the schools for all education majors; health promotion studies courses as needed and will supervise health education student and teacher placements in the schools. Other responsibilities include: advising students, serving on department, university and community committees, participating in the School of Professional Studies upcoming Council for the Accreditation of Educator Preparation (CAEP) accreditation process, participating in the department's on-going Council on Education for Public Health (CEPH) accreditation process, and engaging in professional activities.

Qualifications: A Doctorate degree in Health Education, Health Promotion or related field is required (ABD minimum requirement). Candidates need to be knowledgeable in **both** School and Community (Public) Health disciplines, and in curriculum development and instructional technology. Documented teaching experience at a four-year university/college and as a school health educator are required. In addition, experience as a supervisor of health education student teaching placements is required. Current Connecticut State Health Teaching Certification is mandatory, as well as TEAM (Teacher Education and Mentoring Program) Certification. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Twelve (12) applicants applied: 3 WM, 2 WF, 2 BM, 1 BF, 3 OM and 1 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 3 WM, 2 WF, 2 BM, 1 BF, 3 OM and 1 OF. Application materials included a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership.

During the review of application materials, the search committee precluded the following applicants:

Two (2) applicants did not have the required Ph.D. in Health Education, Health Promotion or related field is required (ABD minimum requirement): 1 WF and 1 BM (goal candidate).

Eight (8) applicants possessed the Ph.D. in Health Education, Health Promotion or related field is required (ABD minimum requirement) but did not have demonstrated experience teaching health promotion and/or school health education related courses and/or did not have the TEAM certification, evidence of research, publication and an active agenda of scholarship: 2 WM (goal candidate), 1 BM (goal candidate), 1 BF (goal candidate), 3 OM and 1 OF (goal candidate).

Two (2) applicants were extended telephone interviews:, 1 WM (goal candidate) and 1 WF.

Two (2) applicants completed telephone interviews: 1 WM, 1 WF and both were invited for an in-person (campus) interviews: 1 WM (goal candidate) and 1 WF.

Of the two finalists, one (1) applicant: 1 WM (goal candidate) was precluded from the search.

One (1) applicant (WM) (goal candidate) withdrew from consideration prior to the scheduled in-person (campus) interview.

The selected candidate (WF) possess the require Ph.D. and college teaching experience along with TEAM certification, related research and background directly related to the secondary school health education field. The candidate taught a variety of high schools on health education related courses. The candidate also had direct experience advising and mentoring students in school counseling. The selected candidate did not meet a hiring goal, but the University is proud to offer represented diversity in the Assistant Professor category with the faculty position.

School of Professional Studies – Health Promotion and Exercise Sciences – Internship

Coordinator

Selection: 1 White Female (WF)

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education , MS in Education Option in Curriculum , MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC.

For more information, visit <https://www.wcsu.edu/sps/>

Position Summary: Primary responsibilities will be as the Health Promotion Studies Internship Coordinator, with a focus on managing the field-based placement and supervision of student interns. Other responsibilities include: advising students, serving on department and university committees, participating in the department's on-going Council on Education for Public Health (CEPH) accreditation process, maintaining a database of interns and internship sites, conducting internship site visits, coordinating internship capstone presentations, initiating and building partnerships with community agencies to develop student opportunities, managing contracts with participating agencies, and engaging in professional activities.

Qualifications: A Master's degree in Public Health or related field is required. Documented experience as an internship coordinator as well as public health/community health teaching experience at a four-year university/college is required. Additional preference will be given to applicants with well-rounded experience in public health, community health and health promotion; collaborative coursework with fellow faculty and community partners; experience with service and/or experiential learning.

Eleven (11) applicants applied: 1 WM, 4 WF, 1 BF, 1 HF, 2 OM and 2 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 1 WM, 4 WF, 1 BF, 1 HF, 2 OM and 2 OF. Application materials included a letter of application, which outlines interest in, and qualifications for, the position; internship coordinator and community networking experience; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's internship coordinator and community education experience, teaching, scholarship, and/or service/leadership.

During the review of application materials, the search committee precluded the following applicants:

Eight (8) applicants possessed the Master's degree in Public Health or related field but did not have demonstrated internship and/or community health and/or public health/community health teaching experience at a four-year university/college: 1 WM (goal candidate), 3 WF, 2 OM and 2 OF (goal candidate).

Three (3) applicants were extended telephone interviews: 1 WF, 1 BF and 1 HF.

Three (3) applicants completed telephone interviews: 1 WF, 1BF (goal candidate) and 1 HF (goal candidate) and two were invited for an in-person (campus) interviews: 1 WF and 1 HF (goal candidate).

In the telephone interview, one (1) applicants did not properly articulate to the search committee the level of accreditation experience and experiential and service knowledge to fully support students and hold the internship coordinator duties.

Of the two finalists, one (1) applicant: 1 HF (goal candidate) was precluded from the search.

One (1) applicant (WM) (goal candidate) did not properly articulate to the search committee the level of experience and knowledge to serve as an internship coordinator as well as minimal knowledge of the CPEH accreditation process in the field of study.

The selected candidate (WF) possess the require Masters in Public Health (MPH) and college teaching experience along with CPEH accreditation experience, professional background directly related to the post-secondary internship coordinator roles. The candidate taught at a variety of community colleges and 4-year universities on community health education related courses. The candidate also had direct experience advising and mentoring students in internship assignments and capstone programs. The selected candidate did not meet a hiring goal, but the University is proud to offer represented diversity in the Assistant Professor category with the faculty position.

School of Professional Studies – Nursing

Selection: 1 White Female (WF)

The School of Professional Studies is comprised of four departments: **Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work.** Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Nursing programs is one of the signature programs at WCSU and offers the following

degrees in nursing: a B.S., M.S. with major in Nursing, R.N. to B.S. degree completion program accredited by the Collegiate Commission on Nursing Education (CCNE), and a unique collaborative online Ed.D. in Nursing Education, accredited by NEASC. Our graduates have achieved exceptional success on both the National Council Licensure Exam (NCLEX) and American Nurse Credentialing Center Exam for Adult Gerontological Nurse Practitioner and Clinical Nurse Specialist.

For more information, visit www.wcsu.edu/nursing

Position Summary: Teach undergraduate courses in various undergraduate and graduate (hybrid and online) courses in nursing as well as involvement with the clinical student experience, student mentorship and knowledge and involvement in the Collegiate Commission of Nursing Education (CCNE) accreditation process, and other departmental needs.

Qualifications: Master's Degree in Nursing with relevant educational and clinical experience is required. The successful candidate will have experience in teaching with the ability to teach across the curriculum. For positions at the Assistant level, an academic Doctorate in Nursing or related field (Ph.D., Ed.D. or DNS) will be required at the time of tenure review. A current registered professional nurse with CT licensure is required at the time of hire. The successful candidate will be expected to participate in departmental and university service by taking an active role in developing new curricula, advising and mentoring students, serving on departmental and university committees, assisting student groups on campus and engaging in professional activity.

Six (6) applicants applied: 2 WF, 1 BF, 1 HF and 2 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 2 WF, 1 BF, 1 HF and 2 OF. Application materials included a letter of application, which outlines interest in, and qualifications for, the position; internship coordinator and community networking experience; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's internship coordinator and community education experience, teaching, scholarship, and/or service/leadership.

During the review of application materials, the search committee precluded the following applicants:

One (1) applicant did not have the required Master's Degree in Nursing: 1 BF (goal candidate).

Three (3) applicants possessed the Master's degree in Nursing or related field but did not have demonstrated relevant educational and clinical/nursing experience: 1 BF (goal candidate), 1 HF (goal candidate), 1 OF.

Two (2) applicants were extended telephone interviews: 1 WF and 1 OF.

Two (2) applicants completed telephone interviews: 1 WF and 1 OF and both were invited for in-person (campus) interviews: 1 WF and 1 OF.

Of the two finalists, one (1) applicant: 1 OF was precluded from the search.

One (1) applicant (OF) did not offer suitable responses to hypothetical clinical scenarios, minimal teaching experience at the undergraduate level and lack of the specialty certification in the field of study.

The selected candidate (WF) possess the require Masters in Nursing, possessed the required nursing certifications and college teaching experience along with CCNE accreditation experience, professional background directly related to the post-secondary clinical nursing academic/administrative roles. The candidate taught at various of community colleges and universities in nursing education related courses. The candidate also had direct experience advising and mentoring students in clinical and hospital internships. The selected candidate did not meet a hiring goal, but the University is proud to offer represented diversity in the Assistant Professor category with the faculty position.

School of Professional Studies – Social Work– Field Coordinator

Selection: 1 Hispanic Female (HF)

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education , MS in Education Option in Curriculum , MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC.

For more information, visit <https://www.wcsu.edu/sps/>

Position Summary: The successful candidate will serve as Field Coordinator and teach one or two courses per semester, provide academic advising, service to the department, university, and profession, engage in scholarly research leading to publication, engage in professional activities, participate in BSW curriculum development, maintain and advance CSWE Standards of Accreditation. The position requires some compensated summer field coordination work.

Qualifications: Candidates must possess a MSW from an accredited college or university. A Ph.D. in Social Work or D.S.W. is preferred. Candidates must have a minimum of two (2) years post-MSW practice experience. College or university teaching experience in a social work program is required, experience as a field liaison is preferred. Familiarity with the Connecticut and New York regions' social work and human service organizations and practice experience as a field instructor is preferred. Additional valued qualifications include strong communication and organizational skills, ability to manage database software, a commitment to supporting and further developing a vibrant and responsive field education component, and a commitment to classroom teaching, student advisement, and working in a collaborative, collegial department. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Thirteen (13) applicants applied: 6 WF, 3 BF, 2 HF and 2 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 6 WF, 3 BF, 2 HF and 2 OF. Application materials included a letter of application, which outlines interest in, and qualifications for the position and includes contact information, areas of teaching expertise and experience, research interests, areas of service and/or leadership, and a statement of teaching philosophy; a current curriculum vitae; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership.

During the review of application materials, the search committee precluded the following applicants:

Eight (8) applicants possessed the Master's degree (and/or D.S.W./Ph.D.) in Social Work or closely related field but did not have demonstrated internship and/or social work and/or community teaching experience at a four-year university/college. Applicants did not demonstrate knowledge in the Connecticut and New York regions' social work and human service organizations and practice experience as a field instructor: 3 WF, 3 BF (goal candidate), 2 OF.

Five (5) applicants were extended telephone interviews: 3 WF and 2 HF (goal candidate).

Five (5) applicants completed telephone interviews: 3 WF and 2 HF (goal candidate) and three were invited for an in-person (campus) interviews: 2 WF and 1 HF (goal candidate).

In the telephone interview, one (1) applicant withdrew from consideration prior to the scheduled telephone interview: 1 HF (goal candidate).

In the telephone interview, one (1) applicant did not properly articulate to the search committee the level of accreditation experience and experiential and service knowledge to fully support students and hold the internship coordinator duties: 1 WF.

Of the three finalists, two (2) applicants: 2 WF was precluded from the search.

Two (2) applicants (2 WF) did not properly articulate to the search committee the level of experience and knowledge to serve as a social work field coordinator as well as general knowledge with Connecticut and New York regions' social work and human service organizations and minimal practice experience as a field instructor.

The selected candidate (HF) (goal candidate) possess the require Ph.D. in Social Work and college/social work teaching experience along with knowledge of the current Connecticut and New York regions' social work and human service organizations, professional background directly related to the post-secondary field coordinator roles and has served as an adjunct instructor in Social Work at WCSU. The candidate has taught at a variety of community colleges and 4-year universities on social work-related courses. The candidate also had direct experience advising and mentoring students in field/internship assignments. The selected candidate did meet a hiring goal, and the University is proud to offer represented diversity in the Assistant Professor category with the faculty position.

School of Professional Studies – Social Work

Selection: 1 Hispanic Female (HF)

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work.

Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Educational Psychology, and Doctoral degrees in Education and Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education, MS in Education Option in Curriculum, MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC.

For more information, visit <https://www.wcsu.edu/sps/>

Position Summary: The successful candidate will teach across our baccalaureate social work program curriculum, provide academic advising, service to the department, university and profession, engage in scholarly research leading to publication, engage in professional activities, participate in BSW curriculum development, maintain and advance CSWE Standards of Accreditation. The ideal candidate will add diversity to the faculty via practice experience and research interests.

Qualifications: Candidates must possess a MSW and D.S.W./Ph.D. from an accredited college or university and a minimum of two (2) years post-MSW practice experience. ABD will be considered with completion by hire date in August 2017. Preference will be given to candidates who possess the following: college or university teaching experience in social work or a related field; experience in policy/macro practice; strong communication and organizational skills; personal and professional commitment to diversity and social justice; enthusiasm about supporting and further developing a vibrant and responsive curriculum; commitment to classroom teaching, student advisement, working in a collaborative and collegial department, scholarship, service and professional activities. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Twenty-two (22) applicants applied: 2 WM, 9 WF, 1 BM, 3 BF, 2 HF, 1 OM and 4 OF, which constituted the applicant pool for this faculty search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 2 WM, 9 WF, 1 BM, 3 BF, 2 HF, 1 OM and 4 OF. Application materials included a letter of application, which outlines interest in, and qualifications for the position and includes contact information, areas of teaching expertise and experience, research interests, areas of service and/or leadership, and a statement of teaching philosophy; a current curriculum vitae; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership.

During the review of application materials, the search committee precluded the following applicants:

Fourteen (14) applicants possessed the Master's degree (and/or D.S.W./Ph.D.) in Social Work or closely related field but did not have demonstrated social work and/or community teaching experience at a four-year university/college. Applicants did not demonstrate knowledge in advance CSWE Standards of Accreditation and/or experience in policy/macro practice: 2 WM (goal candidate), 6 WF, 2 BF (goal candidate), 1 HF (goal candidate), 3 OF.

Eight (8) applicants were extended telephone interviews: 3 WF, 1 BM (goal candidate), 1 BF (goal candidate), 1 HF (goal candidate), 1 OM (goal candidate) and 1 OF.

One (1) applicant withdrew from consideration prior to the scheduled telephone interview: 1 BM (goal candidate).

Seven (7) applicants completed telephone interviews: 3 WF, 1 BF (goal candidate), 1 HF (goal candidate), 1 OM and 1 OF (goal candidate) and four (4) applicants were invited for an in-person (campus) interviews: 2 WF, 1 HF (goal candidate) and 1 OF.

In the telephone interview, three (3) applicants did not properly articulate to the search committee the level of accreditation experience and experience in policy/macro practice curriculum/teaching to fully support and teach students: 1 WF, 1 BF (goal candidate) and 1 OM.

Of the three finalists, two (2) applicants: 2 WF and 1 OF was precluded from the search.

Three (3) applicants (2 WF and 1 OF) did not properly articulate to the search committee the level of college or university teaching experience in social work or in the social justice field, minimal student advisement experience and/or experience in policy/macro practice curriculum/teaching.

The selected candidate (HF) (goal candidate) possess the require Ph.D. in Social Work and extensive experience in college/social work teaching along with knowledge of the current Connecticut and New York regions' social justice trends, professional background directly related to the post-secondary academic roles and has served as an adjunct instructor in Social Work at various universities and institutions. The candidate has taught various social work-related courses. The candidate also had direct experience advising and mentoring students in field/internship assignments. The selected candidate did meet a hiring goal, and the University is proud to offer represented diversity in the Assistant Professor category with the faculty position.

HEAD COACH – WOMEN'S SOCCER

Selection: 1 White Male

Position Summary: The Head Coach (Women's Soccer) is responsible for all aspects of developing and sustaining a women's soccer program that expects to be highly competitive; Providing direction, coordination, and instruction to the WestConn women's soccer team; Recruiting high quality prospective student athletes; Supervising assistant coaches; Ensuring compliance with NCAA, Little East and University policies; Monitor and assisting team members in academic, disciplinary, and personal matters; Assisting with program promotion and marketing; Representing the WestConn Athletic department at professional, civic, charity, and alumni events; Budget management and fundraising leadership are also required. Candidates must demonstrate a proven aptitude for coaching as illustrated by a strong work ethic, organizational skills, computer skills, and the ability to interact professionally within the department, the campus, and the community. This position may have a secondary duty that is commensurate with the candidate's experience.

Qualifications: Bachelor's Degree is required. Master's degree preferred. A minimum of five (5) years coaching experience at the collegiate level, and at least two (2) years' experience as a head coach. Candidates must have strong interpersonal skills, as well as a demonstrated ability to successfully recruit, train, and develop student-athletes. Must successfully demonstrate retention and graduation rates. Knowledge of NCAA rules and regulations and an understanding of, and a commitment to the Division III student-athlete philosophy is required. Must possess the ability to relate to both internal and external campus constituencies. Excellent communication skills are

required, as is the ability to work effectively with diverse populations including students, administrators, faculty, and alumni.

Eighty-three (83) applicants applied: 45 WM, 8 WF, 5 BM, 4 BF, 7 HM, 4 HF and 10 OM, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 45 WM, 8 WF, 5 BM, 4 BF, 7 HM, 4 HF and 10 OM. Application materials included a cover letter, resume and contact information for (3) current professional references.

During the review of application materials, the search committee precluded the following applicants:

Five (5) applicants did not possess a Bachelor's Degree: 2 WM (goal candidate), 1 BM (goal candidate), 1 BF (goal candidate), and 1 OM.

Forty-four (44) applicants possessed Bachelor's Degree, but did not possess either the five (5) years coaching experience at the collegiate level and/or two (2) years' experience as a head coach: 28 WM (goal candidate), 4 WF, 3 BM (goal candidate), 2 BF (goal candidate), 3 HM (goal candidate), 2 HF (goal candidate), 2 OM.

Twenty-three (28) applicants did not possess one or more of the following: Knowledge of NCAA rules and regulations and an understanding of, and a commitment to the Division III student-athlete philosophy and/or demonstrated ability to successfully recruit, train, and develop student-athletes: 12 WM (goal candidate), 2 WF, 1 BM (goal candidate), 1 BF (goal candidate), 4 HM (goal candidate), 2 HF (goal candidate) and 6 OM.

Six (6) applicants were extended telephone interviews: 3 WM (goal candidate), 2 WF, and 1 OM.

Six (6) applicants completed telephone interviews: 3 WM (goal candidate), 2 WF and 1 OM, and four (4) applicants were invited for an in-person (campus) interviews: 2 WM (goal candidate), 1 WF and 1 OM.

In the telephone interview, two (2) applicants did not properly articulate to the search committee the level of NCAA compliance experience and/or having experience in program promotion and sports marketing: 1 WM (goal candidate) and 1 WF.

Two (2) applicant withdrew from consideration prior to the in-person, campus interview: 1 WM (goal candidate) and 1 OM.

Of the two finalists 1 WM (goal candidate) and 1 WF, one (1) applicant: 1 WF was precluded from the search.

One applicant (1 WF) did not properly articulate to the search committee demonstrate a proven aptitude and/or challenges for becoming a head coach with their illustrated recruitment efforts and/or limited interactions with other sports teams and/or affiliations in the community to promote diversity.

The selected candidate (WM) (goal candidate) possess a Bachelor's degree in Exercise Sciences and a Higher National Certificate in Sports Science. The applicant has over twelve (12) years of coaching and recruitment experience in Women's College Soccer in Connecticut, Wisconsin and Delaware, professional background directly related to roles as Assistant Coach and Head Coach of

Women's Soccer and has served with no compliance issues at various universities and institutions. The selected candidate did meet a hiring goal, and the University is proud to offer represented diversity in the Assistant Professor (Head Coach) Faculty category with the athletic coach position.

PROFESSIONAL NON-FACULTY

Effective February 13, 2017, Connecticut State Colleges and Universities ("CSCU") President and the System Office instituted a hiring freeze from the projected state funding cuts. This action still remains in effect with various approvals to hire in certain occupational categories.

During the reporting period, there were one (1) critical search that were conducted and executed in the Professional Non-Faculty occupational category.

Goals (9): 2 BM, 7 BF, 1 OM

Hires (1): 1 HM

DIRECTOR, OFFICE OF ADMISSIONS

Selection: 1 Hispanic Male

Position Summary: The Director is responsible for the direction and administration of all phases of the Office of Admissions operations. The incumbent is expected to work closely with the Associate Vice President for Enrollment Services in the development of appropriate marketing & recruitment strategies and the coordination of the University's long and short-term recruitment goals. Responsible for fulfillment of the University's admissions goals and coordinating the Office of Admissions recruitment efforts. Analyzes credentials of applicants for admission in terms of the University's standards, programs and curricula. Interprets test data and prediction data for prospective students. Supervises professional, clerical and student employee staff. Recommends changes in admissions policies, procedures and curriculum development for the University as well as the CSU System. Supervises overall record keeping process and maintains and works with appropriate databases to maximize the effectiveness of the University's admissions and recruitment efforts. Delegates responsibility and authority to subordinates in order to develop their professional and administrative skills. Closely interacts with the offices of: Academic Advisement, Registrar, and Financial Aid in coordinating the advising and scheduling of new students. Effectively presents to the public and all segments of the academic community. Interacts and communicates with secondary school and college administrators, faculty and guidance personnel. Travel to secondary schools, community colleges and regional recruitment events as needed.

Qualifications: Seven (7) years of college student enrollment and admissions experience, which must include three (3) years of supervisory experience in an admissions office and/or a related area. Experience recruiting in an urban setting and working in a diverse higher education college and/or university setting, as well as with use and maintenance of integrated enrollment information systems is desirable. Must possess the ability to deliver services to a culturally diverse population, create an atmosphere of customer-friendly service, and have strong analytical and strategic planning skills. Bilingual proficiency preferred.

One hundred and eight (108) applicants applied: 31 WM, 35 WF, 6 BM, 9 BF, 6 HM, 6 HF, 8 OM and 7 OF, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 31 WM, 35 WF, 6 BM, 9 BF, 6 HM, 6 HF, 8 OM and 7 OF. Application

materials included a cover letter, resume and contact information for (3) current professional references.

During the review of application materials, the search committee precluded the following applicants:

Forty-four (44) applicants possessed seven (7) years of college student enrollment and admissions experience but did not possess the three (3) years of supervisory experience in an admissions office and/or a related area: 13 WM, 12 WF, 3 BM (goal candidate), 2 BF (goal candidate), 3 HM, 2 HF, 5 OM (goal candidate) and 4 OF.

Fifty-three (54) applicants did not possess one or more of the following: experience recruiting in an urban setting and working in a diverse higher education college and/or university setting; non-demonstrated use and maintenance of integrated enrollment information systems; applicant did not possess strong analytical and strategic planning skills; applicant was not bilingual proficient: 16 WM, 21 WF, 3 BM (goal candidate), 6 BF (goal candidate), 2 HM, 2 HF, 2 OM (goal candidate) and 2 OF.

Ten (10) applicants were extended telephone interviews: 2 WM, 2 WF, 1 BF (goal candidate), 1 HM, 2 HF, 1 OM (goal candidate) and 1 OF.

Two (2) applicants withdrew from consideration prior to the scheduled telephone interview: 1 WF and 1 BF (goal candidate).

Eight (8) applicants completed telephone interviews: 2 WM, 1 WF, 2 HM, 2 OM (goal candidate) and 1 OF and three (3) applicants were invited for an in-person (campus) interviews: 1 WM, 1 HM and 1 OF.

In the telephone interview, five (5) applicants did not properly articulate to the search committee the level of accreditation experience and experience in policy/macro practice curriculum/teaching to fully support and teach students: 1 WM, 1 WF, 2 HF and 1 OM (goal candidate).

Of the three finalists, two (2) applicants: 1 WM and 1 OF was precluded from the search.

Two (2) applicants 1 WM and 1 OF did not properly articulate to the search committee any level of multicultural recruitment experience in urban setting, such as Long Island, New York and New Jersey as well that is needed for this role. The two (2) applicants were unable to demonstrate bilingual proficiency.

The selected candidate (HM) possess a Bachelor's degree in History, Master's degree in Liberal Arts and is currently working on a second Master's degree in Business Administration. The applicant has over ten (10) years of supervisory and recruitment experience in college/admissions in New York and Long Island regions', professional background directly related to various admission roles in New York and has served for four (4) years as a multicultural admission representative at various universities and institutions. The applicant was able to demonstrate bilingual proficiency. The selected candidate did not meet a hiring goal, but the University is proud to offer represented diversity in the Professional – Non-Faculty category with the administrative position.

SECRETARIAL CLERICAL, All titles except Secretary 2

Effective February 13, 2017, Connecticut State Colleges and Universities ("CSCU") President and the System Office instituted a hiring freeze from the projected state funding cuts. This action still remains in effect with various approvals to hire in certain occupational categories.

During the reporting period, there was one (1) critical search that was conducted and executed in the Secretarial Clerical occupational category.

Goals (5): 2 WM, 1 BM, 1 HM and 1 HF

Hires: (1) 1 WF

ASSISTANT IN HUMAN RESOURCES (CSU)

Selection: 1 White Female

Position Summary: The position reports to the Assistant Director of Human Resources for Recruitment and includes duties such as; Processing of the part-time payroll, which includes detailed data entry into CORE-CT and Banner; Preparing bi-weekly payroll reconciliation reports and verifying the payroll for accuracy; assisting employees with any pay-related questions, password resets, new hire paperwork, employment verification, etc. Also provides administrative support to recruitment activities, including the preparation and distribution of the job announcements, file maintenance, appointment scheduling, applicant logs, scheduling all pre-employment activities, etc.

Qualifications: One (1) to two (2) years' experience in human resources is required. Experience with HRIS systems, such as CORE-CT or Banner is preferred. Knowledge of Microsoft Word and Excel is required. The successful candidate must also demonstrate solid oral and written communication skills.

One hundred (100) applicants applied: 15 WM, 40 WF, 4 BM, 8 BF, 2 HM, 6 HF, 5 OM and 20 OF, which constituted the applicant pool for this administrative search.

Within the applicant pool, fifty-four (54) applicants did not submit the required application materials for proper consideration: 9 WM, 29 WF, 2 BM, 3 BF, 1 HM, 3 HF, 4 OM and 3 OF. Application materials included a cover letter, resume and contact information for (3) current professional references.

During the review of application materials, the search committee precluded the following applicants:

Forty-one (41) applicants did not have experience with HRIS systems, such as CORE-CT or Banner and/or possess at least one (1) year of experience in human resources: 4 WM (goal candidate), 9 WF, 2 BM (goal candidate), 5 BF, 1 HM (goal candidate), 3 HF (goal candidate), 1 OM and 16 OF.

Five (5) applicants were extended in-person interviews: 2 WM (goal candidate), 2 WF and 1 OF.

During the in-person (campus) interviews, two (2) applicants withdrew from consideration prior to the scheduled in-person campus interview due to having accepted another position: 2 WM (goal candidate).

Of the three finalists, two (2) applicants: 1 WF and 1 OF was precluded from the search.

Two (2) applicants (1 WF and 1 OM) did not properly articulate to the search committee the level of experience and knowledge to serve as a human resources representative. Each applicant was not able to demonstrate to the search committee the relevant examples of related experience and skills with customer service; and each applicant had not worked closely with confidential materials and paperwork.

The selected candidate (WF) had strong organizational and customer service skills. The applicant works in an interim role in a human resources office and managed a busy office while working directly with legal and confidential paperwork. The applicant has strong computer skills and has relevant experience handling pay-related questions, password resets, new hire paperwork, and employment verifications. The applicant also has related experience in administrative support for recruitment activities. The search did not meet a hiring goal for the University.

SECRETARIAL CLERICAL – SECRETARY 2

Goals (1): 1 WF

Hires: (0)

In this occupational category, there were no searches conducted during the reporting period.

TECHNICAL & PARAPROFESSIONAL

Goals (2): 1 HF, 1 OF

Hires: (0)

In this occupational category, there were no searches conducted during the reporting period.

SKILLED CRAFT WORKERS

Goals (7): 1 BM, 6 HM

Hires: (0)

In this occupational category, there were no searches conducted during the reporting period.

SERVICE MAINTENANCE – All Titles except Custodian

Effective February 13, 2017, Connecticut State Colleges and Universities (“CSCU”) President and the System Office instituted a hiring freeze from the projected state funding cuts. This action still remains in effect with various approvals to hire in certain occupational categories.

During the reporting period, there was one (1) critical search that was conducted and executed in the Secretarial Clerical occupational category.

Goals (3): 1 BM, 1 BF, 1 HM

Hires: (4): 3 WM and 1 WF

LANDSCAPE TECHNICIAN (4 positions)

Selection: 3 White Males and 1 White Female

Position Summary: Prepares, installs and maintains decorative landscaping features to include flowers, plants, shrubs, ornamental grasses, trees, waterscapes, lighting and decorative and synthetic or natural materials in formal gardens, plant containers, borders and island beds; hauls materials, fills, grades and slopes work sites; pulls weeds, mulches, repairs drip lines, waters and fertilizes; installs and maintains turf by seeding or siding, repairing, mowing and fertilizing; clears brush, debris and leaves from lawns and catch basins; installs, maintains and regulates irrigation systems; installs and maintains recreational sports fields; operates and maintains various large and small power and construction equipment including bucket/boom truck, front loader, backhoes, bulldozers, forklifts, tractors, dump trucks of five (5) ton or greater capacity, plow and pickup trucks and trailers, street sweepers, leaf vacuums, wood chippers, mowers, leaf blowers, weed whackers and chain saws; maintains and repairs small gas engine power equipment and large equipment to include, but not limited to, oil and spark plug change, blade sharpening, tire change or repair, fluid change and battery replacement; uses and maintains various hand tools; assists with the set up and dismantling of, but not limited to, plantings, fences, chairs, tents, bleachers and tables for special events; installs and maintains fences, bollards and signage campus wide; installs, maintains and repairs asphalt pavement and other materials on travelled surfaces; performs pre-treatment and snow and ice removal; assists arborists with tree pruning or felling operations; maintains orderliness and efficiency of landscape work sheds and surrounding areas; removes trash and changes bins daily; may apply pesticides under direct supervision; may paint poles and other structures within the landscape; may travel to work at regional campuses; performs related duties as required.

Qualifications: Two (2) years of experience in landscape maintenance including plant selection and installation, pruning, fertilization and seeding of turf grasses. Knowledge of and the proper care of various plants and; basic knowledge of pesticides application methods and techniques; and turf grass management practices. Must possess the ability to operate, maintain and repair hand tools, small gas engines; large power equipment; heavy construction and commercial landscaping equipment and vehicles; ability to use personal protective equipment; will be required to lift moderate to heavy weights; be exposed to extreme weather conditions, significant levels of dust and noise and risk of injury from equipment. Must have adequate physical strength, stamina, physical agility and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties of the class. Must possess good interpersonal, oral and written communication skills; and the ability to follow written and oral instructions; some ability to utilize computer software. Incumbents in this class may be required to possess and retain appropriate current licenses, permits and/or certifications, must possess a valid Motor Vehicle Operator's license as travel is required. Must be available to work as needed for emergency or snow removal duties. A physical examination, such as medical exam, drug screening and criminal background check will be required prior to an offer of employment.

One hundred and two (102) applicants applied: 54 WM, 3 WF, 12 BM, 8 HM, 23 OM and 2 OF, which constituted the applicant pool for this administrative search.

Within the applicant pool, all of the applicants submitted the required application materials for proper consideration: 54 WM, 3 WF, 12 BM, 8 HM, 23 OM and 2 OF. Application materials included the submission of an application of employment to the online weblink:
<https://www.jobapscloud.com/CT/status.asp?RN=171121-9060TC-001> .

During the review of application materials, the search committee precluded the following applicants:

Fifty-one (51) applicants did not have the two (2) years of experience in landscape maintenance and/or knowledge on the proper care of various plants and; basic knowledge of pesticides application methods and techniques; and turf grass management practices: 32 WM, 2 WF, 4 BM (goal candidate), 2 HM (goal candidate) and 11 OM.

Twenty-nine (29) applicants did not have the ability to operate small and/or large power equipment; heavy construction and/or commercial landscaping equipment and vehicles: 14 WM, 4 BM (goal candidate), 4 HM (goal candidate), 5 OM and 2 OF.

Twenty-two (22) applicants were extended in-person interviews: 8 WM, 1 WF, 4 BM (goal candidate), 2 HM (goal candidate) and 7 OM.

During the in-person (campus) interviews, two (2) applicants withdrew from consideration prior to the scheduled in-person campus interview due to having accepted another position: 2 OM.

Of the twenty applicants, fifteen (15) applicants: 4 WM, 4 BM (goal candidate), 2 HM (goal candidate) and 5 OM was precluded from the search.

Two (2) applicants, 1 WM and 1 HM (goal candidate) withdrew from consideration after the interviews because they accepted other positions.

Twelve (12) applicants, 4 BM (goal candidate), 1 HM (goal candidate) and 5 OM had small scale landscaping experience but did not have any direct experience with snow removal equipment for large grounds; and did not have any experience with maintenance of related landscaping equipment or irrigation systems.

One (1) applicant (1 WM) had a thorough knowledge of plant maintenance. The applicant had a general basic knowledge of landscaping equipment but did not have any snow removal experience. The applicant also never maintained large athletic fields at a college and/or university. The search did not meet a hiring goal for the University.

The selected candidate (1 WF) had strong experience with landscaping and snow removal equipment for large grounds maintenance. The applicant also was skilled with equipment repair and worked directly with irrigation and drainage systems. The search did not meet a hiring goal for the University.

Two selected candidates (2 WM) had extensive landscaping experience. Both applicants had been previously employed as Landscape Technicians and had direct work experience with athletic fields and maintaining parks and fields in university settings. Each applicant was responsible for operating large equipment and mechanical machinery related to maintaining large grounds. Both applicants also had worked with garbage compactors and snow blowing equipment during ice storms. Both applicants also dealt with athletic field repair from storm damage from strong winds and hurricanes; and also worked directly with a variety of irrigation systems. Both applicants also had good communication skills and was able to answer all questions in detail providing examples of directly related work experience. The search did not meet a hiring goal for the University.

SERVICE MAINTENANCE - CUSTODIAN

Goals (11): 1 BM, 8 HM, 1 HF, 1 OM

Hires: (0)

In this occupational category, there were no searches conducted during the reporting period.

PROTECTIVE SERVICES

Goals (2): 1 WM, 1 HM

Hires: (0)

In this occupational category, there were no searches conducted during the reporting period.

PROMOTION GOALS
April 1, 2017 – March 31, 2018

EXECUTIVE/ADMINISTRATIVE

Goals (0): N/A
Promoted (2): 2 WF

DEAN, SCHOOL OF PROFESSIONAL STUDIES

Position Summary: The Dean will be responsible for promoting, developing, and sustaining the School's educational, scholarly, and public service programs. The ideal candidate will be a collaborative leader, able to build consensus in and between departments, and cultivate innovation in teaching and scholarship. Through appropriate mentoring of faculty, and a clear understanding of emerging trends in higher education, the Dean will help the School of Professional Studies become the regional resource for outstanding programs in education, health, and human service professions.

Qualifications: Demonstrated record of teaching, scholarship, and service including a doctoral degree in a field appropriate to the School's curricula. Evidence of interdisciplinary collaboration is preferred. Evidence of progressively increasing administrative experience, to include: evaluating faculty, managing budgets, developing curriculum, designing assessment plans, and participating in accreditation processes. Experience with innovative pedagogies such as simulation labs, on-line or hybrid course delivery intensive field experiences, or problem-based learning. Demonstrated commitment to supporting a diverse teaching and learning environment. Demonstrated ability to communicate effectively with internal and external constituencies, including communicating the school's value to potential funders. Experience with shared governance and collective bargaining agreements preferred.

Effective February 13, 2017, Connecticut State Colleges and Universities ("CSCU") President and the System Office instituted a hiring freeze from the projected state funding cuts. This action still remains in effect with various approvals to hire in certain occupational categories.

During the reporting period, the executive role was appointed as a temporary assignment until a national executive search was to be conducted and executed in the Executive occupational category. This promotion did not meet a promotional goal for the University.

DEAN, MARICOSTAS SCHOOL OF ARTS AND SCIENCES

Position Summary: The Dean will be responsible for promoting, developing, and sustaining the School's educational, scholarly, and public service programs. The Dean provides collegial leadership and consensus building for faculty organized into 13 departments – Biological & Environmental Sciences; Chemistry; Communication & Media Arts; Computer Science; English; History & Non-Western Cultures; Mathematics; Philosophy & Humanistic Studies; Physics, Astronomy & Meteorology; Psychology; Social Sciences; World Languages & Literature; and Writing, Linguistics, and Creative Process. The Dean of the Macricostas School of Arts and Sciences reports to the Provost/Vice President for Academic Affairs.

Qualifications: A record of significant teaching, scholarship, or creative activity, including an earned doctorate in a field appropriate to the School's curricula. Substantial academic

administrative experience such as chairperson, program director or the equivalent, including experience in enrollment and fiscal management. Experience in academic program development, curricular design and assessment. Experience with accreditation processes. Experience working with a variety of educational platforms, such as online, hybrid and other digital strategies is preferred. Demonstrated ability to communicate effectively, problem solve, and maintain good working relationships with all internal and external constituencies of the University. Experience working with a diverse student constituency and evidence of commitment to student success. Experience with campus governance, collective bargaining agreements, faculty selection and faculty evaluation are preferred. Experience in obtaining external grants and fundraising is preferred.

Effective February 13, 2017, Connecticut State Colleges and Universities (“CSCU”) President and the System Office instituted a hiring freeze from the projected state funding cuts. This action still remains in effect with various approvals to hire in certain occupational categories.

During the reporting period, the executive role was appointed as a temporary assignment until a national executive search was to be conducted and executed in the Executive occupational category. This promotion did not meet a promotional goal for the University.

FACULTY PROMOTIONS:

In this category, the American Association of University Professors (AAUP) Collective Bargaining Agreement (Article 4.11) governs promotions. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications, and service to the University. A faculty member who wishes to be considered for promotion must submit notification in writing to the Department Chairperson as well as the Department Evaluation Committee (DEC) Chairperson by the deadline stated in the contract. The faculty member’s portfolios are reviewed and evaluated by the DEC, the appropriate Dean, the Promotion and Tenure Committee (P&T) and the Provost with each making a recommendation based on the criterion set forth in Article 4.11.9.1-4.11.9.5 of the collective bargaining agreement.

These recommendations are then sent to the President and pursuant to Article 4.11.14, the President makes recommendations for promotion and/or tenure to the Connecticut State Colleges & Universities Board of Regents based on the above noted criterion. If the President determines that the faculty member’s portfolio has not met the criterion set forth in the collective bargaining agreement, that faculty member is not recommended for promotion and/or tenure. This procedure for granting promotions is conducted on an annual basis.

PROFESSOR

Goals (13): 1 BM, 1 BF, 1 HM , 4 OM, 6 OF

Promoted (8): 3 WM, 2 WF, 1 BF, 1 HM AND 1 OM

Progress: There were eight (8) faculty members who applied for promotion to Professor: 3 WM, 2 WF, 1 BF (goal candidate), 1 HM (goal candidate) and 1 OM (goal candidate).

All eight (8) applicants were recommended for promotions based on the evaluations of the DEC, the Deans, the Promotion and Tenure Committee and the Provost. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications and service to the University. The faculty member’s portfolio is reviewed and evaluated by the DEC, the Dean and the Promotion and Tenure Committee and the Provost.

Each constituent makes a recommendation which is forwarded to the Provost and President. The Provost then makes recommendations to the Connecticut State Colleges and Universities (CSCU) System Office and the Board of Regents for Higher Education.

Each constituent makes a recommendation that is forwarded to the Provost and President. The President then makes recommendations to the Connecticut State Colleges and Universities (CSCU) System Office and the Board of Regents for Higher Education. In the following faculty categories.

Of the eight (8) promotions: 3 WM, 2 WF, 1 BF, 1 HM and 1 OM), all were interviewed and promoted. Three (3) promotional goals (1 BF, 1 HM and 1 OM) were achieved.

ASSOCIATE PROFESSOR

Goals (13): 10 WF, 1 BF, 1 HF and 1 OM

Promoted (7): 1 WM, 2 WF, 1 BF, 2 OM, 1 OF

Progress: There were seven (7) faculty members that applied for promotion to Associate Professor: 1 WM, 2 WF (goal candidates), 1 BF (goal candidate), 2 OM (goal candidate) and 1 OF.

Seven (7) applicants were recommended for promotions based on the evaluations of the DEC, the Deans, the Promotion and Tenure Committee and the Provost. The criteria for promotion set forth in the contract include a terminal degree, years of successful teaching, strong scholarship, including publications and service to the University. The faculty member's portfolio is reviewed and evaluated by the DEC, the Dean and the Promotion and Tenure Committee and the Provost. Each constituent makes a recommendation which is forwarded to the Provost and President. The Provost then makes recommendations to the Connecticut State Colleges and Universities (CSCU) System Office and the Board of Regents for Higher Education.

Of the seven (7) promotions (1 WM, 2 WF (goal candidates), 1 BF (goal candidate), 2 OM and 1 OF), all were interviewed and promoted. Four (2 WF, 1 BF and 1 OM) promotional goal were achieved.

ASSISTANT PROFESSOR

Goals (0): N/A

Promoted (0): N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

PROFESSIONAL NON-FACULTY

Goals (0): N/A

Promoted (0): N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SECRETARIAL CLERICAL (All titles except, SECRETARY 2 title)

Goals (0): N/A

Promoted (0): N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SECRETARIAL CLERICAL - SECRETARY 2

Goals (0): N/A

Promoted (0): N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

TECHNICAL/PARAPROFESSIONAL

Goals (0): N/A

Promoted (0): N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SKILLED CRAFTS

Goals (0): N/A

Promoted (0): N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SERVICE MAINTENANCE (All titles except, Custodian title)

Goals (0): N/A

Promoted (0): N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

SERVICE MAINTENANCE - CUSTODIAN)

Goals (0): N/A

Promoted (0): N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

PROTECTIVE SERVICES

Goals (0): N/A

Promoted (0): N/A

No promotional goals were set in this occupational category and no promotional activity occurred in this category during this reporting period.

PROGRAM GOALS

April 1, 2017 – March 31, 2018

As a result of the critical analysis of the Office of Diversity and Equity and the needs of the University, the President and the Chief Diversity Officer have set the following strategic goals for the University:

- 1) The University set a one-year goal to develop and implement a re-designed webpage for the Office of Diversity and Equity (“ODE”).

Progress: This goal was fully achieved. The newly appointed Chief Diversity Officer worked to achieve this programmatic goal by re-examining and restructuring information sharing on the ODE webpage. The Chief Diversity Officer, in conjunction with the President’s directed support, has worked with various academic and administrative departments to assure that the webpage was developed for information sharing with areas still under re-review for more guided information.

The following has been fully implemented:

- a. A formalized webpage to electronically exhibit the current Affirmative Action Plan and prior Plan years;
- b. A formalized webpage to electronically exhibit the current hiring and selection practices, automated search forms and materials for guided use and advisement to search committees;
- c. A diversity webpage and calendar to educate the University community on cultural competence and multicultural competencies to promote change and development in faculty pedagogy, curriculum development and cultural awareness.
- d. A training webpage and link to a training registration for various training topics, such as search committee guidelines, diversity and inclusion, Title IX, etc.
- e. A committee webpage that will highlight designated groups that will be active in each academic year.
- f. A discrimination complaint area that will highlight the importance of Title IX information and resources, CaRRT (“Campus Response and Resource Team”) and logging formal and anonymous complaints of discrimination on the webpage that links to the Chief Diversity Officer and Title IX complaints will be linked to the Chief Diversity Officer and CaRRT.

On January 30, 2018, the Office of Diversity and Equity sent a university notification announcing the new webpage and its new contents.

- 2) The University set a one-year goal to develop and implement a re-designed webpage for the Office of Diversity and Equity (“ODE”) that features a formalized university search webpage and automated search materials to further educate search committee participants and the University community on university searches.

Progress: This goal was fully achieved. The newly appointed Chief Diversity Officer worked to achieve this programmatic goal by re-examining and restructuring automated recruitment and the search process. During this restructuring, the Chief Diversity Officer continued to monitor active campus searches during the reporting period. However, the Chief Diversity Officer, in conjunction with the President’s directed support, has worked

with various academic and administrative departments to assure the search process was in compliance; developed a consortium pipeline effort to attract diverse candidates for active executive and/or administrative searches.

On January 30, 2018, the Office of Diversity and Equity sent a university notification announcing the new webpage and its new contents. In addition, the Chief Diversity Officer sets up these meetings to assure that all academic and administrative departments are aware of these immediate changes.

- 3) The University set a one-year goal to develop a series of formalized university trainings.

Progress: This goal was fully achieved. The newly appointed Chief Diversity Officer worked to achieve this programmatic goal by re-examining and restructuring diversity programming and training offerings. During this restructuring, the Chief Diversity Officer continued to monitor existing training offerings during the reporting period. However, the Chief Diversity Officer, in conjunction with the President's directed support, has worked with the Women's Center for Greater Danbury as well as various academic and administrative departments to offer more specific trainings geared at educating students and staff on the following:

- a. Cultural Diversity: Understanding Cultural Competence in the Workplace (Employee and Student trainings);
- b. Working with Diverse Student Populations: Understanding Diverse Groups on Campus (Employee training).
- c. Title IX (Employee and Student training) training segments;
- d. Know the Signs of Sexual Misconduct (Employee and Student trainings) (Title IX); and
- e. Bringing in the Bystander: Intervention Training (Student training) (Title IX).
- f. Got Tech-KNOWLEDGE-y?: Technology and Safety & Interpersonal Violence (Employee and Student Training) (Title IX)

- 4) The University set a one-year goal to develop and implement a new exit survey form, as a reference tool for any exit interview conference(s).

Progress: This goal was partially achieved. The newly appointed Chief Diversity Officer worked to achieve this programmatic goal by re-examining and restructuring the human resource data available for employee terminations to create an interactive, online survey that would appropriately evaluate the reasons employees separate from the University. The Chief Diversity Officer will utilize this tool to better assess and identify any issues of discrimination and/or disparate treatment within the university. This resource will begin testing by (or before December 31, 2018) with guided use (for completion) in the next reporting period.

Section M
Element No. 13

GOALS
ANALYSIS

Sec. 46a-68-90

(ATTACHMENTS AND DOCUMENTATION)

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Ancell School of Business
Division of Justice and Law Administration.
Assistant Professor – Tenure Track
Academic Year 2017 - 2018

WCSU's Ansell School of Business is pleased to announce that applications are being accepted for an Assistant Professor, Tenure Track position in the Division of Justice and Law Administration department.

The Ansell School of Business is composed of five business administration departments: Accounting, Division of Justice and Law Administration (JLA), Finance, Management, Management Information Systems, and Marketing. The degrees offered are Bachelor of Business Administration (BBA), Master of Business Administration (MBA), Master of Healthcare Administration (MHA), as well as a Bachelor of Science in Justice and Law Administration (BS) and Master of Science in Justice Administration (MSJA). Within the JLA department there are options in law enforcement, corrections, criminology, legal studies, and paralegal studies. Our mission is to provide an integration of substantive and practical education in courses of study designed to prepare students for a variety of career choices in law, public service, social systems and private enterprise.

The primary focus of this position will be in the Law Enforcement concentration to be offered at the Waterbury campus. Additional teaching duties will be required at the Danbury campus as well. The successful candidate will teach four (4) courses per semester, serve on business school and university committees, advise students on course selection and career opportunities, and engage in other division related activities.

Qualifications: Must have an earned Ph.D. in Criminal Justice, or closely related field of study, with prior experience in domestic law enforcement and prior teaching experience. ABD's with a completion date prior to appointment will be considered. A Juris Doctor (J.D) alone will not fulfill the minimum educational requirement for this position. A history of research and publications is desirable as is a commitment to meet the scholarly requirements of the division. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefit package. Additional information on benefits can be found on our website at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested candidates should submit a cover letter, curriculum vitae, evidence of scholarly work, and the names and contact information for three professional references to facultyvac@wcsu.edu. All documents must be combined in a single PDF document. Reference **search #600-402** in the email subject line. Applications must be received by **February 17, 2017**. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Ancell School of Business
Division of Justice and Law Administration.
Assistant Professor – Tenure Track
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The Ansell School of Business is composed of five business administration departments: Accounting, Division of Justice and Law Administration (JLA), Finance, Management, Management Information Systems, and Marketing. The degrees offered are Bachelor of Business Administration (BBA), Master of Business Administration (MBA), Master of Healthcare Administration (MHA), as well as a Bachelor of Science in Justice and Law Administration (BS) and Master of Science in Justice Administration (MSJA). Within the JLA department there are options in law enforcement, corrections, criminology, legal studies, and paralegal studies. Our mission is to provide an integration of substantive and practical education in courses of study designed to prepare students for a variety of career choices in law, public service, social systems and private enterprise.

The primary focus of this position will be in the Law Enforcement concentration to be offered at the Waterbury campus. Additional teaching duties will be required at the Danbury campus as well. The successful candidate will teach four (4) courses per semester, serve on business school and university committees, advise students on course selection and career opportunities, and engage in other division related activities.

Qualifications: Must have an earned Ph.D. in Criminal Justice, or closely related field of study, with prior experience in domestic law enforcement and prior teaching experience. ABD's with a completion date prior to appointment will be considered. A Juris Doctor (J.D) alone will not fulfill the minimum educational requirement for this position. A history of research and publications is desirable as is a commitment to meet the scholarly requirements of the division. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefit package. Additional information on benefits can be found on our website at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested candidates should submit a cover letter, curriculum vitae, evidence of scholarly work, and the names and contact information for three professional references to facultyvitae@wcsu.edu. All documents must be combined in a single PDF document. Reference **search #600-402** in the email subject line. Applications must be received by **March 10, 2017**. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Ancell School of Business
Division of Justice and Law Administration.
Assistant Professor – Tenure Track
Spring 2018

WCSU's Ansell School of Business is pleased to announce that applications are being accepted for an Assistant Professor, Tenure Track position in the Division of Justice and Law Administration department. The targeted start date will be January 2018.

The Ansell School of Business is composed of six business administration departments: Accounting, Division of Justice and Law Administration (JLA), Finance, Management, Management Information Systems, and Marketing. The degrees offered are Bachelor of Business Administration (BBA), Master of Business Administration (MBA), Master of Healthcare Administration (MHA), as well as a Bachelor of Science in Justice and Law Administration (BS) and Master of Science in Justice Administration (MSJA). Within the JLA department there are options in law enforcement, corrections, criminology, legal studies, and paralegal studies. Our mission is to provide an integration of substantive and practical education in courses of study designed to prepare students for a variety of career choices in law, public service, social systems and private enterprise.

The primary focus of this position will be in the Law Enforcement concentration to be offered at the Waterbury campus. Additional teaching duties will be required at the Danbury campus as well. The successful candidate will teach four (4) courses per semester, serve on business school and university committees, advise students on course selection and career opportunities, and engage in other division related activities.

Qualifications: Must have an earned Ph.D. in Criminal Justice, or closely related field of study, with prior experience in domestic law enforcement and prior teaching experience. ABD's with a completion date prior to appointment will be considered. A Juris Doctor (J.D) alone will not fulfill the minimum educational requirement for this position. A history of research and publications is desirable as is a commitment to meet the scholarly requirements of the division. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefit package. Additional information on benefits can be found on our website at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested candidates should submit a cover letter, curriculum vitae, evidence of scholarly work, and the names and contact information for three professional references to facultyvac@wcsu.edu. All documents must be combined in a single PDF document. Reference **search #600-402** in the email subject line. Applications must be received by **Friday, July 7, 2017**. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Health Promotion and Exercise Sciences
Assistant Professor / Internship Coordinator
Tenure Track
Academic Year 2017

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Health Promotion & Exercise Science (HPX).

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The HPX department currently offers two Bachelor of Science degree level programs in Health Promotion Studies and Health Education (PK-12), as well as offering courses to fulfill the University's Health and Wellness general education competency. HPX is also the home of the Institute for Holistic Health Studies. The Bachelor of Science Health Promotion Studies major has options in Allied Health Professions, Community Health, Holistic & Integrative Health, and Wellness Management. For more information, please visit the department's webpage: www.wcsu.edu/hpx/

Position Summary: The primary responsibility for this position will be as the Health Promotion Studies Internship Coordinator, with a focus on managing the field-based placement and supervision of student interns. Other responsibilities include: advising students, serving on department and university committees, participating in the department's on-going Council on Education for Public Health (CEPH) accreditation process, maintaining a database of interns and internship sites, conducting internship site visits, coordinating internship capstone presentations, initiating and building partnerships with community agencies to develop student opportunities, managing contracts with participating agencies, and engaging in professional activities. Additional responsibilities may include teaching additional health promotion studies courses as assigned.

Qualifications: A Master's degree in Public Health or related field required. Documented experience as an internship coordinator as well as public health/community health teaching experience at a four-year university/college is required. Additional preference will be given to applicants with well-rounded experience in public health, community health, and health promotion; collaborative coursework with fellow faculty and community partners; experience with service and/or experiential learning. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for the position; internship coordinator and community networking experience; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita, and the names and contact information for at least three (3) professional references who can comment on the applicant's internship coordinator and community networking experience, teaching, scholarship, and/or service/leadership to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search #600-405. All materials should be submitted as PDF files. Applications must be received by **February 17, 2017**. Late applications will not be considered.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Health Promotion and Exercise Sciences
Assistant Professor / Health Education Coordinator
Tenure Track
Academic Year 2017

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Health Promotion & Exercise Science (HPX.)

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The HPX department currently offers two B.S. degree level programs in Health Promotion Studies and Health Education (PK-12), as well as offering courses to fulfill the University's Health and Wellness general education competency. HPX is also the home of the Institute for Holistic Health Studies. The B.S. Health Promotion Studies major has options in Allied Health Professions, Community Health, Holistic & Integrative Health, and Wellness Management. For more information, please visit the department's webpage: www.wcsu.edu/hpx.

Position Summary: Primary responsibilities will include teaching major requirement courses in the Health Education pre-K-12 program; health education in the schools for all education majors; health promotion studies courses as needed, and will supervise health education student and teacher placements in the schools. Other responsibilities include: advising students, serving on department, university and community committees, participating in the School of Professional Studies upcoming Council for the Accreditation of Educator Preparation (CAEP) accreditation process, participating in the department's on-going Council on Education for Public Health (CEPH) accreditation process, and engaging in professional activities.

Qualifications: A Doctorate degree in Health Education, Health Promotion or related field is required (ABD minimum requirement). Candidates need to be knowledgeable in **both** School and Community (Public) Health disciplines, and in curriculum development and instructional technology. Documented teaching experience at a four-year university/college and as a school health educator are required. In addition, experience as a supervisor of health education student teaching placements is required. Current Connecticut State Health Teaching Certification is mandatory, as well as TEAM (Teacher Education and Mentoring Program) Certification. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvac@wcsu.edu. In the Email Subject Line Reference Search **#600-406**. All materials should be submitted as PDF files. Applications must be received by **February 17, 2017**. Late applications

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

will not be considered.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Health Promotion and Exercise Sciences
Assistant Professor / Health Education Coordinator
Tenure Track
Academic Year 2017

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Health Promotion & Exercise Science (HPX.)

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The HPX department currently offers two B.S. degree level programs in Health Promotion Studies and Health Education (PK-12), as well as offering courses to fulfill the University's Health and Wellness general education competency. HPX is also the home of the Institute for Holistic Health Studies. The B.S. Health Promotion Studies major has options in Allied Health Professions, Community Health, Holistic & Integrative Health, and Wellness Management. For more information, please visit the department's webpage: www.wcsu.edu/hpx/

Position Summary: Primary responsibilities will include teaching major requirement courses in the Health Education pre-K-12 program; health education in the schools for all education majors; health promotion studies courses as needed, and will supervise health education student and teacher placements in the schools. Other responsibilities include: advising students, serving on department, university and community committees, participating in the School of Professional Studies upcoming Council for the Accreditation of Educator Preparation (CAEP) accreditation process, participating in the department's on-going Council on Education for Public Health (CEPH) accreditation process, and engaging in professional activities.

Qualifications: A Doctorate degree in Health Education, Health Promotion or related field is preferred (ABD minimum requirement). Candidates need to be knowledgeable in **both** School and Community (Public) Health disciplines, and in curriculum development and instructional technology. Documented teaching experience at a four-year university/college and as a school health educator are required. In addition, experience as a supervisor of health education student teaching placements is required. Current Connecticut State Health Teaching Certification is mandatory, as well as TEAM (Teacher Education and Mentoring Program) Certification. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvita@wcsu.edu. In the Email Subject Line Reference **Search #600-406**. All materials should be submitted as PDF files. Applications must be received by **April 7, 2017**. Late applications will not be considered.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Social Work
Assistant Professor – Tenure Track
Academic Year 2017

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Social Work.

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Department of Social Work provides a high quality, CSWE-accredited, baccalaureate education that prepares well informed, culturally sensitive, competent, generalist social workers, who will provide services that promote and strengthen the wellbeing of individuals, families, groups, organizations, and communities, and that are consistent with the values and ethics of the profession. For more information, please visit www.wcsu.edu/sw.

Position Summary: The successful candidate will teach across the our baccalaureate social work program curriculum, provide academic advising, service to the department, university, and profession, engage in scholarly research leading to publication, engage in professional activities, participate in BSW curriculum development, maintain and advance CSWE Standards of Accreditation. The ideal candidate will add diversity to the faculty via practice experience and research interests.

Qualifications: Candidates must possess a MSW and DSW/Ph.D. from an accredited college or university and a minimum of two (2) years post-MSW practice experience. ABD will be considered with completion by hire date in August 2017. Preference will be given to candidates who possess the following: college or university teaching experience in social work or a related field; experience in policy/macro practice; strong communication and organizational skills; personal and professional commitment to diversity and social justice; enthusiasm about supporting and further developing a vibrant and responsive curriculum; commitment to classroom teaching, student advisement, working in a collaborative and collegial department, scholarship, service and professional activities. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefit package. Additional information on benefits may be found on our Human Resources website at www.wcsu.edu/hr/benefits/. There are also grant opportunities to support research and conference attendance.

Application Process: Interested applicants should submit via email a letter of application, which outlines interest in, and qualifications for the position and includes contact information, areas of teaching expertise and experience, research interests, areas of service and/or leadership, and a statement of teaching philosophy; a current curriculum vitae; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to: facultyvitae@wcsu.edu. Reference **search #600-407** in the email subject line. All documents should be PDF documents. Applications must be received by **Friday, March 10, 2017**. Late applications will not be accepted.

Western is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Social Work
Assistant Professor /Field Coordinator – Tenure Track
Academic Year 2017

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Social Work.

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Department of Social Work provides a high quality, CSWE-accredited, baccalaureate education that prepares well informed, culturally sensitive, competent, generalist social workers, who will provide services that promote and strengthen the wellbeing of individuals, families, groups, organizations, and communities, and that are consistent with the values and ethics of the profession. For more information, please visit www.wcsu.edu/sw.

Position Summary: The successful candidate will serve as Field Coordinator and teach one or two courses per semester, provide academic advising, service to the department, university, and profession, engage in scholarly research leading to publication, engage in professional activities, participate in BSW curriculum development, maintain and advance CSWE Standards of Accreditation. The position requires some compensated summer field coordination work.

Qualifications: Candidates must possess a MSW from an accredited college or university. A Ph.D. in Social Work or D.S.W. is preferred. Candidates must have a minimum of two (2) years post-MSW practice experience. College or university teaching experience in a social work program is required, experience as a field liaison is preferred. Familiarity with the Connecticut and New York regions' social work and human service organizations and practice experience as a field instructor is preferred. Additional valued qualifications include strong communication and organizational skills, ability to manage database software, a commitment to supporting and further developing a vibrant and responsive field education component, and a commitment to classroom teaching, student advisement, and working in a collaborative, collegial department. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefit package. Additional information on benefits may be found on our Human Resources website at www.wcsu.edu/hr/benefits/. There are also grant opportunities to support research and conference attendance.

Application Process: Interested applicants should submit via email a letter of application, which outlines interest in, and qualifications for the position and includes contact information, areas of teaching expertise and experience, research interests, areas of service and/or leadership, and a statement of teaching philosophy; a current curriculum vitae; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to: facultyvac@wcsu.edu. Reference search #600-408 in the email subject line. All documents should be PDF documents. Applications must be received by **Friday, March 10, 2017**. Late applications will not be accepted.

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600409

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Ancell School of Business
Management
Assistant Professor - Human Resources
Tenure Track - Academic Year 2017-18

Western Connecticut State University's Ancell School of Business is pleased to announce that applications are being accepted for a tenure track position in the Management Department.

The Ancell School of Business www.wcsu.edu/ash is comprised of five business administration departments: Accounting, Finance, Management, Management Information Systems, Marketing, and the Division of Justice and Law Administration. The degrees offered are Bachelor of Business Administration, Master of Business Administration, Master of Healthcare Administration, as well as a Bachelor of Science in Justice and Law Administration and Master of Science in Justice Administration. The Management curriculum is designed to provide the student with the knowledge, skills, and perspectives necessary in managerial and administrative positions in a variety of organizations

Position Summary: The successful candidate will teach introductory and advanced Human Resources courses, as well as other Management courses. Teaching load may be split between the Bachelor's programs at our Danbury and Waterbury campuses and the Masters of Business Administration program. In addition, the successful candidate will participate in departmental and university service, engage in scholarly and professional activities, as well as advising and mentoring of students.

Qualifications: An earned doctorate in Human Resources Management or a related field is preferred. College teaching experience is preferred. Candidates must present evidence of research and publication and an active agenda of scholarship. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership. All materials should be submitted as PDF files and emailed to: facultyvinae@wcsu.edu. In the Email subject line reference **Search #600-409**. Applications must be received by **February 27, 2017**. Late applications will not be considered.

Western is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Ansell School of Business
Management
Assistant or Associate Professor
Tenure Track - Academic Year 2017-18

Western Connecticut State University's Ansell School of Business is pleased to announce that applications are being accepted for a tenure track position in the Management Department.

The Ansell School of Business www.wcsu.edu/asb is comprised of five business administration departments: Accounting, Finance, Management, Management Information Systems, Marketing, and the Division of Justice and Law Administration. The degrees offered are Bachelor of Business Administration, Master of Business Administration, Master of Healthcare Administration, as well as a Bachelor of Science in Justice and Law Administration and Master of Science in Justice Administration. The Management curriculum is designed to provide the student with the knowledge, skills, and perspectives necessary in managerial and administrative positions in a variety of organizations.

Position Summary: The successful candidate will teach a variety of Management courses such as Organizational Behavior, Managing People, Current Issues in Management, and other Management Courses. Teaching load may be split between the Bachelor's programs at our Danbury and Waterbury campuses and the Masters of Business Administration program. In addition, the successful candidate will participate in departmental and university service, engage in scholarly and professional activities, as well as advising and mentoring of students.

Qualifications: An earned doctorate in Management is preferred. College teaching experience is preferred. Candidates must present evidence of research and publication and an active agenda of scholarship. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: The minimum starting salary: \$59,668 (Assistant); \$73,707 (Associate.) In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership. All materials should be submitted as PDF files and emailed to: facultyvita@wcsu.edu. In the Email subject line reference **Search #600-410**. Applications must be received by **February 27, 2017**. Late applications will not be considered.

Western is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Visual & Performing Arts
Department of Music
Assistant Professor - Percussion and Secondary Area
Tenure Track – Academic Year 2017 - 2018

Western Connecticut State University's School of Visual and Performing Arts is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Music.

The School of Visual and Performing Arts www.wcsu.edu/svpa is situated in a new \$97 million visual and performing arts center. Only an hour from New York City, yet located in the scenic foothills of New England's Berkshires, the school offers a conservatory-level education at the relatively affordable cost of a public university. New York City's proximity means our students receive the benefit of a faculty of internationally recognized artists, directors, designers, performers, and scholars dedicated to teaching a highly diverse student population. The Department of Music (www.wcsu.edu/music) is a fully accredited member of the National Association of Schools of Music with 13 full-time and 35 part-time faculty supporting 220 majors in six degree programs: BA in Music, BS in Music Education, BM in Audio & Music Production, BM in Performance, BM in Jazz Studies, and a MS in Music Education.

Position Summary: The successful candidate will teach undergraduate applied percussion, percussion repertoire, and percussion workshop courses in addition to directing the percussion ensemble. The candidate would be responsible for managing the upkeep and repair schedule of the department's percussion instruments. Additional responsibilities may include teaching audio recording, audio production, or other courses depending on the candidate's area of expertise. The successful candidate must maintain an active program of performance, research, and/or scholarly and creative activities. The candidate will also be expected to provide service to the department, and to the university through academic advising, recruiting, and committee service.

Qualifications: A doctorate in Music is required; ABD in Music will be considered. Collegiate teaching experience is preferred. Excellent written and oral communication skills are required. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits may be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience; a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least five (5) professional references who can comment on the applicant's teaching, artistry, and scholarship. Links to videos uploaded to Dropbox, Google Drive, YouTube, etc. of recitals and performances by the candidate are also required with the application materials. Additional materials may be requested by the search committee upon review. All materials must be submitted as PDF files and emailed to: facultyvitae@wcsu.edu. In the Email Subject Line reference search #400-414. Application Deadline: **Friday, March 10, 2017**. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

School of Visual & Performing Arts
Art - Assistant Professor - Foundation and Applied Arts
Tenure-Track
Academic Year 2017-2018

WCSU's School of Visual & Performing Arts is pleased to announce that applications are being accepted for a tenure track Assistant Professor of Foundation and Applied Arts with the Department of Art.

The Department of Art (www.wcsu.edu/art) offers the Bachelor of Arts in Art (concentration in Graphic Design, Illustration, Photography and Studio Arts: comprised of Painting and Sculpture) within a liberal arts environment and the MFA in Painting, Illustration and Interdisciplinary Visual Art.

The School of Visual and Performing Arts (SVPA) (www.wcsu.edu/svpa) began classes in its new 134,000 square foot Visual and Performing Arts Center the Fall 2014. The VPAC is located within an hour's drive from New York City offering a conservatory-level education at the relatively affordable cost of a public university. New York City's proximity means our students receive the benefit of a faculty of internationally recognized artists, directors, designers, performers, and scholars dedicated to teaching a highly diverse student population.

Position Summary: Teach undergraduate courses in various disciplines including Foundations, Applied Arts and other departmental needs.

Qualifications: An MFA in Visual Arts is required but an MFA in the Applied Arts disciplines is preferred. The candidate must have at least three (3) to five (5) years of college teaching experience in undergraduate level courses and must possess a thorough knowledge of the history of art, design and contemporary concerns. Knowledge of current digital technologies and applications are required. The candidate must demonstrate evidence of at least five (5) years of broad, ongoing professional experience in the visual/applied arts and significant exposure through exhibition and publication. The selected candidate will be expected to participate in appropriate department, university and professional services. Additional responsibilities depend upon departmental need and applicant's expertise.

WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: Minimum starting salary will be \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefit package. Additional information on benefits can be found on our website at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a cover letter (1 page max), current curriculum vitae, a statement of creative and teaching philosophy (2 page max), a list of three (3) current professional references as one Word or PDF document, along with a PDF portfolio consisting of 20 examples of candidate's artwork (including an index page with titles, medium and sizes); and a PDF portfolio consisting of 20 examples of student artwork from Foundation and Applied Arts courses (including an index page with course title, medium, and year of completion). All documents must be submitted as three (3) PDF files and emailed to facultyvitae@wcsu.edu. Reference search #600-416 in the subject line of email. Applications must be received by **June 2, 2017**.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Division of Enrollment Services
Director of Admissions

Western Connecticut State University (WCSU) is pleased to announce applications are being accepted for the position of Director of Admissions. WCSU is a vibrant, active campus serving over 5,700 undergraduate and graduate students. The University maintains a commitment to diversity and boasts one of the most ethnically, racially, and culturally diverse student bodies in the state. WCSU's main campus is located in Danbury, Connecticut, 50 miles north of New York City and is one of the seventeen comprehensive universities that comprise the Connecticut State College & University System (CSCU).

The Director is responsible for the direction and administration of all phases of the Admissions Office's operations. Works closely with the Associate Vice President for Enrollment Services in the development of appropriate marketing & recruitment strategies and the coordination of the University's long and short-term recruitment goals. Responsible for fulfillment of the University's admissions goals and coordinating the Office of Admissions recruitment efforts. Analyzes credentials of applicants for admission in terms of the University's standards, programs and curricula. Interprets test data and prediction data for prospective students. Supervises professional, clerical and student employee staff. Recommends changes in admissions policies, procedures and curriculum development for the University as well as the CSU System. Supervises overall record keeping process and maintains and works with appropriate databases to maximize the effectiveness of the University's admissions and recruitment efforts. Delegates responsibility and authority to subordinates in order to develop their professional and administrative skills. Closely interacts with the offices of: Academic Advisement, Registrar, and Financial Aid in coordinating the advising and scheduling of new students. Effectively presents to the public and all segments of the academic community. Interacts and communicates with secondary school and college administrators, faculty and guidance personnel. Travel to secondary schools, community colleges and regional recruitment events as needed.

Qualifications: Seven (7) years of college student enrollment and admissions experience, which must include three (3) years of supervisory experience in an admissions office or a related area. Experience recruiting in an urban setting and working in a diverse higher education college and/or university setting, as well as with use and maintenance of integrated enrollment information systems is desirable. Must possess the ability to deliver services to a culturally diverse population, create an atmosphere of customer-friendly service, and have strong analytical and strategic planning skills. Bilingual proficiency preferred.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Minimum Starting Salary and Benefits: \$89,003. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information may be found on our Human Resources website at <http://www.wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Admissions Director. Submit your one

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

attachment to: hrpositions@wcsu.edu. Position will remain open until filled. Review of applications will begin immediately.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link: http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Division of Enrollment Services
Director of Admissions

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Western Connecticut State University (WCSU) is pleased to announce applications are being accepted for the position of Director of Admissions.

WCSU is a vibrant, active campus serving over 5,700 undergraduate and graduate students. The University maintains a commitment to diversity and boasts one of the most ethnically, racially, and culturally diverse student bodies in the state. WCSU's main campus is located in Danbury, 50 miles north of New York City and is one of the seventeen comprehensive universities that comprise the Connecticut State College & University System (CSCU).

The Director is responsible for the direction and administration of all phases of the Admissions Office's operations. Works closely with the Associate Vice President for Enrollment Services in the development of appropriate marketing & recruitment strategies and the coordination of the University's long and short-term recruitment goals. Responsible for fulfillment of the University's admissions goals. Coordinates the Office of Admissions recruitment efforts. Analyzes credentials of applicants for admission in terms of the University's standards, programs and curricula. Interprets test data and prediction data for prospective students. Supervises professional, clerical and student employee staff. Recommends changes in admissions policies, procedures and curriculum development for the University as well as the State University System. Supervises overall record keeping process and maintains and works with appropriate databases to maximize the effectiveness of the University's admissions and recruitment efforts. Delegates responsibility and authority to subordinates in order to develop their professional and administrative skills. Closely interacts with the offices of: Academic Advisement, Registrar, and Financial Aid in coordinating the advising and scheduling of new students. Effectively presents to the public and all segments of the academic community. Interacts and communicates with secondary school and college administrators, faculty and guidance personnel. Travel to secondary schools, community colleges and regional recruitment events as needed.

Qualifications: A Master's degree is required, as is seven (7) years of experience in college administration, including three (3) years in admissions or a related area, demonstrating ability to formulate and implement relevant policy and to supervise staff. Experience with use and maintenance of integrated enrollment information systems is desirable. In addition, must possess the ability to deliver services to a culturally diverse population; strong analytical and strategic planning skills; and the ability to create an atmosphere of customer-friendly service. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Minimum Starting Salary and Benefits: \$89,003. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://www.wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Director. Submit your one attachment to: hrpositions@wcsu.edu by **Friday, July 21, 2017**. Late applications will not be accepted.

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Education & Educational Psychology
Assistant Professor – Special Education/Applied Behavior Analysis
Tenure Track - Spring 2018

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Education & Educational Psychology for January 2018.

The School of Professional Studies is comprised of four departments: Education & Educational Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Educational Psychology, and Doctoral degrees in Education and Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education, MS in Education Option in Curriculum, MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC. For more information, visit <http://www.wcsu.edu/education/>

Position Summary: The successful candidate will be responsible for: teaching Special Education/Applied Behavior Analysis (ABA) courses; coordinating practicum at the graduate and undergraduate levels; engaging in scholarly activities, including grant writing, program evaluation, and serving on graduate committees. The ABA courses are primarily via distance learning and special education courses are hybrid format.

Minimum qualifications: Doctorate in special education or related field with a concentration in ABA; Board Certified Behavior Analyst Certificate as stated on the Behavior Analyst Certification Board website (i.e., accrued 1,500 hours of BCBA-supervised field experience and met the BCBA coursework requirement.)

Preferred qualifications: Teaching certification in Special Education; Board Certified Behavior Analyst-Doctoral Level (BCBA-D); scholarly productivity in ABA, including behavioral research; experience teaching courses on behavioral interventions for individuals; active role in ABA-related professional associations; successful college-level teaching and supervision of practicum training activities; experience developing and teaching online courses in ABA; at least one (1) year of experience working in applied settings with individuals on the autism spectrum or other developmental disability.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvita@wcsu.edu. In the Email Subject Line Reference Search **#700-502**. All materials should be submitted as PDF files. Applications must be received by **Wednesday, November 1, 2017**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
http://www.wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Environmental & Facilities Services
Landscape Technician

Western Connecticut State University is pleased to announce applications are being accepted for the position of Landscape Technician. Job duties will include: snow removal; lawn care; shoveling; operating small power equipment; weed/brush removal; picks up litter; empties trash receptacles and maintains dumpster areas, moving furniture and equipment, uses and maintains various hand tools; assist with the set up and dismantling of plantings, fences, chairs, tents, bleachers and tables for special events; installs and maintains fences, bollards and campus signage; cleaning gutters, storm sewers and catch basins; installs, maintains and regulates irrigation systems; assists with tree pruning or felling, and other related duties as required. Athletic field maintenance, which includes line striping of athletic fields, grooming/dragging baseball and softball fields. Equipment operation includes: Operates and maintains large construction and landscaping equipment such as front end loader, backhoe, a boom/bucket truck, street sweeper truck, or trucks with a capacity of five (5) tons or greater, plow and pickup trucks and trailers, street sweepers, leaf vacuums, wood chippers, mowers, leaf blowers, weed whackers and chain saws.

Qualifications: Two (2) years of experience in landscape maintenance, including plant selection and installation, pruning, fertilization and seeding of turf grasses. Knowledge of and the proper care of various plants and; basic knowledge of pesticides application methods and techniques; and turf grass management practices. Must possess the ability to operate, maintain and repair hand tools, small gas engines; large power equipment; heavy construction and commercial landscaping equipment and vehicles; ability to use personal protective equipment; will be required to lift moderate to heavy weights; be exposed to extreme weather conditions, significant levels of dust and noise and risk of injury from equipment. Must have adequate physical strength, stamina, physical agility and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties of the class. Must possess good interpersonal, oral and written communications skills; and the ability to follow written and oral instructions; some ability to utilize computer software. Eligible candidates in this class **must possess** and retain a valid Motor Vehicle Operator's license. Medical exam, drug screen, and criminal background check will be required prior to offer of employment.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Work Schedule; Salary & Benefits: Monday – Friday, 6:00 a.m. – 2:00 p.m., \$41,756/annual (\$21.34/hour) WCSU offers a comprehensive benefit package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/.

Application Process: Applicants must meet the above qualifications in order to be eligible. Qualified applicants must apply by following the application instructions on the following website link:
<https://www.jobapscloud.com/CT/sup/bulpreview.asp?R1=171121&R2=9060TC&R3=001>

Application Deadline: December 12, 2017

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:

http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University **Human Resources Assistant**

Western Connecticut State University's Human Resources Office is pleased to announce applications are being accepted for a full time position of Human Resources Assistant.

Position Summary: Reporting to the Chief Human Resources Officer, the HR Assistant coordinates the production of the adjunct faculty contracts, as well as the processing of the payroll for all part-time employees via the Core-CT & Banner systems. Provides administrative support to the Chief Human Resources Officer; provides assistance to HR professionals with various activities and projects; preparation & verification of bi-weekly payroll reports; disseminates information on part-time pay dates, pay rates, and adjunct seniority information; oversees the dual employment process; prepares and distributes yearly payroll calendars; processes employment verification requests and address changes; oversees the departments' office mail, office supplies and equipment; provides support with department budget; manages the personnel files and archiving processes; manages the onboarding processes for part time employees; and coordinates the administration, collection, and statistics preparation of the university's evaluation process for all employees.

Qualifications: One (1) year experience in a human resource office is required; two (2) years of college training is desirable. Demonstrated experience with Microsoft Word & Excel is required. Experience with HRIS systems, such as Core-CT or Banner preferred. The successful candidate must also demonstrate solid oral and written communication skills.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$38,500. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/.

Application Process: Interested applicants must submit via email a cover letter, which includes the contact information for three (3) current professional references and a resume, as one (1) complete PDF file and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources – Recruitment. In subject line of email reference: Your Last Name – HR Assistant. Email applications to: hrpositions@wcsu.edu by **Thursday, December 21, 2017**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Division of Student Affairs
Intercollegiate Athletics
Head Coach – Women's Soccer
Academic Year 2018-2019

Western Connecticut State University's Department of Intercollegiate Athletics is pleased to announce that applications are being accepted for the full time, 10 month position of Head Women's Soccer Coach - Coach II rank.

WestConn is an NCAA Division III institution and while 13 of our intercollegiate athletic programs are members of the Little East Conference, our football program is a member of the Massachusetts State Collegiate Athletic Conference. WestConn is committed to providing student-athletes with excellent academic and athletic experiences via hard work, campus and community involvement, and promoting the values of sportsmanship, integrity, and diversity. Additional information about the department may be found at <http://wcsuathletics.com>. Additional information about the University can be found at www.wcsu.edu

Responsibilities include, but are not limited to, all aspects of developing and sustaining a women's soccer program that expects to be highly competitive; Providing direction, coordination, and instruction to the WestConn women's soccer team; Recruiting high quality prospective student athletes; Supervising assistant coaches; Ensuring compliance with NCAA, Little East and University policies; Monitor and assisting team members in academic, disciplinary, and personal matters; Assisting with program promotion and marketing; Representing the WestConn Athletic department at professional, civic, charity, and alumni events; Budget management and fundraising leadership are also required. Candidates must demonstrate a proven aptitude for coaching as illustrated by a strong work ethic, organizational skills, computer skills, and the ability to interact professionally within the department, the campus, and the community. This position may have a secondary duty that is commensurate with the candidate's experience.

Qualifications: Bachelor's Degree is required. Master's degree preferred. A minimum of five (5) years coaching experience at the collegiate level, and at least two (2) years' experience as a head coach. Candidates must have strong interpersonal skills, as well as a demonstrated ability to successfully recruit, train, and develop student-athletes. Must successfully demonstrate retention and graduation rates. Knowledge of NCAA rules and regulations and an understanding of, and a commitment to the Division III student-athlete philosophy is required. Must possess the ability to relate to both internal and external campus constituencies. Excellent communication skills are required, as is the ability to work effectively with diverse populations including students, administrators, faculty, and alumni.

WestConn is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of coaching expertise and experience, areas of service and/or leadership, a statement of athletic philosophy; a current resume, and the names and contact information for three (3) professional references who can comment on the applicant's coaching and/or service/leadership to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search **#700-511**. All materials should be submitted as PDF files. Application Materials must be received by **Monday, February 5, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WestConn Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Nursing
Assistant Professor - Tenure Track
Academic Year 2017-18

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure-track Assistant Professor position in Department of Nursing.

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Nursing programs is one of the signature programs at WCSU and offers the following degrees in nursing: a B.S., M.S. with major in Nursing, R.N. to B.S. degree completion program accredited by the Collegiate Commission on Nursing Education (CCNE), and a unique collaborative online Ed.D. in Nursing Education, accredited by NEASC. Our graduates have achieved exceptional success on both the National Council Licensure Exam (NCLEX) and American Nurse Credentialing Center Exam for Adult Gerontological Nurse Practitioner and Clinical Nurse Specialist. For more information, visit www.wcsu.edu/nursing.

Qualifications: Master's Degree in Nursing with relevant educational and clinical experience is required. The successful candidate will have experience in teaching with the ability to teach across the curriculum. For positions at the Assistant level, an academic Doctorate in Nursing or related field (Ph.D., Ed.D. or DNS) will be required at the time of tenure review. A current registered professional nurse with CT licensure is required at the time of hire. The successful candidate will be expected to participate in departmental and university service by taking an active role in developing new curricula, advising and mentoring students, serving on departmental and university committees, assisting student groups on campus and engaging in professional activity.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search #700-512. All materials should be submitted as PDF files. Applications must be received by **Friday, January 19, 2018**. Late applications will not be accepted.

Position Announcement

**Western Connecticut State University
Danbury, Connecticut 06810**

www.wcsu.edu

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:

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