

Search for the Dean, College of Technology, Architecture, and Applied Engineering Bowling Green State University Bowling Green, Ohio

THE SEARCH

Bowling Green State University (BGSU), a doctoral/high research public university in Northwest Ohio, seeks a collaborative, dynamic, innovative, and ambitious leader to serve as the Dean of the College of Technology, Architecture, and Applied Engineering (the College). The next Dean will foster a spirit of innovation and will position the College to nimbly serve its students, faculty, and industry partners in a rapidly changing world. With the launch of three new engineering programs and the recent establishment of two new interdisciplinary schools, the College is poised for growth to drive creative and technological advancement in Northwest Ohio and beyond. BGSU seeks a Dean who will lead faculty, staff, students, and alumni in developing and implementing a holistic and unifying vision for the College that leverages this moment to build an innovative, interdisciplinary academic unit that is designed for the 21st century.

The College enrolls more than 1,500 undergraduate and graduate students in 18 programs housed in three schools. Providing applied career preparation in architecture and environmental design, aviation studies, engineering and engineering technology, robotics, construction management, quality systems, and visual communication technology, students develop technical knowledge and skills and cultivate professional values and leadership abilities for success in these professions. These programs celebrate and share a strong commitment to experiential and discovery-based learning as they prepare students to meet the ever-changing and growing demands of professional and STEM-based careers. Through excellence in teaching, research, scholarship, creative work, and outreach, the College capitalizes on an inclusive community where innovation, new knowledge, and entrepreneurial achievements benefit others in the region and across the world. Unlike many institutions in the Midwest, BGSU is experiencing an increase in student enrollment as the University's leadership continues to move BGSU forward with an unwavering commitment to serve both traditional and post-traditional students as a public institution for the public good.

The new Dean will lead the College to be a global destination for ground-breaking and impactful teaching, scholarship, and research, leveraging the diverse strengths of the schools and academic disciplines across the College to champion a cohesive vision that emphasizes profession-based education.

The successful candidate will have an earned Ph.D. or terminal degree along with credentials and achievements that merit appointment as a professor in the College of Technology, Architecture, and Applied Engineering. The next Dean will also have leadership and administrative experience as well as experience with accreditation bodies, program development and execution, and a demonstrated ability to engage and inspire faculty, staff, students, the BGSU community at large, and external constituents around a vision for innovation and growth. In addition, the successful candidate will have an entrepreneurial mindset, exceptional interpersonal skills, and the ability to lead and manage a talented team of faculty and staff to continue the College's forward momentum.

BGSU has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. Review of candidates will begin immediately and continue until the position is filled. Nominations, inquiries, and applications, including a CV and letter of interest, should be submitted in confidence as noted at the end of this document.

ABOUT BOWLING GREEN STATE UNIVERSITY

Established in 1910 as a teacher-training institution, BGSU awarded its first bachelor's degrees in 1917. In 1929, the functions of BGSU were expanded to provide four-year degree programs in the College of Education and the College of Liberal Arts. The College of Business and graduate programs were added in 1935, the year in which BGSU attained full university status. In 1947, the Graduate School was formed, and BGSU awarded its first doctorate, in English, in 1963.

Beginning in 1946, extension programs of the University were offered in Sandusky, Ohio. During the next two decades, course offerings there were expanded, and in 1965 a regional campus of the University was established to serve Erie, Huron, and Ottawa Counties. That campus is now Firelands College (BGSU Firelands), located in Huron, Ohio. BGSU Firelands, which opened for classes in 1968, offers career and technical education leading to associate degrees in 16 areas as well as eight bachelor's degree programs.

In the 1970s, three new colleges were added to the University's curricular offerings: The College of Health and Human Services, the College of Musical Arts, and the Graduate College. A decade later, the School of Technology was granted College status. The University Honors Program was established in 1978 and was designated as an Honors College in 2013. Most recently, the School of Nursing and the School of Physical Therapy were created within the College of Health and Human Services, and the School of the Built Environment, the School of Aviation, and the School of Engineering were created within the College of Technology, Architecture, and Applied Engineering.

Today BGSU offers more than 200 undergraduate majors and programs within the College of Arts and Sciences; the Schmidthorst College of Business; the College of Education and Human Development; the College of Health and Human Services; the College of Musical Arts; the College of Technology, Architecture and Applied Engineering; and BGSU Firelands. More than 1,000 undergraduate students across academic

colleges are enrolled in the Honors College. The Graduate College offers 17 doctoral programs, 57 master's programs, and a significant number of certificate programs. Approximately 18,900 students were enrolled in the University as of Fall 2023, including nearly 3,000 graduate students. BGSU experienced a 7.6 percent increase in new first-year undergraduate students starting in Fall 2023 compared to Fall 2022. More than 740 talented and passionate faculty members teach across all majors, with nearly 80 percent holding terminal degrees in their field.

With a commitment to experiential learning across disciplines and majors, the University is a charter member of the Accreditation Council for Co-op and Internship (ACCI), which accredits cooperative education programs. The University is consistently recognized for the quality of its teaching and academic programs as well as the success of its graduates. *The Wall Street Journal* ranks BGSU No. 1 in the Midwest as the public university students would choose again for their education. The University also is the country's No. 3 public university for teaching quality, according to the rankings. *Business Insider* ranked BGSU Ohio's No. 1 university for quality and affordability, and the University holds the 2020 Carnegie Community Engagement Classification endorsement, an elective designation that indicates institutional commitment to community engagement. In 2015 the Association of Public and Land Grant Universities named BGSU an Innovation and Economic University, one of nearly 70 institutions awarded the designation since the program was launched in 2012. BGSU ranks first among public universities in Ohio for boosting former students' earnings ten years after college, according to a national ranking by *The Economist*. Finally, the University earned the prestigious 2017 NCAA Award for Diversity and Inclusion.

University Leadership

Dr. Rodney K. Rogers assumed the role as the 12th President of Bowling Green State University on February 23, 2018, after serving in the interim post since January 1, 2018. Before being named President, Dr. Rogers had served as Provost and Senior Vice President since 2012 and, before that, Dean of the BGSU College of Business since 2006. Experienced in both academia and business, Dr. Rogers has a Ph.D. from Case Western Reserve University, an MBA from BGSU, and a B.A. in music from Ohio Northern University. As President, Dr. Rogers has led efforts to update and reaffirm the University's strategic plan, *Forward*, to reflect the rapidly evolving higher education context in which BGSU operates. He has engaged in philanthropic activities that resulted in major gifts to support student scholarships, professorships, and facility naming. He introduced an innovative academic program in collaboration with Cedar Fair, a Bachelor of Science in Resort and Attraction Management; launched the Doctor of Physical Therapy (DPT) program; and partnered with the Ohio Attorney General's Office to create a new Center for Justice Research to support and explore criminal justice-based research and policy initiatives in the state.

Dr. Joe B. Whitehead Jr. was appointed BGSU's Provost and Senior Vice President in January 2019. A trained physicist, Dr. Whitehead is committed to excellence in graduate and professional education, having arrived at BGSU from North Carolina Agricultural and Technical State University (NCAT), where he was a professor of physics and a senior adviser for research with the University of North Carolina System. Previously, Dr. Whitehead served as Provost and Vice Chancellor for Academic Affairs at NCAT, where he

was successful in growing enrollment and retention, improving student success, and raising the university's research profile. Earlier, as the Dean of the College of Science and Technology at the University of Southern Mississippi, he led the development of new programs in engineering, science, and logistics. Coming to BGSU marked a return to Ohio as Dr. Whitehead received both his master's and doctoral degrees in physics from Kent State University.

Strategic Plan: Forward

Since the beginning of the COVID-19 pandemic, BGSU has recognized the need to refine its existing strategic plan to reflect the University's commitment to creating public good in a shifting higher education ecosystem. After a series of virtual town halls, open comment periods, and roundtable discussions, BGSU released *Forward* in April 2021. This targeted and intentional plan contains four strategic and foundational objectives:

- 1. *Driving Public Good Through Redefining Student Success:* BGSU aspires to redefine student success, providing an educational experience that meets students where they are and inspires them to be prepared for opportunities and life after graduation. In this way, BGSU drives public good through its graduates who make a difference in their families, communities, and professions.
- 2. Creating Public Good Through Research, Creative Activities, Partnerships, and Engagement: BGSU aspires to be relevant to its communities to support their social, economic, educational, and cultural vitality. BGSU creates public good through the significance of its research, scholarship, and creative activities.
- 3. *Powering Public Good Through People and Community:* BGSU aspires to be a diverse, inclusive, curious, and engaged learning community where each member belongs and is inspired to achieve excellence.
- 4. Supporting Public Good Through Efficient and Effective Processes, Structures, and Technologies: BGSU aspires to be an organization that achieves excellence and provides its students with an educational experience that is of great value professionally and personally.

More about the strategic plan can be found at <u>https://www.bgsu.edu/forward.html</u>.

Campus and Student Life

The University's primary campus is in the historic city of Bowling Green in beautiful Northwest Ohio. This campus comprises 119 buildings on 1,338 park-like acres. The last ten years have seen significant investment in BGSU's physical profile, with approximately \$500 million committed to improving the campus for all stakeholders. With 30 new or renovated buildings, BGSU has invested in both student and academic life. Students have benefited from new residence halls and dining facilities, a renovated Student

Recreation Center and other athletic facilities, and, in partnership with the Wood County Hospital, the Falcon Health Center. Significant renovations have been made to some of the oldest signature buildings on campus, including the Moseley Science Building, University Hall, the Michael & Sara Kuhlin Center that houses the School of Media and Communication, and Kokosing Hall, home of the School of the Built Environment. The Robert W. and Patricia A. Maurer Center opened in 2020 to support innovative business education. The University launched a new master planning process in 2023, which continues through 2024, to guide additional improvements to the physical footprint of the campus.

The University Libraries comprises general collections (housed within the William T. Jerome Library) in social sciences, humanities, and sciences; government documents; the Curriculum Resource Center; and is home to three nationally prominent special collections: the Browne Popular Culture Library; the Center for Archival Collections, which includes the Historical Collections of the Great Lakes; and the Music Library & Bill Schurk Sound Archives.

Finances

The University's annual budget is \$443 million, which includes educational, general, and auxiliary budgets for the Bowling Green and Firelands campuses. The single largest revenue stream for the University is tuition and fees. The Bowling Green State University Foundation's assets total approximately \$300 million.

BGSU's most recent and most ambitious comprehensive campaign to date, Changing Lives for the World, ended in March 2021 and raised \$255 million, exceeding the campaign's goal of \$250 million, to create 235 new student scholarships, 12 new professorships, student emergency funding, and more. The campaign, which received donations from 38,000 unique donors across all 50 states and 26 countries, recognizes the strong efforts that have brought the University to where it is today and represents a crucial investment in the University's future for generations to come. Additional information about the capital campaign can be found at https://www.bgsu.edu/alumni/campaign-conclusion-home.html.

Location

Bowling Green State University is in the city of Bowling Green, OH. The city is located in Northwest Ohio approximately one hour south of Detroit, MI and two hours west of Cleveland, OH. The city is the county seat of Wood County Ohio with a population of roughly 30,000. Bowling Green has a picturesque downtown with restaurants, shops, and cafés with additional eateries and shopping 15 minutes to the north in Toledo, OH. Detroit Metropolitan Airport, a major airline hub, is a one-hour drive north of Bowling Green, OH.

The city offers the benefits of a small college town, including a good public school system and private and parochial options. In addition, Northwest Ohio offers abundant cultural and recreational opportunities. The Toledo Museum of Art's collection of more than 30,000 works of art ranks among the finest in the United States, and the Toledo Zoo and Aquarium has more than 9,000 animals representing over 800 `

the region than just about anywhere else in the nation, and an impressive string of parks and reserves makes all this wildlife readily accessible.

College of Technology, Architecture and Applied Engineering

The College of Technology, Architecture, and Applied Engineering aspires to be a global model for impactful teaching, research, scholarship, and service. The College evolved out of the School of Technology and was officially granted College status in 1985. In the subsequent decades, the College has grown to be a hub of experiential and discovery-based learning on campus, and currently offers 12 undergraduate and six graduate degree programs. The College is composed of three Schools: the School of the Built Environment, the School of Aviation, and the School of Engineering. The latter two were recently created as the College reconfigured in September 2022. The three-school organizational structure has positioned the College to meet the demands of current and future students and the critical workforce needs in northwest Ohio and beyond.

The Dean's Office comprises three school directors, an associate dean, an assistant dean, as well as a special assistant to the dean. The College also includes 10 administrative and classified staff members who help advance its mission. In addition, the Dean is responsible for the support and development of the College's 17 tenured and tenure-track faculty and 13 Qualified-Rank (non-tenure track) Faculty. In support of the College's continued growth, searches are in process for eight new faculty members to join BGSU in Fall 2024. The FY 2024 budget for the College is \$4.2 million.

School of Built Environment

The only school of its kind in the state of Ohio, the School of the Built Environment is comprised of the Department of Architecture and Environmental Design and the Department of Construction Management and offers the following degrees: Bachelor of Science in Architecture, Bachelor of Science in Construction Management, Master of Architecture, and Master of Technology Management with a specialization in Construction Management. The Master of Architecture degree program is accredited by the National Architectural Accreditation Board (NAAB) and the Bachelor of Science in Construction Management degree is accredited by the American Council for Construction Education (ACCE). The School is housed in the recently renovated Kokosing Hall, an integrated, state-of-the-art facility designed for dynamic growth while providing technology-enhanced real-world experiences that prepare graduates for the 21st century workforce.

School of Aviation

Boasting an exponential growth in enrollment in recent years, the School of Aviation houses a bachelor's degree in aviation studies which is composed of two specializations: Flight Technology & Operations and Aviation Management & Operations. The Flight Technology & Operations is the largest flight program in Ohio with over 400 enrolled students. BGSU and the School of Aviation have a close and symbiotic

partnership with the <u>Bowling Green Flight Center</u> that delivers state-of-the-art flight training at an airport located on BGSU's main campus. (BGSU is one of only a handful of universities in the country with such close proximity to an airport.) Since the partnership began in 2014, the Bowling Green Flight Center has constructed over 40,000 square feet of new facilities and employs 80 full- and part-time staff and maintains a modern fleet of aircraft to support the flight program. The Aviation Management & Operations specialization focuses on the business aspects of the aviation industry with coursework covering law, air traffic control regulations, construction, planning design, public relations, accounting, and economics. Graduates are employed by airports, airlines, engineering and consulting firms, general aviation facilities, and auxiliary businesses with aviation-oriented customers. The degree programs are accredited by the Aviation Accreditation Board International (ABBI) and are a Federal Aviation Administration (FAA) approved part 141 flight school.

School of Engineering

Approved in 2022 and launched in 2023, the School of Engineering is where traditional engineering and technology intersect. The School of Engineering is home to the ABET-EAC accredited undergraduate program in Systems Engineering and to the newly approved bachelor's degree programs in Robotics Engineering, Mechanical and Manufacturing Engineering, and Electronic and Computer Engineering that will launch in Fall 2024. The newly approved engineering programs are designed to ABET-EAC standards. In addition, the School is home to the ABET-ETAC accredited bachelor's degree programs in Electronics & Computer Engineering Technology, Mechanical & Manufacturing Engineering Technology, Mechatronics Engineering Technology, and Quality Systems. The School also houses bachelor's degree programs in Management & Technology and Visual Communication Technology accredited by the Association of Technology Management and Applied Engineering (ATMAE). Graduate programming in the School includes master's degree programs in Instructional Design Technology, Logistics Systems Engineering, and the Master of Technology Management with specializations in Engineering Technology and Quality Systems.

Cooperative Education

A signature feature of the College is the nationally accredited <u>Cooperative Education Program (Co-op)</u>. The program is accredited by Accreditation Council for Cooperative Education and has been affiliated with more than 5,000 companies, organizations, and agencies over its 50-year history. The Co-op experience is integral to each undergraduate academic program and allows students to translate and apply classroom knowledge in the workplace and to build professional networks. A high percentage of undergraduate students participate in the Co-op program, requiring one to three semesters of full-time co-op experience prior to graduation. The Co-op program has strong connections with employers, and in conjunction with the <u>Kuhlin Hub for Career Design and Connection</u>, faculty mentors and academic and career specialists assist students in writing resumes, developing interview skills, and searching for co-op opportunities.

ROLE OF THE DEAN

Reporting to the Provost and Senior Vice President, the Dean is the chief academic and administrative officer of the College and will proactively guide faculty, students, and staff in developing a vision for the College of Technology, Architecture, and Applied Engineering. The Dean is also charged with leading the implementation of BGSU's strategic plan, *Forward*, across priority areas in the College. For example, the Dean will work to increase student recruitment and student success, support faculty in scholarship and creative activities, deepen the College's commitment to be a diverse and inclusive community, and create abundant pathways for industry engagement.

OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN

The College of Technology, Architecture, and Applied Engineering seeks a Dean committed to advancing its teaching, research, and scholarly missions as well as enhancing its regional economic impact. The Dean will have the personal integrity, leadership skills, and drive to build on the exciting work that is underway and lead the College through its next phase. Specific opportunities for the Dean include:

Leverage the diverse strengths of the College's three schools and champion a cohesive vision aligned with BGSU's strategic plan.

BGSU embraces its role as a public university for the public good. The College plays a critical role in this institution-wide effort with its emphasis on professional programs and dedication to experiential learning that meets workforce needs and advances the economy of the region. The next Dean will have the opportunity to develop a strategic direction for the reorganized College to capitalize on the knowledge and expertise of the faculty, staff, and students and diversity of professional programming within it. The Dean will set an ambitious vision for the College that leverages its distinctive strengths—individually and collectively—to enhance student success, teaching, research/creative activities, and service while seizing upon the opportunities to do public good in the region and beyond.

Successfully develop and grow new engineering programs and increase the capacities of the School of Aviation and the School of the Built Environment.

The College is deeply committed to providing an education to students that ensures graduates can contribute to the workforce immediately upon graduation and to expanding its programs to meet growing industry demands in Northwest Ohio and across the region. BGSU is at the forefront of adapting to this changing landscape, and in 2022 the University collaborated with the University of Findlay and Owens Community College to establish the Center to Advance Manufacturing, a joint venture that provides training, education in a range of industrial fields, and research to regional corporations and development agencies. In addition, in Fall of 2023, BGSU and the College announced three new engineering programs to be launched in the Fall of 2024—robotics engineering, electronic and computer engineering, and mechanical and manufacturing engineering. This is an exciting moment for BGSU, and the next Dean will

work in tandem with the Director of the School of Engineering to ensure that necessary resources are available to support the growth of these new academic programs and they are appropriately accredited by ABET.

In recent years, student demand and enrollment in the School of Aviation have taken off with growing market demand in commercial aviation. The Dean will collaborate with the Director of the School of Aviation to increase its capacity to support this exponential growth, ensuring the necessary facilities as well as faculty and staff are available to allow for steady and well-managed progress.

Additionally, the School of the Built Environment has a strong growth trajectory. With the accreditation of the M.Arch. degree program by the National Architectural Accrediting Board (NAAB) and increasing interest and demand in construction management, the Dean will leverage the School's accomplishments to continue enrollment growth, attract excellent faculty, and build new industry partnerships for internship, co-op, and career opportunities for students.

Lead committed faculty and staff while promoting BGSU's teaching, research, and service missions.

BGSU has a deep commitment to both teaching and scholarly excellence. Like all R2 institutions, faculty at BGSU face a multitude of expectations both inside and outside of the classroom. The Dean will provide intellectual and academic leadership to tenure-stream and Qualified-Rank Faculty in matters related to curriculum, research, and faculty development. The faculty's research and creative productivity inform and enhance the teaching mission of the institution, and the teacher-scholar model is a defining strength of the University and needs to be promoted within the College as well. Students across all academic programs on campus benefit from this overarching emphasis on teaching and research excellence. Qualified-rank Faculty teach across the curriculum and their professional experiences provide an enhanced and valuable perspective for students.

In addition, the Dean will work closely with school directors to hire new tenure-stream and Qualified-Rank Faculty to support the College's growing academic programs, ensuring these new hires are deeply committed to BGSU's teaching, research, and service missions. This is an exciting opportunity to help shape the future of the College—especially the new engineering programs—for the next generation and beyond.

Foster an environment that promotes, celebrates, and embraces diversity, equity, and belonging.

BGSU is committed to educational excellence that embraces the principles of diversity, equity, and belonging as an integral part of its academic mission. The Dean will be expected to share in this commitment and be prepared to drive efforts that lead to an inclusive community for all faculty, staff, and students. In all parts of the job, the Dean will celebrate the diversity of the College, leveraging its diverse perspectives to develop creative solutions to society's most pressing problems.

Continue to develop the College's physical infrastructure with a focus on the future.

Excellence in engineering, technology, design education, and research requires modern classroom and laboratory facilities. In the last seven years, institutional and donor investment allowed BGSU to build Kokosing Hall and a new robotics/mechatronics space that has significantly expanded the capacity of the College. In the coming years, BGSU plans to upgrade the Technology Building and related campus infrastructure to accommodate new and growing academic programs. The College seeks a Dean who will engage with University leadership to raise funds to advance this major capital project, as well as support additional facilities to update laboratory space for faculty teaching and research. These facility updates will help ensure BGSU continues to provide new spaces and cutting-edge equipment that give students the hands-on education they need for success in the advanced manufacturing and design-build industries.

Be visible and engaged with alumni, friends, and industry stakeholders in developing partnerships that support the mission of the College.

The Dean will be a compelling ambassador for the College—both on campus and externally—and enthusiastically engage alumni, College advisory boards, and industry partners to share the College's story and its dynamic vision for the future. The Dean will effectively communicate to diverse audiences, delivering a clear and concise message about the College's students, faculty, programs, and achievements. The historic conclusion in 2021 of BGSU's Changing Lives for the World campaign reaffirms the strength of the University's donor base. The College has significant opportunity due in part to the comprehensive campaign's success, and the next Dean will partner with University Advancement to identify resource needs and align these to donor interests and passions while making the case for the impact of philanthropic support on the College.

The University's commitment to experiential learning and state-of-the-art facilities underscores its dedication to producing graduates who can thrive in the technology, advanced manufacturing, and engineering fields. The State of Ohio is actively—and successfully—attracting multinational manufacturing and technology corporations to invest in the region. The next Dean will be able to cultivate new external partnerships that result in mutually beneficial programs that provide faculty with research and development opportunities, enhanced student outcomes, and deepened engagement to enhance the placement of students into co-ops and full-time jobs following graduation. BGSU is at the forefront of adapting to the changing industrial landscape, and in 2022 the University collaborated with the University of Findlay and Owens Community College to establish the Center to Advance Manufacturing, a joint venture that provides training, education in a range of industrial fields, and research to regional corporations and development agencies. The next Dean will have the opportunity to collaborate with the Center to advance the College in fulfilling its teaching, research, and service missions.

THE SUCCESSFUL CANDIDATE

The successful candidate will meet the following minimum credential requirements:

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- Significant leadership and administrative experience in a complex organization; astute budgeting, financial, and personnel management acumen.
- Demonstrated experience with specialty accreditation.
- A track record of proactively embracing and promoting diversity, equity, and inclusion within an organization.
- A demonstrated commitment to shared governance and data-informed decision-making.
- Exceptional interpersonal skills
- The ability to effectively lead and work collaboratively with diverse constituencies.

The successful candidate will possess many, if not all, of the following preferred skills, qualities, and credentials:

- Experience with strategic planning, program assessment, and policy development to enhance academic units within a college or university and the entrepreneurial spirit and strategic mindset to stimulate growth.
- Experience with faculty and staff development and a proven track record for leadership in developing and implementing academic policies, programs, and scholarly activities.
- Experience with external accreditation pertinent to the College (e.g., AABI, ABET, NAAB, ATMAE, and ACCE).
- Willingness and enthusiasm to engage in fundraising and to build external, mutually beneficial relationships that leverage BGSU's location and opportunities to partner with industry, nonprofit organizations, educational institutions, local communities, and alumni.
- Demonstrated ability to serve faculty, staff, students, and other constituencies in a manner that inspires reciprocal respect.
- Familiarity with the dynamics of working in a unionized environment.

TO APPLY

BGSU has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. Review of candidates will begin immediately and continue until the position is filled. Nominations, inquiries, and applications, including a CV and letter of interest, should be sent via the Isaacson, Miller website for the search: <u>https://www.imsearch.com/open-searches/bowling-green-state-university-college-technology-architecture-applied-engineering</u>.

Jeff Kessner, Partner Robin Dougherty, Managing Associate Jenny Rubin, Senior Search Coordinator Isaacson, Miller

Electronic submission of materials is strongly encouraged.

Bowling Green State University is an Affirmative Action/Equal Opportunity Educator and Employer, is committed to fostering a diverse and inclusive environment, and strongly encourages applications from women, minorities, veterans, and individuals with disabilities regardless of age, gender identity, genetic information, religion, or sexual orientation.