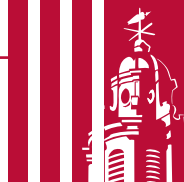


BRIDGEWATER STATE UNIVERSITY
DEAN OF THE COLLEGE OF GRADUATE STUDIES
SEARCH PROFILE



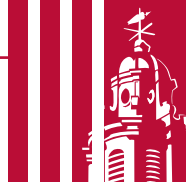
BRIDGEWATER
STATE UNIVERSITY





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ABOUT BRIDGEWATER STATE UNIVERSITY

Bridgewater State University is on the rise. BSU has emerged as the flagship of the state university system, driven to advance the success of its students – every student, one student at a time, without exception.

- Named one of the Best Colleges in America by *The Wall Street Journal* for three consecutive years
- Ranked the 3rd safest campus and the 3rd most LGBTQ+ Friendly College in the U.S.
- Ranked as the #4 driver of social mobility among more than 100 colleges and universities in Massachusetts
- Recognized for a nationally leading undergraduate research program

In 2024, we published [Bridgewater Rising](#), a digital, multimedia report that tells the story of the university's advancement during the 10 years of the presidency of Frederick W. Clark Jr., the 12th president in BSU's 185-year history.

FALL 2025 ENROLLMENT

8,849

Undergraduate Students



1,500

Graduate Students

10,349

Total Headcount

GRADUATE STUDENT BODY

92%

MA Residents

20%

Students of Color

TOP 5 AREAS OF STUDY

- Social Work
- Special Education
- Educational Leadership
- Mental Health Counseling
- English

GRADUATE STUDENT TO FACULTY RATIO

13:1

AVERAGE GRADUATE CLASS SIZE

8

FULL-TIME GRADUATE FACULTY

120

FUN FACT: BSU has its own commuter rail train stop on its campus, offering a direct route into Boston.

For more information, please visit the [BSU Facts webpage](#) and the [2024-2025 BSU Factbook](#).



HISTORY

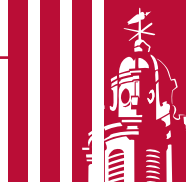
The spirit, vision and leadership of Horace Mann, America's father of public education, lives on 185 years after Bridgewater State University first opened its doors for the purpose of training teachers.

Today, Bridgewater State University is the comprehensive university of Southeastern Massachusetts and the third largest public university – 10th largest overall, public or private – in the commonwealth. With an enrollment of approximately 10,000 students, Bridgewater State University provides a wide range of academic programs and innovative learning experiences inside and outside the classroom. The university grants approximately 2,500 degrees and certificates each year.

Over the past two decades the university has invested more than \$700 million in the physical plant of the campus. Despite the transformation of the campus and growth in the number of students we serve, Bridgewater State University remains committed to small class sizes and extraordinary teaching and mentoring by a world-class faculty.

BSU affords students of all ages and backgrounds access to a variety of excellent opportunities for learning and personal growth, such as undergraduate research (ranked among the top programs nationally by the Council on Undergraduate Research), study abroad (more





than 200 programs in over 50 countries), service learning, internships and participation in an array of social justice initiatives. Several BSU students have been recognized with prestigious Fulbright and Goldwater Scholarships, and our Honors Program has doubled in size to more than 1,000 students.

The *Wall Street Journal* has ranked BSU as one of the Best Colleges in America for three years in a row for advancing the social mobility of students from a wide range of socioeconomic backgrounds and providing an extraordinary return on investment. Bridgewater's commitment to and leadership in developing innovative strategies for advancing the success of students of all identities has earned national recognition.

Bridgewater graduate students historically have had among the highest first-time CPA exam pass rates of any university in Massachusetts. The university has been recognized as an Apple College of Distinction for its application of technology to teaching and learning in the College of Education and Health Sciences. All the while, Bridgewater continues to be the leading producer of preK-12 and STEM teachers in the state.

BSU has launched innovative academic programs at the cutting edge of technology and workforce needs. BSU's new cybersecurity program combines outstanding classroom education with extraordinary hands-on learning opportunities in the state's most sophisticated cyber range and in one of the state's few Security Operations Centers, where students work alongside professionals in providing real-world threat detection and mitigation to governments, nonprofits and corporations.



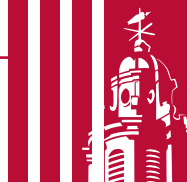


BSU WORKS

Every student comes to BSU to get a great education that leads to meaningful employment and careers. At a time when the value of higher education is being questioned, BSU is looking to become synonymous with pathways to employment by:

- Reimagining and integrating career and life planning and career counseling into each student's BSU experience.
- Expanding opportunities for internships, project-based learning with businesses, professional apprenticeships, student employment and cooperative learning.
- Developing new academic programs and credentials aligned with high workforce demand and the needs of employers.
- Growing deep and sustainable relationships with the business and employer community, so our students can move more readily from degree or certification to career.





SOCIAL JUSTICE

BSU is doubling down on its historic mission of bringing the dream of college success to those who once considered it impractical – or impossible.

We are leading the state and the nation in developing innovative, data-driven strategies that ensure all students, regardless of background or identity, can thrive. In spring 2025, faculty taught more than 150 courses that covered social justice themes.

In the wake of the murder of George Floyd, BSU convened the President's Special Task Force on Racial Justice. More than 1,000 members of the campus community participated, leading to the development of 73 recommendations for changing practices, policies and procedures inhibiting racial equity and justice on our campus. BSU has already implemented many of those recommendations and continues to advance others. The story of BSU's commitment can be found in its *Action: Racial Justice and Equity at Bridgewater State University* newsletter.

Bridgewater founded and leads the Racial Equity and Justice Institute (REJI), a growing national consortium of more than 40 universities and organizations that work together to identify data-informed racially equitable strategies to support the success of all students. In November 2024, REJI released [*The Racial Equity and Justice Institute Practitioner Handbook, Volume 2*](#).





In addition to racial equity, BSU is:

- Expanding its groundbreaking EXCEL program, the leading educational program in the state for adults with learning and developmental disabilities, by developing new and varied pathways, and by helping more students develop rewarding career opportunities to become independent adults.
- Augmented advising and learning assistance programs and staffing within the Academic Achievement Center.
- Enlarging its Student Accessibility Services to help students with myriad learning challenges excel in and outside the classroom.
- Enhanced counseling, programming and technology within the Wellness Center to support a growing population of students coping with anxiety and other mental health issues.
- Growing its [Martin Richard Institute for Social Justice](#), which plans community service activities and spring break service learning trips; awards grants; oversees an active Justice Fellows program; and implements extensive civic education programming.





STRATEGIC PLAN 2.0

In 2024, BSU completed an extensive [Strategic Plan 2.0](#) that has eleven areas of focus and five major goals. Those goals are:

1. Focus resources and decisions on the overarching priority of student success.
2. Provide a teaching and learning environment with exceptional educational opportunities for intellectual, creative and professional growth.
3. Enhance and enrich the employee experience in support of the strategic priorities of the University.
4. Serve as a regional catalyst for economic, cultural and intellectual engagement.
5. Lead and catalyze equity and social justice within Bridgewater State University, our region, state and nation.





OVERVIEW OF COLLEGE OF GRADUATE STUDIES

With a tradition of excellence dating back to 1937 and drawing on the talent and commitment of a highly credentialed faculty, the College of Graduate Studies offers more than 100 programs of study designed to broaden perspectives, advance careers, increase earning potential and transform lives.

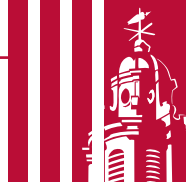
Major fields of study include education, social work, mental health counseling, English, business, accounting, criminal justice, computer science and public administration.

Over the past five years, new and innovative programs have been developed in the areas of cybersecurity, public relations, mathematics, reading, and applied behavior analysis.

The College of Graduate Studies works closely with BSU's five other academic colleges:

- College of Education and Health Sciences
- College of Humanities and Social Sciences
- Louis M. Ricciardi College of Business
- Bartlett College of Science and Mathematics
- College of Continuing Studies



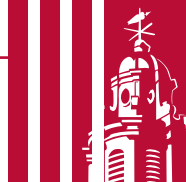


COMMITMENT TO GRADUATE EDUCATION

Bridgewater State University is committed to supporting and growing its College of Graduate Studies. This commitment is demonstrated in several tangible ways:

- **New Programs:** BSU has developed and invested in several new programs, including cybersecurity, public relations, mathematics, reading, and special education, and has plans to add additional programs in emerging fields to the graduate curriculum, including health sciences and interdisciplinary programs.
- **Expanded Support for Students:** The university has increased its financial support of students through scholarships, assistantships and fellowships, and invested in graduate student research and internships.
- **New Enrollment Initiatives:** BSU's Strategic Enrollment Plan prioritizes the growth of graduate enrollment. The university has made significant investments in graduate lead generation and marketing and is newly focused on expanding international opportunities. The university has also grown its Early Admissions and 4+1 programs in recent years and plans to actively market those programs to its prospective undergraduate students.
- **Expanded Grants:** With the support of the Office of Grants and Sponsored Projects, the College of Graduate Studies has secured more than \$1.2 million in grants to support its programs.
- **New Home:** The BSU Foundation acquired a new property adjacent to its campus that has become the new home of the College of Graduate Studies. The building at 21 Park Terrace opened in August 2025.





GRADUATE ACCREDITATIONS

- Master of Education in Mental Health or School Counseling – Council for Accreditation of Counseling & Related Educational Programs (CACREP)
- Master of Public Administration Program – National Association of Schools of Public Affairs and Administration (NASPAA)
- Master of Social Work – Council for Social Work Education (CSWE)
- Master of Arts in Psychology – Master's in Psychology and Counseling Accreditation Council (MPCAC)
- Master of Science in Accountancy – meets the Option One (Level 1) educational requirement to sit for the CPA exam
- Master of Science in Computer Science – PSM Candidate School
- Master of Science in Speech-Language Pathology – Council on Academic Accreditation in Audiology and Speech-Language Pathology
- Council for the Accreditation of Educator Preparation (CAEP)
- New England Commission of Higher Education (NECHE)





OPPORTUNITIES FOR GRADUATE STUDENTS

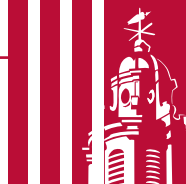
The College of Graduate Studies offers numerous opportunities for graduate students to grow their skills and competencies beyond excellence in classroom teaching and learning.

The David B. Jenkins Graduate Research Initiative Endowed Fund provides a key source of flexible funding that the College of Graduate Studies dean can direct to advance graduate research and scholarship. This support for enhancing academic rigor and quality includes funding for conference attendance and presentations, poster printing, lab supplies, travel to archives, research equipment, required specialty software, and other student needs. Further, the College intends to offer research funding packages to a small number of incoming, very high-caliber graduate students to encourage them to attend the university. Graduate students can showcase their mastery of research and creative scholarship through BSU's *The Graduate Review: A Journal of Graduate Research and Creative Scholarship*, which is published annually, and participation in the Student Arts and Research Symposium (StARS), a major university event that is held each spring.

The Graduate Fellowship Program provides student-centered support through peer mentorship. The program encompasses the Graduate Writing Fellows, who support graduate students in all academic disciplines with the writing process; the Graduate Quantitative Fellow, who provides quantitative reasoning assistance to students in specific academic programs; and the Graduate Access Fellow, who provides support for neurodiverse students with various learning needs. This program also offers funding opportunities for the students who serve as peer mentors.

The university now awards more than 120 assistantships and fellowships annually to graduate students. These opportunities are available on a competitive basis to full- and part-time matriculated graduate students, enabling them to attend graduate school at significantly reduced tuition and fee rates while receiving a stipend for working in an academic or administrative department.





A COMMITMENT TO CONTINUING IMPROVEMENT

BSU's Office of Assessment (OA) collaborates with academic programs and college deans to improve student learning assessment. OA aims to translate teaching and learning experiences into qualitative and quantitative data for ongoing improvement and to enhance student success. The Office also works with other divisions and centers to provide survey design and analysis consultation and to assist the Core Curriculum Steering Committee with core skills assessment.

SUPPORTING OUR FACULTY

As a student-centered university, BSU is committed to supporting the professional development, teaching, research and scholarship of its faculty.

- BSU has a strong commitment to both the liberal arts and the [free speech and expression rights](#) of its community.
- BSU has invested more than \$3.4 million over the past eight years in support of faculty research and scholarship through its Center for the Advancement of Research and Scholarship and by supporting leadership opportunities for faculty through course releases.
- BSU's Office of Teaching and Learning supports faculty innovation in teaching and learning through workshops and consultations; disseminates information on pedagogy, academic technology, and other related topics; and provides funding for faculty to develop their courses, methods and philosophy of teaching and to participate in teaching conferences.
- The Faculty Advocacy Network (FAN) provides one-on-one collaborative and group support to BSU faculty at all phases of their careers. Through networking and partnerships, FAN offers faculty guidance and practical assistance with short-term and long-term goal setting as well as balancing teaching, research and service with maintaining a proper work-life balance.
- The Academic Innovation Fund supports our faculty, staff and administrators in designing engaging and contemporary learning experiences for BSU students. When a project is awarded funding, project leaders have a one-time opportunity to pilot or launch ideas within a supported process outside of their own existing funding structures.
- BSU's new faculty orientation, held each summer before the start of the fall semester, is focused on equity in teaching and learning.



Faculty of Color

BSU is committed to diversifying its faculty and supporting faculty of color:

- BSU has a strong commitment to supporting faculty of color, responding to expressed needs and interests. This support has included membership in the North Star Collective and faculty led support groups for faculty of color and for allies.
- In a coalition of three Massachusetts state universities, BSU competed for and received a five-year NSF AGEF grant that supported the diversification of the STEM professoriate. Programming on our campus which grew out of the NSF funded first three years of the grant has been maintained using BSU resources.
- Our Office of Teaching and Learning has a Black faculty support group and a faculty support group for those who are allies to faculty of color.



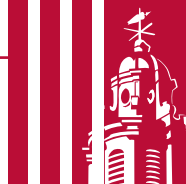


POSITION SUMMARY

Bridgewater State University is seeking an experienced and innovative academic leader to serve as the next Dean of the College of Graduate Studies. The Dean of the College of Graduate Studies is a member of the division of Academic Affairs leadership team, providing a strategic vision for continued innovative growth in graduate education for regional workforce development, global engagement and personal and professional advancement. The College of Graduate Studies currently serves approximately 1,500 students, and is home to more than 60 graduate degree, licensure and certificate programs that include a variety of nationally accredited master's degree programs ranging from education, health professions, to arts and sciences, and business. In 2024 the college awarded 460 master's degrees, and more than 70 graduate certificates, CAGS and specialist degrees. Our graduate programs are accredited by the American Speech-Language and Hearing Association, the Council on Social Work Education, the Council for Accreditation of Counseling and Related Educational Programs, and the National Association of Schools of Public Affairs and Administration among others.

The successful candidate will work collaboratively with faculty and other academic partners to identify new academic opportunities and support the growth of existing academic programs, while remaining committed to the values of diversity, equity and belonging. BSU, a leader in teacher education, offers programs in Early Childhood Education, Educational Leadership, Special Education and Elementary Education. BSU also stands out for our exceptional Master of Social Work and Speech-Language Pathology degrees, as well as innovative Computer Science, Cybersecurity and Justice, and Public Relations programs. To support this work, the dean supervises an administrative office team including an associate dean, graduate admissions and marketing personnel, and administrative assistants. BSU is committed to the growth of the College of Graduate Studies, including the recent renovation of a centrally located historic house as the new home of the college. Other campus infrastructure investments include the renovation of Burnell Hall as the academic home of the College of Education and Health Sciences, improvements to office and workspaces housing faculty of the College of Humanities and Social Sciences, multiple upgrades to mechanicals across campus, and other capital improvements.

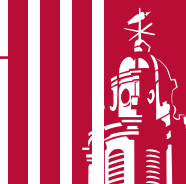




Founded in 1840 by Horace Mann, Bridgewater State University is celebrating its 185th year and continues to build on its inception as a Normal School dedicated to the power of equitable education to transform lives. Located in Southeastern Massachusetts on a wooded 278-acre campus, the Bridgewater State University campus is 45 minutes from both Boston, MA and Providence, RI, and is accessible by commuter rail. Learn more about Bridgewater State University and its [values](#).

RESPONSIBILITIES

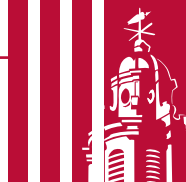
- Provide leadership to the College of Graduate Studies to advance college, Division of Academic Affairs and institutional strategic plans.
- Clearly articulate how the College of Graduate Studies supports and enhances the university strategic plan in the areas of academic excellence, student success and enrollment growth.
- Collaborate on graduate programs and initiatives with faculty, graduate coordinators, academic department chairpersons, deans and other constituencies across the university.
- Serve as a strong advocate for diverse, creative, interdisciplinary and innovative educational programming using face-to-face, hybrid and online formats that meet the needs of graduate students.
- Lead the college in the effort to increase enrollment across all programs, as operationalized in the college's recruitment and retention work and its emphasis on the progression and graduation of graduate students.
- Lead program assessment, ensuring that outcome measures are met and that individual programs within the college achieve and maintain appropriate standards including specialized accreditation/certification when appropriate.
- Continue to enhance the graduate student culture at BSU through advocacy for enhanced levels and types of support for graduate students, including partnering with the professionals in the Office of Career Services and Internships to enhance career development and workforce preparedness of graduate students across all programs within the innovated BSUWorks initiative.
- Build regional, national and international partnerships that broaden the reach and impact of the college and address enrollment goals.
- Work with the Dean of the College of Continuing Studies to ensure that the Graduate College is appropriately involved in credit and non-credit continuing education opportunities.



- Work collaboratively with the Vice President for Institutional Advancement and the Executive Director of the Office of Grants and Sponsored Projects to secure funding from external sources. Pursue external public and private grants that advance the strategic goals of the College.
- Work collaboratively with the Provost and the Vice President for Student Success and Diversity to assure that the college maintains and advances a commitment to student success, including the elimination of achievement gaps.
- Encourage and support faculty as scholars and promote academic leadership among faculty; collaborate to bring professional development opportunities to graduate faculty and staff.

REQUIRED MINIMUM QUALIFICATIONS

- An earned doctorate and more than 5 years of academic administrative experience, at least 3 years of which should be in the role of Dean, Associate Dean, Chair, Graduate Director (or equivalent).
- Significant and direct administrative responsibility for both graduate programs and graduate students with a strong and demonstrable commitment to student success.
- Demonstrated ability to work effectively and collegially with faculty, administrators, staff and external constituencies while maintaining the highest levels of personal integrity.
- A demonstrated effectiveness in graduate program development, review, revision and assessment including the national accreditation process and shared governance.
- Experience in recruitment and enrollment management at the graduate level. Demonstrated effectiveness in enrollment management.
- A strong and demonstrable commitment to public higher education including an understanding of and commitment to the liberal arts in public higher education.
- A strong and demonstrable commitment to diversity, inclusion and equity and experience working with diverse student populations.



- A thorough knowledge of higher education practices and trends, including but not limited to demographic trends and their implications and curriculum and instruction.
- Superior communication skills, creativity and innovative thinking.

The university considers all qualified candidates without regard to race, color, religion, sex, age, national origin, disability status, veteran status, gender identity, sexual orientation, genetic information, pregnancy or pregnancy-related condition or any other characteristic protected by law.

PREFERRED QUALIFICATIONS

- Experience with the development and administration of online or blended courses and programs.
- Expertise in an academic discipline relevant to programs in the College of Graduate Studies.
- Experience working with faculty and staff in a collective bargaining environment.
- Experience in the development, management and oversight of a budget at the school or college level.
- Experience identifying, leading and growing collaborations with regional employers to meet workforce development needs.

Bridgewater State University complies with the Americans with Disabilities Act (ADA) to provide reasonable accommodation to qualified applicants and employee with disabilities. To request a reasonable accommodation for the application process, please complete and submit this [electronic form](#).



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