

SEARCH PROFILE:

**DEAN FOR THE SCHOOL OF ENGINEERING,  
SCIENCE, AND TECHNOLOGY**



**CENTRAL  
CONNECTICUT  
STATE UNIVERSITY**

C25-013

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# THE OPPORTUNITY

Central Connecticut State University (Central) invites applications for Dean of the School of Engineering, Science and Technology. The Dean serves as the chief academic officer and administrative leader of the School of Engineering, Science, and Technology (SEST) at Central. The Dean reports to the Provost and Associate Vice President for Academic Affairs. SEST offers bachelors' and masters' degrees, and multiple certificate programs. SEST employs 131 full-time faculty members and as of Fall 2024 served 2,763 students, with 2,459 undergraduates and 304 graduate students.

The School of Engineering, Science, and Technology is the only singular STEM unit in the Connecticut State Colleges and Universities (CSCU) system. The Dean is charged with creating an environment that will support the development,

implementation, growth, and expansion of disciplinary and interdisciplinary opportunities in STEM. SEST operates with 11 academic departments: (1) Biology; (2) Biomolecular Science; (3) Chemistry & Biochemistry; (4) Computer Electronics & Graphics Technology; (5) Computer Science; (6) Engineering; (7) Earth & Space Sciences; (8) Manufacturing & Construction Management; (9) Mathematical Sciences; (10) Physics & Engineering Physics; and (11) Technology & Engineering Education. Program accreditations are maintained in 20 discipline areas.



# LEADERSHIP



**Dr. Zulma R. Toro, Ph.D.**, began her service as the President of Central Connecticut State University in 2017. During her tenure, President Toro has succeeded in creating an administration characterized by greater transparency and accountability.

Dr. Toro holds a Ph.D. in Industrial and Systems Engineering from the Georgia Institute of Technology. She says she became an industrial engineer to better understand the human side of systems – a perspective she considers integral to good leadership.

During her presidency, President Toro has had a multitude of significant accomplishments in the following major areas: Community Engagement: enriching the cultural and intellectual vitality in the communities Central serves, and as a transformation partner of K-12 school systems; Development of a Campus Culture that is Welcoming and Safe for Everyone; Enabler of Social Mobility by Providing Access to Higher Education; Closing the Health Disparity Gap; Innovative Partner and a Facilitator of Success for Small and Medium Companies; Enlisted top tier experts as members of the President's Advisory Board to develop and implement the CCSU 2030 Strategic Plan – Changing Lives, Building Communities, Central to Connecticut. Additionally, President Toro successfully partnered with Connecticut Commissioner of Education Dr. Miguel Cardona to create the "NextGen" program, which addresses the state's shortage of K-12 teachers while affording students experiential learning opportunities early in their course of study at Central.



**Dr. Kimberly T. Kostelis** currently holds the position of Provost and Vice President of Academic Affairs at Central. With a career spanning over two decades at Central, Dr. Kostelis has been a driving force in shaping the university's academic landscape.

Dr. Kostelis began her career as an Assistant Professor, bringing a wealth of knowledge and expertise to the institution. Over the years, she has held several key positions, including department chair and then Dean for the School of Education and Professional Studies (now the School of Education). While serving as the Dean, Dr. Kostelis was instrumental in driving the school's vision and ensuring the delivery of high-quality education. Her leadership saw the implementation of innovative programs and initiatives that enhanced the school's reputation and academic standards such as her work with the NextGen Educators Program.

In June 2021, Dr. Kostelis was appointed as the Interim Provost and Vice President for Academic Affairs and now serves in this role following a national search. Throughout her career, Dr. Kostelis has been recognized for her strategic vision, her ability to foster collaborative environments, and her commitment to academic excellence. She has played a key role in the expansion of Central's First Year Experience program, the opening of the eSports Center, as well as the establishment of the Drop-In Childcare Center, which has been instrumental in increasing retention of student-parents. Most recently, Dr. Kostelis is actively working to improve healthcare accessibility for local residents while training students in interprofessional collaboration through the opening of the Central Community Health Education Clinic on campus in October 2023. Dr. Kostelis continues to demonstrate her unwavering dedication to Central. Her strategic vision for the university's academic future is focused on innovation, inclusivity, and excellence, preparing the university for additional academic achievements and institutional growth.

# THE UNIVERSITY

Founded in 1849 as New Britain Normal School, Central was the first public institution of higher education in Connecticut and the sixth normal school in the nation. It was first located in what was to be New Britain's new Town Hall, which was still under construction, and which was modified and expanded to meet the needs of the school. Over the decades, the school's needs surpassed its physical space, so in 1883 it moved to a new facility, jointly funded by the town and the State of Connecticut, overlooking Walnut Hill Park. In 1922, the school moved to its current location.



In 1933, it was renamed the Teachers College of Connecticut and authorized to grant baccalaureate degrees. In 1959, it became Central Connecticut State College, and in 1983, the college became Central Connecticut State University, a comprehensive regional university authorized to grant baccalaureate and graduate degrees. Since then, Central's campus has grown dramatically, and its curriculum includes baccalaureate, master's, and doctoral degrees. It is still an integral part of New Britain and the greater Hartford area and is a key institution of Connecticut public higher education.

## CONNECTICUT STATE COLLEGES AND UNIVERSITIES

Central is part of the Connecticut State Colleges and Universities (CSCU) system governed by the Connecticut Board of Regents for Higher Education. The system includes four regional comprehensive universities, the CT State Community College, and Charter Oak State College (an online institution). As one of four CSCU universities, Central maintains strong relations with its system peers.

The president of each university serves as the institution's chief executive officer and is accountable to the CSCU Board through a direct reporting relationship to CSCU System Chancellor Terrence Cheng, for the management of

the university within Board policy. The Board of Regents (15 voting members) is the governing authority of the CSCU system, and its responsibilities include setting statewide tuition and student fee policies; establishing financial aid policies; reviewing, licensing, and accrediting academic programs; and, in collaboration with institutional stakeholders, conducting searches for and selecting campus presidents and the CSCU Chancellor. The Board also holds broad responsibilities for the development and coordination of statewide higher education policy.

## CENTRAL CONNECTICUT STATE UNIVERSITY TODAY

The largest of Connecticut's regional comprehensive universities, Central enrolls approximately 10,000 students and can accommodate approximately 2,400 students in its residence halls. The percentage of first-time, full-time students who are first generation students in higher education at Central has been increasing and now exceeds 50 percent.

A longstanding strength of Central is its faculty. With 411 full-time and 479 part-time faculty, many are practitioners in their fields and bring a wealth of experience to the classroom.

Central faculty members are actively engaged in research, scholarship, and other creative activities as well as the supervision of undergraduate and graduate research. Most also serve as academic advisors. A 14:1 student-faculty ratio allows for substantial individual attention.

Central also has 539 full-time and 95 part-time administrative staff. A strong network of collective bargaining units represents nearly every constituent group of Central's faculty and staff. A commitment to shared governance is a hallmark of the University

# THE SCHOOLS



Central's schools and colleges – the Carol A. Ammon College of Liberal Arts and Social Sciences; the School of Business, the School of Education; the School of Engineering, Science, and Technology; and the College of Health and Rehabilitation Sciences; offer more than 150 programs. All undergraduates share a common general education curriculum.

Because of this, education in the liberal arts and sciences permeates and defines Central's academic programs. The University also offers graduate degrees in over 80 academic programs in 56 different disciplines, including doctoral degrees in educational leadership and nurse anesthesia practice.

Central offers a broad array of online courses at the undergraduate and graduate level. Accredited by the New England Commission of Higher Education, the University completed its decennial reaffirmation process in the fall of 2018. As of Fall 2023, nearly 50 percent of Central's academic programs were accredited by an external accrediting body such as ABET or the Council for the Accreditation of Educator Preparation (CAEP).

In addition to the School of Engineering, Science, and Technology, Academic Affairs is comprised of the following schools/colleges:

**School of Education** is dedicated to developing the next generation of leaders who will serve in diverse communities. Students participate in learning experiences that are rich in a variety of perspectives, values, attitudes, and beliefs. The school is accredited by the Council for Accreditation of Educator Preparation and has held this accreditation longer than any other institution in the state.

**Carol A. Ammon College of Liberal Arts and Social Sciences**, named in honor of Central alumna Carol A. Ammon, Class of 1973, offers undergraduate and graduate degrees in the fine arts, humanities, social sciences, and behavioral sciences. Its faculty bear the major responsibility for teaching the general education curriculum.

**School of Business** offers undergraduate majors in accounting, finance, management, management information systems, marketing, and business analytics, as well as an MBA, a master's in accounting, and stackable Official Certificate Programs at the graduate level. It is AACSB accredited, meeting the highest quality standards for business programs worldwide.

**College of Health and Rehabilitation Sciences** offers health-related programs including undergraduate degrees in nursing, social work, and exercise science; master's degrees in athletic training, counselor education, marriage & family therapy, and nursing: hospice and palliative care; a post-master's certificate in professional counseling; and a Doctor of Nurse Anesthesia Practice.

**Graduate Studies** serves as the organizational hub for Central's many graduate programs. An Associate Vice President for Academic Affairs works collaboratively with the Provost, deans, department chairs, and faculty to develop, promote, and administer the University's expanding range of graduate offerings and accelerated bachelor's to master's pathways.

# CAMPUS COMMUNITY



Central is a campus community focused on students and their educational development. Its low student/faculty ratio allows for close interaction with faculty and individual attention to students. The average undergraduate class size is 19 and no classes are taught by graduate students.

The faculty serve as teachers, mentors, advisors, and research partners with students. Central's students have a variety of opportunities to do individual research with the guidance of a faculty member, both during the year and over the summer. The University has an annual research day at which students of all disciplines can present their research or creative activity. The University awards travel support for the best work in each academic area so that students can present their work at the national meeting of the National Council for Undergraduate Research.

Central is committed to community service. The Center for Community Engagement and Social Research brings together the important work of community engagement and applied research. Integrating teaching, research, and service through community engagement is essential. The Center provides opportunities for students to engage in multiple experiential learning opportunities; for faculty to develop scholarship with a community focus; and for the community to work with Central to address their most pressing needs. Central is also recognized by the Carnegie Foundation for the Advancement of Teaching as a Community Engagement Institution.

Reflecting demographic changes in Connecticut, Central has an increasingly diverse campus. The largest student body from minoritized groups are Hispanic/Latino (20 percent), Black/African American (14 percent), and Asian (5 percent). Hispanic/Latino students and Black/African American students now make up 45.1 percent of the incoming freshman class, representing a 13.2 percent increase in five years. Of the 890 instructional faculty, almost 50 percent are full-time, and 23 percent are people of color. In addition, there are 634 full-and part-time staff, of which about 32 percent are people of color.

Central offers a variety of academic and co-curricular programs that support diverse students and offer opportunities to explore the many cultures and issues that are important to an increasingly multicultural society.

Adding to campus diversity are the University's international programs and activities supported by the George R. Muirhead Center for International Education (CIE). Founded in 1987 as a statewide center for excellence in international education, the CIE has established a number of community and university partnerships around the world. It also offers both short-term, faculty-led programs as well as semester and year-long programs. The CIE is also home to the Intensive English Language Program. Central enrolls international students in both degree- and non-degree programs.

Central offers its students a full range of clubs and activities, including musical groups; academic, honorary, and special interest clubs and societies; dance and theatre groups; student government; various student-run media; campus ministry; and social fraternities and sororities. As Central has become more residential, student activity levels have increased, making the campus more vibrant. At the same time, a large portion of Central's students are commuters, many of whom balance their academic work with family obligations and full-time employment.

Central values its commuter students, recognizes their special needs and makes every effort to integrate them into campus life. The Central Connecticut Blue Devils, an NCAA Division I athletics program that competes in the Northeast Conference, offers intercollegiate competition in six men's sports and eight women's sports. Central students are offered a variety of recreation, fitness, and wellness options, including 25+ intramural activities and club sports, five fitness centers across campus, and a variety of wellness and fitness classes. The past seven years have been a period of significant achievement for the Blue Devils.

# ENROLLMENT

Central Connecticut State University is in a competitive admissions environment. Its enrollment challenges are similar to other master's level institutions in the area which have been impacted by the pandemic and the more recent challenges associated with the rollout of the Free Application for Federal Student Aid.

Central has devoted its attention to increasing retention and graduation rates. The first-year retention rate for the Fall 2023 cohort returning in Fall 2024 was 76.8%.

The 6-year graduation rate continues to feel the lingering impact of the pandemic with a rate of 48.2%. The University awards \$16 million in institutional financial aid. During the past ten years, institutional aid has increased both in the amount given and the number of students who receive it.



# THE CAMPUS

Central's 165-acre main campus, with over 70 buildings, sits on the northern edge of New Britain, with easy access to major highways and Interstate 84. Central continues to implement its campus master plan and make improvements across its campus and within its facilities. The University continues to support its core mission and student needs while retaining and enhancing an aesthetically pleasing environment.

In 2019, the University opened the 70,000 square foot, \$25 million C.J. Huang Recreation Center and the \$63 million renovation and expansion of Willard-DiLoreto Hall. The University recently completed a \$22 million renovation and expansion of Barnard Hall, and the construction of the 93,000 square foot, \$65 million Applied Innovation Hub. The new 600-space Willard-DiLoreto Parking Garage opened in 2022.

The University recently debuted its Artificial Intelligence (AI) Corridor, a cutting-edge space that redefines how AI is approached, by creating practical AI environments for students, faculty, and industry partners to engage with, as well as a \$16 million expansion of the Burritt Library.

In total, these projects represent an impressive investment by the State of Connecticut in Central's future and a major transformation of the campus. The University continues to plan for and make significant upgrades and improvements to its buildings and infrastructure.



# QUALIFICATIONS



The successful candidate will have the necessary credentials, experience, competencies, and disposition to provide leadership and guidance in implementing existing, new, and interdisciplinary academic and professional programs. Additionally, the successful candidate should have demonstrated experience in academic leadership, promotion and tenure process within a unionized environment, and budget management. The ideal candidate will possess excellent communication and interpersonal skills; have demonstrated the ability to work collaboratively with faculty, students, staff, and other administrators; a commitment to academic excellence and accountability; an ability to work with faculty to continue to develop, articulate, and implement a constructive workable vision for the School; and a record of commitment to diversity, equity, and inclusion.

## Required Qualifications:

- An earned doctorate from an accredited institution of higher education;
- Eight (8) years of full-time service at a college or university with a strong record of teaching and scholarship that can lead to eligibility for the rank of full professor; or comparable industry experience;
- A record of accomplished academic leadership with a minimum of three (3) years' experience leading faculty, staff, and students in engineering, science, technology, or related disciplines;
- Experience with successful transparent planning, budgeting, and fiscal management within a complex organization;
- Demonstrated successful experience with regional and/or disciplinary-based accreditation processes.

## Preferred Qualifications:

- Five (5) years' experience of increasing responsibility and complexity in academic leadership;
- Demonstrated success administering academic programs as a department chair or higher level;
- Experience supporting and/or promoting interdisciplinary and multidisciplinary activities;
- Experience working in an unionized environment;
- Demonstrated commitment to shared governance and collaboration;
- Experience with recruiting and retaining diverse faculty and staff.

# APPLICATION PROCESS & INFORMATION

To begin the application process, select the "Apply" button and electronically submit the following documents by **March 31, 2025**.

- Letter of interest addressing qualifications for the position.
- Current curriculum vitae (CV) or resume
- Names of three professional references including their email address and telephone numbers.

**Incomplete or late applications will not be considered. Emailed and mailed applications will not be accepted. Please redact any personally identifiable information (i.e., Social Security number, date of birth, marital status, country of origin) from any documents submitted.**

Inquiries may be sent to Dr. Lisa Frank, Search Committee Chair at franklic@ccsu.edu.

## Compensation and Employee Benefits

The Dean is compensated at the Executive 2 salary level in accordance with the [CSCU Human Resources Policies for Management and Confidential Professional Personnel](#). This position is eligible for an additional 10% market range adjustment.

The State of Connecticut and Central Connecticut State University are proud to offer its employees competitive wages and a wide range of fringe benefits including voluntary and supplemental benefits.

Fringe benefits include: paid personal leave, vacation leave and sick leave accruals; medical, dental, and prescription plans; group life insurance; retirement; retiree health care, tuition waiver for employee and eligible dependents at any of the Connecticut State Universities (Central, Eastern, Southern or Western) as well as an array of voluntary and supplemental benefits such as Deferred Retirement Compensation plans, Dependent Care Assistance and Medical Flexible spending accounts, long term and short term disability plans. For more detailed information, please visit [Central Human Resources](#).

*As an affirmative action employer, Central Connecticut State University actively seeks and encourages applications from women, minorities, persons with disabilities, and individuals with protected veteran status. The University provides reasonable accommodations to qualified individuals with disabilities upon request.*



