



BRIDGEWATER STATE UNIVERSITY

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS SEARCH PROFILE



BRIDGEWATER
STATE UNIVERSITY



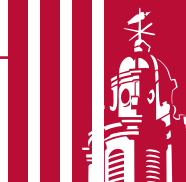
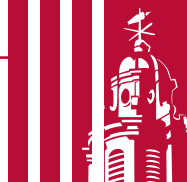


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ABOUT BRIDGEWATER STATE UNIVERSITY

Bridgewater State University is on the rise. From being named one of the Best Colleges in America by *The Wall Street Journal* for a third consecutive year, being ranked the 3rd safest campus and the 3rd most LGBTQ+ Friendly College in the U.S., to our nationally leading undergraduate research program, our ranking as the #1 driver of social mobility among more than 100 colleges and universities in Massachusetts, Bridgewater State University has emerged as the flagship of the state university system. In Fall 2025, BSU welcomed the largest first-year class in its history, increased its overall enrollment by nearly seven percent, and projects continued enrollment growth in 2026. BSU is driven to advance the success of its students – every student, one student at a time, without exception.

BSU has also garnered several recognitions as a best place to work in education and higher education and as a *USA Today* Top Workplaces 2026.

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 186-year history.

BSU FACTS

FALL 2025 ENROLLMENT

8,849

Undergraduate Students

+

1,500

Graduate Students

10,349

Total Headcount

UNDERGRADUATE STUDENT BODY

34%

Low-Income

33%

Students of Color

46%

First Generation

15%

LGBTQIA+

STUDENT TO FACULTY RATIO

18:1

AVERAGE CLASS SIZE

18

FULL-TIME FACULTY

340

FUN FACT: BSU has its own commuter rail train stop on its campus, offering a direct route into Boston and to the Southcoast, which includes Taunton, Fall River and New Bedford.

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



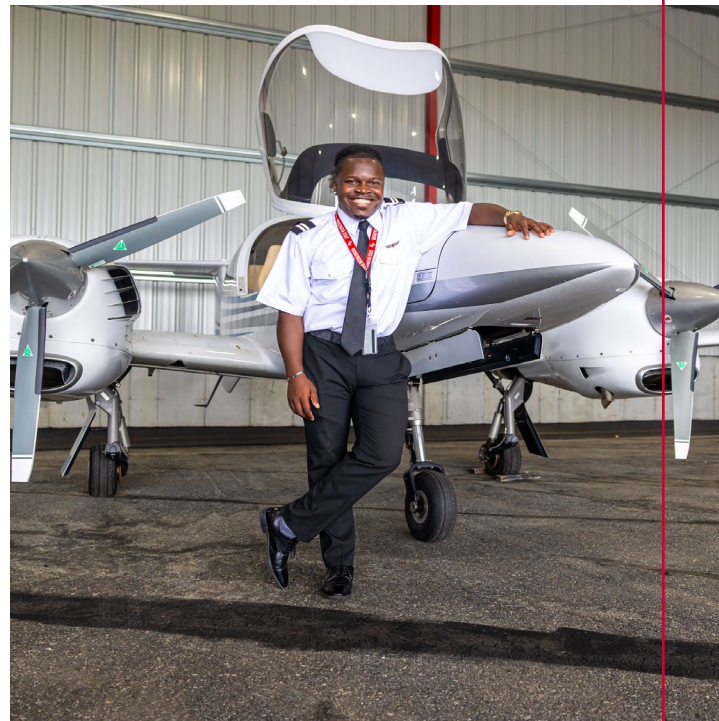
HISTORY

The spirit, vision and leadership of Horace Mann, America's father of public education, lives on 186 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 fourth largest public university – 10th largest overall, public or private – in the Commonwealth. With an enrollment of more than 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 more than 2,200 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, co-ops 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 1,200 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 Professions. 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 cybersecurity bachelor's and master's degree and certificate programs combine 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. Its bachelor's degree program in Photonics and Optical Engineering, BSU's first engineering program, is training students to participate in the next big technological revolution – the application of particles of light in transforming computing, autonomous vehicles and biological, chemical and spatial sensors. BSU is rapidly emerging as leader in quantum computing.

BSU's Center for Artificial Intelligence fosters human-centered, equitable, ethical and responsible AI use aligned with the university's mission and strategic goals. The Center provides leadership and works with faculty, staff and students in integrating AI as a tool for creativity, critical thinking, and productivity.

Bridgewater State University's proud tradition of providing opportunity to all students, without exception – to learn by doing, to serving the world and the region, to teaching and learning, to discovering career paths, and dedication to making dreams a reality – have created the thriving, dynamic institution we see today.



BSU2CAREER

At a time when the value of higher education is being questioned, BSU2Career is a major initiative to make a BSU education synonymous with career pathfinding and pathways to meaningful employment and ensuring that high quality, intentional and regularized career preparation, guidance and exposure is part and parcel of a BSU education for every student.

BSU2Career is not some vocational pivot; it is deeply rooted in a continuing commitment to the liberal arts. It comprises four elements:

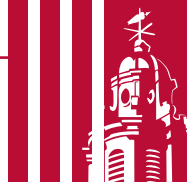
- From the moment students arrive on campus, **career pathfinding** begins – helping them identify career and life goals and understand the best program of study for achieving them. BSU will provide regular and ongoing career counseling, planning, and networking opportunities to every student.
- At its core, a BSU education – taught by outstanding faculty in small classes – helps students **develop the higher-order thinking skills** - strong analytical reasoning; excellent written and oral communication skills; the ability to work collaboratively; creative and critical thinking; innovating to solve problems; and practicing ethical decision making - that employers across all industries are seeking and that students need to become leaders and adapt to a workforce where they will likely have more than a dozen jobs in their career.





- We offer outstanding **hands-on learning experiences**, including our best-in-the nation undergraduate research program; Collaborative University Business Experiences (CUBEs), which provides real-world problem-solving experiences while working alongside outside businesses and organizations; and study abroad programs that afford students the opportunity to explore a wide range of issues and cultures through a whole new lens.
- We also create **career pathways**. Mobilizing our deep relationships with companies, nonprofits, school systems, and government agencies, we connect students directly to employers and work with them to secure internships and co-ops. BSU hosts the largest career fairs in the region, offers many career preparation workshops, and makes available a thousand internship opportunities a year – many of them paid!





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 make sure that all students, regardless of background or identity, can thrive. In spring 2026, 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, in which more than 1,000 members of the campus community participated, leading to the development of more than 70 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 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*](#).

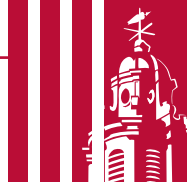




In addition to racial equity, BSU is

- 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, helping more students develop rewarding career opportunities and become independent adults.
- Augmenting advising and learning assistance programs and staffing within the Academic Achievement Center.
- Enlarging its Student Accessibility Services to help students with myriad learning challenges thrive in and outside the classroom.
- Enhancing counseling, programming and technology within the Wellness Center to support 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 its extensive [Strategic Plan 2.0](#) that has eleven areas of focus and five major goals. Those five 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.

BSU has a nested strategic plan design, where every division has a strategic plan linked to the university's overarching plan. [View the strategic plan for the Division of Academic Affairs.](#)





ACADEMIC ORGANIZATION

Bridgewater State University proudly offers more than [100 academic programs](#) through its six colleges:

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





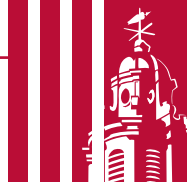
ACCREDITATIONS

The New England Commission of Higher Education (NECHE) reaccredited Bridgewater State University for ten years in 2023. NECHE commended BSU for the *“positive culture” that contributes to the institution’s success as evidenced by a “strong inculcated sense of purpose and mission,” a commitment to shared governance, and a “deep trust” among the divisions of the university.*”

Other Accreditations and Certifications

- Accreditation Board for Engineering and Technology (ABET)
- American Chemical Society (ACS)
- American Council on the Teaching of Foreign Languages (ACTFL)
- American Speech-Language and Hearing Association - Council on Academic Accreditation (ASHA-CAA)
- Aviation Accreditation Board International (AABI)
- Council on Social Work Education (CSWE)
- Council for Accreditation of Counseling and Related Educational Programs (CACREP)
- Federal Aviation Administration (FAA)
- International Reading Association
- Interstate Agreement for Educator Licensure
- Massachusetts Board of Public Accountancy, Option One Status
- Massachusetts Department of Elementary and Secondary Education (DESE)
- Masters in Psychology and Counseling Accreditation Council (MPCAC)
- National Association of Schools of Art and Design (NASAD)
- National Association of Schools of Public Affairs and Administration (NASPAA)
- National Council of Teachers of English
- National Professional Science Masters Association





APPLIED LEARNING

BSU's Center for Transformative Learning is a hub for connecting and enhancing BSU's high-impact practices (HIPs), including community engagement, internships, global learning, mentoring and leadership, and undergraduate research.

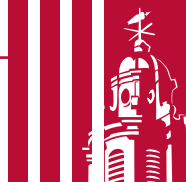
High-impact practices at BSU are infused with a commitment to racial equity and social justice, providing financial, academic and community support so all students can participate and succeed in these powerful experiences.

BSU's [Honors Program](#) now boasts more than 1,200 students and Strategic Plan 2.0 calls for the development of an Honor's College within the next five years.

BSU's award-winning [Undergraduate Research Program](#) provides students more opportunities for hands-on research and learning and sends more students to national conferences than most Ivy League institutions. The Council on Undergraduate Research (CUR) recognized BSU, alongside Florida State University and Occidental College, with its Campus-Wide Award for Undergraduate Research Accomplishments in 2020.

CUR cited BSU's "depth and breadth in undergraduate research in its commitment to a strong, comprehensive research program, as well as ongoing collection and analysis of data on student researchers' persistence in their studies. Its emphasis on diversity and inclusion is indicated through research experiences available to every student population and the establishment of noncompetitive student travel awards. The BSU research symposium may serve as a model for other institutions, and its faculty compensation regardless of the type of research conducted is a strength."





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 assists the Core Curriculum Steering Committee with core skills assessment.

A Commitment to Academic Innovation

Innovation is in our DNA. BSU was founded in 1840 as a bold and pioneering experiment in equalizing educational opportunity and raising the caliber of education by training professional teachers.

We are living in a period of profound transformation in technology, economics, work and social interaction. Our academic programs are constantly adapting to the changing needs of society. BSU has developed structured supports for encouraging faculty to generate and advance innovative ideas. Many of our advances have emerged from individual faculty members and departments.

- We have developed cutting-edge programs in emerging technologies:
 - » Bachelor of Science and Master of Science in Cybersecurity: development of a world-class cyber range and security operations center
 - » Bachelor of Science in Photonics and Optical Engineering
- We have created or are in the process of launching new programs in fields with high demand:
 - » Bachelor of Arts in Childhood Studies
 - » Bachelor of Science in Healthcare Administration
 - » Bachelor of Science in Data Science
 - » Master of Arts in Public Relations
 - » Master of Science in Mathematics
 - » Undergraduate Certificate in Data Analytics
 - » Bachelor's degree in Individualized Studies to expedite degree completion
- We are piloting a new co-op program through an initiative of the Massachusetts Department of Higher Education.
- Our undergraduate research program is pioneering for its emphasis on inclusion and diversity and its outstanding undergraduate research symposium.
- Our newly named College of Education and Health Professions builds on core BSU strengths in speech language pathology, counselor education, health science, nutrition, exercise physiology, and public health, among others, but reflects the broader interdisciplinary, liberal arts-based approach that is in demand by health organizations – the largest industry in Massachusetts.

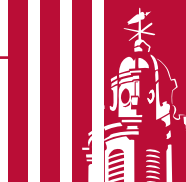


SUPPORTING OUR FACULTY

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 in the past eight years in supporting faculty research and scholarship through its Center for the Advancement of Research and Scholarship and 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 participate in teaching conferences.



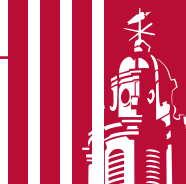


- The Faculty Advocacy Network (FAN) provides one-on-one collaborative and group support to BSU faculty at all phases of their careers. Through networking and partnerships, FAN offers faculty guidance and practical assistance with short-term and long-term goal setting and balancing teaching, research 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 is committed to diversifying its faculty and supporting its faculty of color:

- Although the five-year NSF AGEP supporting the diversification of the STEM professoriate was cancelled, BSU has stepped in to provide ongoing support for this work by providing eligible new tenure track STEM faculty of color a variety of resources, opportunities to participate in cohort-based professional development, and scholarship support.
- 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.
- BSU's new faculty orientation, held each summer before the start of the fall semester, is focused on equity in teaching and learning.





POSITION SUMMARY

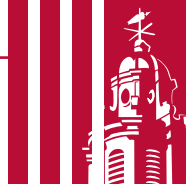
Reporting directly to the President, the Provost and Vice President for Academic Affairs serves as the chief academic officer, leads the Division of Academic Affairs, serves as a member of the President's Cabinet, and is a liaison to the Academic and Student Life Committee of the Board of Trustees.

This position works collaboratively with highly committed faculty, librarians, deans and staff to ensure the quality and integrity of academic programs; coordinates the development of new and innovative programs; secures relevant accreditations; leads the recruitment and development of faculty; promotes innovation and excellence in teaching, scholarship, research, creative pursuits and service; and leads the division's strategic planning efforts.

The Provost and Vice President for Academic Affairs oversees six academic colleges: Louis M. Ricciardi College of Business; College of Continuing Studies; College of Education and Health Professions; College of Graduate Studies; College of Humanities and Social Sciences; and the Bartlett College of Science and Mathematics.

The position also has responsibility for functional areas including, but not limited to Global Engagement; Grants and Sponsored Projects; Academic Achievement Center; Undergraduate Studies; Registrar; Library; Assessment and Institutional Research; High-Impact Practices; and Teaching and Learning.





UNIVERSITY RESPONSIBILITIES

- Uphold and promote the mission, vision, and values of the university and provide equity-minded institutional leadership to the Division of Academic Affairs.
- Serve as a collaborative member of the President's Cabinet and assist the president with strategic planning, policy/procedure development and implementation, data-informed decision making, and faculty and librarian communications.
- Develop and implement the division's strategic plan and assess its departments, services, and programs to ensure alignment with the university's strategic priorities and goals; assist divisional staff with prioritizing initiatives to realize strategic goals.
- Partner and collaborate across all divisions to support vibrant student collegiate and academic interactions – student/faculty programming; high-impact practices; student engagement; and student success and retention.
- Engage in Academic Affairs and university events as a member of the President's Cabinet: e.g., commencement, social and racial justice activities, philanthropic endeavors, and other prominent campus traditions.
- Participate in the university's Strategic Enrollment Management Committee to support the recruitment and engagement of a diverse student body.
- Support philanthropic initiatives pertaining to Academic Affairs or others as needed and offered by Alumni and Development.
- Represent the university at external meetings and events involving state university peers, the Department of Higher Education, and other relevant agencies as assigned by the President.
- Represent the Division of Academic Affairs on university-wide committees, task forces and work groups, as assigned by the President.



DIVISIONAL RESPONSIBILITIES

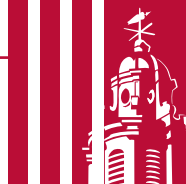
- Work collaboratively to set the academic vision, provide leadership and direction to a diverse population of faculty, librarians, and staff, promoting an ethos which supports equity, continuous improvement, and innovation espousing the university's overarching priority of student success.
- Responsible for the oversight of all academic programs; lead the development of innovative and viable academic programs; maintain relationships with faculty and librarians, and work in conjunction to create and deliver innovative curricula for all students.
- Promote a culture of excellence in teaching and learning in support of equity-minded student success and foster an inclusive and collegial environment which promotes belonging and embraces and celebrates diversity of people, thought, practice, and perspective.
- Support, enhance, and celebrate faculty, librarian, and student research, scholarly, and creative activities.
- Serve as the lead fiscal steward for the Academic Affairs division and implement a balanced divisional budget of \$90.6 million (\$83.1 million personnel and \$7.5 million operating) in FY26 supporting the strategic goals of both the division and the university.





- Promote the use of technology and innovation to advance teaching and learning, as well as the strategic goals and initiatives of the division.
- Represent the Academic Affairs division in all crisis and emergency management related matters and assist in the coordination of crisis response.
- Responsible for the administration of all academic collective bargaining agreements.
- Oversee the review and development of equity-minded Academic Affairs policies and procedures ensuring alignment with institutional philosophy, compliance with relevant federal and state legal and regulatory requirements; communicate and educate all students on student life policies and procedures.
- Provide leadership and monitor all accreditation reviews and program assessments.
- Responsible for the recruitment, onboarding, development, and evaluation of faculty and staff within the Academic Affairs division.
- Perform other responsibilities as assigned by the President.





REQUIRED MINIMUM QUALIFICATIONS

- Earned doctorate or appropriate terminal degree.
- Attainment of full professor rank and proven record of teaching, scholarship, and service.
- Demonstrated senior academic leadership experience through progressively responsible roles within a Dean's Office, Provost's Office, or equivalent executive academic administration positions with a proven record of leading institutional initiatives and advancing academic priorities.
- Demonstrated knowledge of strategic planning, including implementing and executing a strategic plan using best practices and understanding of current national trends in teaching and learning.
- Demonstrated knowledge of policies and best practices for Academic Affairs.
- Knowledge and experience in budgeting, fiscal management, and resource allocation.
- Experience managing human resources, knowledge of faculty recruitment, development and retention trends at a diverse and complex higher education institution.





- Ability to work collaboratively with a diversity of people, thoughts, perspective, and practices.
- Demonstrated record of supporting the success of a diverse student body and experience with equity-minded practice in the academic affairs field.
- Commitment to equity, excellence, entrepreneurship, and innovation with an appreciation for the role of technology in achieving those standards.
- Demonstrated success with retention efforts.
- Evidence of success in the area of enrollment management.
- Demonstrated organizational skills, strong attention to detail, strong verbal and written communication skills.
- Ability to be collaborative, as well as the ability to develop effective teams.
- Integrity, good judgment, and respect for others.





PREFERRED QUALIFICATIONS

- Demonstrated belief in the importance of high quality, accessible public higher education.
- Prior experience working in a unionized higher education environment.
- Evidence of commitment to BSU values.

The Provost and Vice President for Academic Affairs is a non-unit, FLSA exempt position; the terms and conditions of which are governed by the State Universities Non-Unit Professional Administrators Handbook. Salary is commensurate with experience and a competitive benefits package including health and life insurance and retirement savings options. This position is an on-campus position with eligibility for a hybrid remote work option in accordance with the university's Remote Work Policy.

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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AT BRIDGEWATER STATE UNIVERSITY.

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