Mercy College invites applications for the position of Dean, School of Social and Behavioral Sciences. The Dean will be responsible for overseeing all aspects of the school, including but not limited to planning, budgeting and assessment. The College seeks a leader who will uphold the mission of the College while continuing to move the school forward. The Dean will work collaboratively with all stakeholders, including faculty and staff, to establish and execute strategic priorities for the School in alignment with the College’s strategic plan.

Mercy College is a dynamic and diverse New York City area college. Founded in 1950 by the Sisters of Mercy, Mercy College is an independent, nonsectarian, coeducational college that offers more than 90 undergraduate and graduate degree programs, as well as five certificate programs within five schools: Business, Education, Health and Natural Sciences, Liberal Arts and Social and Behavioral Sciences. The diverse student population ensure a vibrant and engaged community. The College has campuses in Dobbs Ferry, Bronx, Manhattan, and Yorktown Heights, with additional teaching locations in New Rochelle, Brooklyn, and Harlem, as well as online programs and course offerings. The mission of the College states “Mercy College is committed to providing motivated students the opportunity to transform their lives through higher education by offering liberal arts and professional programs in personalized and high quality learning environments, thus preparing students to embark on rewarding careers, to continue learning throughout their lives and to act ethically and responsibly in a changing world.”

The School of Social and Behavioral Sciences is an interdisciplinary school consisting of programs in behavioral science, criminal justice, international relations and diplomacy, legal studies, mental health counseling, marriage and family therapy, psychology, school counseling, school psychology, sociology, and social work. The school offers programs at both the undergraduate and graduate level, and has an approximate enrollment of 3,000 students. With access to faculty who are scholars and/or accomplished practitioners in their field, students are prepared to become future leaders and make a difference in their communities and the wider global environment. Within the school, there are opportunities for students to enhance their education in a variety of ways. For example, students have the opportunity to participate in the Model UN, receive mediation training through the Institute for Mediation and Conflict Resolution, and receive training as a Credentialed Alcoholism and Substance Abuse Counselor (CASAC). In addition, the School offers the Bachelor of Science in Behavioral Science at the Sing Sing Correctional Facility.
MERCY COLLEGE: AN OVERVIEW

The College’s mission is to provide educational access for traditional and nontraditional students. These include students who may be demographically underrepresented in higher education, who have high financial need, and/or view themselves as first-generation college students. Mercy College challenges each of its undergraduate and graduate students to exceed their personal and intellectual expectations.

The graduates of Mercy College demonstrate success and confidence across professional and vocational spectrums, and the impact they have in their communities or around the globe is a testament to an empowering educational experience.

Mercy College’s vibrant academic community places a high value on learning outside of the classroom with real-world experiences. This approach encourages students to apply what they learn in the classroom with life after graduation. Mercy College’s world-renowned faculty members work closely with students on these projects.

Mercy College is committed to connecting students with the world. The College has a rich tradition of community service and encourages students to participate in, and lead, service-learning opportunities. This reflects Mercy College’s history and the values contained in the Mercy College seal (Inserviendo Consumere, consumed in service). On-campus events and international travel experiences help students discover and appreciate cultures far from home.

Student Testimonial (click to watch)

“Why I Chose Mercy College”, by Sasha Garcia, BS/MS 5-year track
A Desired Campus Environment

The breathtaking natural environment on the Hudson River distinguishes Mercy College’s scenic campus in the picturesque village of Dobbs Ferry. Our Dobbs Ferry Campus students enjoy all the nearby shopping and restaurants, just steps from campus, as well as biking, jogging, or walking along the Old Croton Aqueduct that runs through campus.

A Metro-North train station, adjacent to campus, makes New York City accessible in less than 30 minutes. Students may examine art at the MoMA, experience Broadway, ice skate at Bryant Park, discover opera at the Met, catch a game at Yankee Stadium or Citi Field, explore Central Park, the Metropolitan Museum of Art and the Botanical Gardens, and gain experience with countless internship and job opportunities.

Our newly renovated and expanded Manhattan Campus is in the heart of New York City in Herald Square and is close to everything the city has to offer including shopping, restaurants, museums and more.

Our Bronx Campus is in the bustling Hutchinson Metro Center near restaurants and stores. From sprawling scenic surroundings to bustling urban areas, there is a Mercy College campus for everyone.

In Yorktown Heights, students have easy access to Northern Westchester, Putnam, Rockland, Orange, Dutchess and Fairfield Counties. They also are right next to Franklin Delano Roosevelt State Part, which offers extensive outdoor recreational activities.
Affordability

Mercy consistently ranks as a top school – in the nation and New York State – for affordability, online excellence, and the quality of student and academic programs.

The College is nationally recognized for providing innovative programs that help students achieve success. Mercy College is recognized by the White House as a “Bright Spot in Hispanic Education,” by the U.S. Department of Education as a Hispanic Serving Institution, is designated by the U.S. Department of Veterans Affairs as a “Yellow Ribbon School” and consistently recognized as one of the top schools for veterans and their families.

This year, Mercy College was named Best College in Westchester by Westchester Magazine.

Below is a selection of additional Mercy College accolades:

- **Multiple recognitions in US News and World Reports Best College Rankings 2020**

  Mercy College has been ranked 19th for Top Performers in Social Mobility, 19th in Campus Ethic Diversity in Regional Universities North and, for the first time, in the Best Regional University Category.

- **Mercy College named a “Competitive” college by Barron’s Profile of American Colleges**

  This impressive distinction was released in the 2015 edition of Barron’s Profiles of American Colleges, which is considered by many as the leading directory for college bound students, parents and high school guidance counselors.

- **U.S. News top college for online education**

  Mercy College is consistently ranked as a leader in online education. In 2014, U.S. News ranked Mercy College as a Best Online Bachelor’s Program, Best Online Graduate Education Program and, for the second year in a row, one of the top-100 Best Online Graduate Nursing Programs.
- **Best lifetime return on investment**

  AffordableCollegesOnline.org, a major resource for college affordability and financial aid information, ranked Mercy College in the top 15 percent of New York Colleges and universities with the greatest lifetime return on investment.

  The rankings were compiled using authoritative data from the National Center for Education Statistics, IPEDS, Carnegie Classification and Payscale.com.

- **Smart choice honors program**

  "Peterson’s Honors Programs and Colleges Guide" named Mercy's honors program a Smart Choice program.

  Mercy’s prestigious honors program for high-achieving students, founded in 1971, is one of the longest-running honors programs in New York State.

- **A game-changer for student success**

  Mercy's mentoring program, PACT, is featured as a “Best Practice” for retention and career services with the National Association of Colleges and Employers (NACE). PACT pairs each student with a professionally trained mentor to work with from enrollment to graduation. PACT helps students make the most of their college experience. In 2010, the American Council of Education shared PACT with the White House as a select example of innovation in higher education.

- **Nationally recognized innovation**

  The American Council on Education selected Mercy as 1 of 9 colleges and universities from around the country for its Change & Innovation Lab to help increase the number of first-generation and non-traditional students who gain a college degree.

- **Top 100 institution for minority students**

  Mercy is one of the top colleges in the nation to produce minority baccalaureate and graduate degrees.

  The annual "Top 100 Degree Producers" ranking was released by Diverse: Issues In Higher Education magazine.
• **Hispanic serving institution**

Mercy College is recognized by the U.S. Department of Education as a Hispanic Serving Institution, which is defined as having an enrollment of full-time undergraduates that is at least 25 percent Hispanic students. Only 10 percent of colleges and universities meet this designation. Hispanic Outlook in Higher Education named Mercy a top-100 school for undergraduate and graduate students.

• **Top choice for military students and families**

Mercy College is consistently recognized as one of the top schools for veterans and their families by G.I. Jobs magazine and Military Advanced Education’s Guide to Colleges and Universities. Since 2007, Mercy has served more than 1,000,000 military students and their families.

• **Student leaders in community service**

The White House has distinguished Mercy as a national leader in community service and named Mercy to the President’s Higher Education Community Service Honor Roll by the Corporation for National and Community Service. Mercy is committed to developing engaged citizens and instilling the values contained in the Mercy College seal, “Inserviendo Consumere” (consumed in service).

• **Alumni**

Mercy College has over 64,000 alumni. The Office of Alumni Relations is dedicated to advancing the Mercy College mission of providing motivated students the opportunity to transform their lives through higher education. Guided by the College's strategic objectives, the Office of Alumni Relations nurtures lifelong, mutually beneficial relationships with alumni, parents, friends and organizations that result in volunteer engagement and philanthropic support.

*Alumni Spotlight: Marques Payne '09, B.S. Legal Studies (click to watch)*
Governance

The College is governed by the Board of Trustees led by a Chairperson, Vice Chairs, and 25 additional Trustees who serve the College through their work on committees, supporting events, initiatives, and by providing expertise, along with guidance and support.

Accreditation

Mercy College is fully accredited by the Middle States Commission on Higher Education. The College holds professional accreditations with:

- Accreditation Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association (AOTA)
- Accreditation Review Commission on Education for the Physician Assistant (ARC-PA)
- Commission on Accreditation of Allied Health Education Programs (CAAHEP) and the National Strength and Conditioning Association (NSCA)
- Commission on Accreditation in Physical Therapy Education (CAPTE) of the American Physical Therapy Association (APTA)
- Commission on Accreditation (COA) of the Council on Social Work Education (CSWE)
- Commission on Collegiate Nursing Education (CCNE) of the American Association of Colleges of Nursing (AACN)
- Committee on Veterinary Technician Education and Activities (CVTEA) of the American Veterinary Medical Association (AVMA)
- Council for the Accreditation of Educator Preparation (CAEP)
- Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) of the American Speech-Language-Hearing Association (ASHA)
- Middle States Commission on Higher Education (MSCHE)
- National Accreditation Agency for Clinical Laboratory Science (NAACLS)
- National Association of School Psychologists (NASP)

The College holds program approvals and designations with:

- American Bar Association Standing Committee on Paralegals
- National Security Agency (NSA) Center for Academic Excellence in Cybersecurity
- Defense Education

Finances

- As of 2018-2019, the operating revenues, including net tuition and fees, totaled $145.0 million while operating expenses were about $138.3 million.
• The College endowment currently stands at approximately $256 million. Standard & Poor’s rates the College with the prestigious ‘A’ credit rating, which is an indication of strong annual growth, robust operating results, flourishing enrollment, and innovative leadership.

**Advancement**

• The Office of Institutional Advancement focuses primarily on planned giving, special events, corporate and foundation grants, annual fund, and alumni engagement.

• There are over 64,300 alumni of record who have been awarded more than 54,300 distinct degrees. The Advancement team collaborates with the School Deans on recruiting speakers for commencement ceremonies and fundraising activities.

**PACT (Personalized Achievement Contract)**

• Mercy College founded PACT in 2009 as an innovative program that became a national model to assist undergraduate students in exploring their careers, achieving their goals, committing to their studies, and transforming the lives of others.

• From the moment students are accepted into Mercy College, they are assigned a personal advisor who advises and inspires them to reach their full potential. Their PACT advisor is their point person who helps them navigate the twists and turns of their college experience. Their advisor helps them choose the right major, navigate degree requirements, register for classes, explore career options, track their academic progress, develop leadership skills, and understand their financial aid.

**Student Engagement**

• Students at Mercy College are involved with the many clubs, organizations, programs and activities available on campus to make their college years the best of their lives. Their experiences outside the classroom are as important as inside the classroom, being packed with exciting activities ranging from diversity celebrations to off-campus excursions. Community service is an important part of the Mercy educational experience. The Office of Student Life offers a variety of opportunities for students to develop their leadership skills and to give back to the community. It also maintains a listing of local agencies for students, faculty and staff to volunteer.
Center for Global Engagement

- The mission of the Center for Global Engagement is to identify, develop and provide transformative and dynamic global learning opportunities for students, faculty and staff. The Center builds on the mission of Mercy College and further supports the establishment of a wide range of initiatives, in the United States and abroad, to facilitate the exchange of knowledge across international boundaries. Through interdisciplinary and experiential global learning opportunities, students are able to engage in learning about cultural perspectives different from their own.

Model United Nations Club

In 2014, the College formed a Model United Nations Club. The club gives students the opportunity to learn about global issues by acting as an Ambassador or a diplomat while listening to others’ perspectives.

- The 2019 New York City competition attracted over 3,000 students from 180 universities and colleges from over 30 countries. For the seventh-consecutive year, Mercy College’s delegation received an award at the National Model United Nations, earning conference honors as a “Distinguished Delegation.”

Institute for Mediation and Conflict Resolution (IMCR) Mediation Training

- Each year, students enrolled at Mercy College complete Mediation Training, conducted by Dr. Stephen Slate, Executive Director of the IMCR and Jose Garcia, Assistant Facilitator of the IMCR. Students in the program have the opportunity to develop their negotiation, mediation and facilitation skills.

College in Prison Program at Sing Sing Correctional Facility

- The School of Social and Behavioral Sciences offers the Bachelor of Science in Behavioral Science at the Sing Sing Correctional Facility. In addition to this SSBS program, Mercy’s School of Liberal Arts offers an Associate of Science in Liberal Arts at the Sing Sing facility. The Dean will be responsible for overseeing these programs and managing the relationship with Hudson Link, a non-profit agency who provides services to the students enrolled in the program.

Student Government Association (SGA)

- The Student Government Association is the official governing board for the undergraduate student body. SGA provides leadership on campus and ensures that the student voice is heard.
Athletics

- Mercy College is a nationally respected member of the NCAA Division II with consistent nationally ranked teams. The Mercy College Mavericks compete in the East Coast Conference (ECC) and Eastern College Athletic Conference (ECAC), with 10 teams, offering the opportunity to play alongside some of the country’s strongest athletes and organizations.

- The 10 teams include baseball, softball, women’s basketball, men’s basketball, field hockey, volleyball, women’s lacrosse, men’s lacrosse, women’s soccer, and men’s soccer. The Mavericks compete on state-of-the-art athletic turf and develop their skills in a 5,000 square foot fitness center. Mercy College’s new Victory Gym and athletic department renovation was completed in August 2018. Nearly 80% of the Mavericks receive scholarships.

- Last year, Mercy College’s student athletes held a cumulative 3.27 GPA, and 112 student athletes were named to the ECC Commissioner’s Honor Roll (students who maintained a cumulative GPA above a 3.25).

Career and Professional Development

- The Career and Professional Development (CPD) team is passionate about helping students prepare for their dream careers.

- All events are designed to teach students about career topics such as internship and job search strategies, how to build a résumé, professional networking, and how to ace an interview.

Center for Academic Excellence and Innovation

- The Center for Academic Excellence and Innovation (CAEI) is a valuable resource to help students get ahead—whether they are B students looking to get A’s or are struggling to pass a specific course. The Center provides a friendly learning environment in which to receive tutoring in writing, math and science, as well as in an extensive range of other subjects. The highly trained and courteous staff of faculty, peer tutors and writing specialists provide the support needed to achieve academic excellence.
The History of Mercy College

Founded by the Sisters of Mercy in 1950, Mercy College became a four-year college offering programs leading to the baccalaureate degree in 1961. The College was accredited by the Middle States Association’s Commission on Higher Education in 1968. In the next half-decade, Mercy College boldly set a course for its future with a series of actions including declaring itself independent, nonsectarian and coeducational. In addition, it doubled the size of the existing physical plant and initiated the first of many community outreach efforts.

Mercy College’s innovative spirit soared in the 1970s when it broadened its outreach through the establishment of extension centers and branch campuses throughout communities in Westchester County and New York City. This expansion enhanced the College’s reach to the traditional college market and positioned the College on the leading edge of higher education for those who were the first generation in their families to seek college degrees and the adult student market. Always seeking ways to expand academic and career opportunities for its students, Mercy College was authorized to offer its first graduate program (in nursing) in 1981. Since then, 30 diverse graduate programs have been introduced, and in 2006, the College was granted authorization to offer its first doctoral program (in physical therapy). Mercy College has become one of the regional leaders in the preparation of healthcare professions as well as a leading provider of teacher education preparation for the New York City Schools and the surrounding communities.

The College expanded its offerings to include online programs in the 1990s and was soon granted the authority to offer entire degree programs online. Thousands of Mercy College students take one or all of their courses online through the more than 40 undergraduate and graduate programs offered. At the heart of Mercy College is its dedication to the motivated student, and the College’s commitment to quality, student support, and affordability - as well as innovation - remains as strong today as ever.

ACADEMIC AFFAIRS

The Five Schools

The School of Social & Behavioral Sciences provides access to faculty who are scholars and/or accomplished practitioners in their field, preparing students to become future leaders and to make a difference in their communities and the wider global environment. The School offers programs in behavioral science, criminal justice, international relations and diplomacy, legal studies, mental health counseling, marriage and family therapy, psychology, school counseling, school psychology, sociology, and social work.

The School of Liberal Arts provides the cornerstone of a rigorous liberal arts education through the general education curriculum and a variety of majors in arts, math, and computer science.
Students are prepared with valuable skills that equip them for jobs in a world of rapidly changing technologies. These skills include problem-solving, critical thinking, effective communication, creative expression, mathematical and computer literacy. The values of liberal learning lie in higher-order thinking that is essential for real-world problem-solving. The school also offers several professional programs in diverse fields such as Humanities, Journalism, Computer Science, Cybersecurity, and Design and Animation.

**The School of Business** is organized into three academic departments: Undergraduate Business, Accounting, and Graduate Business. The Undergraduate Business Department offers Bachelor of Sciences (B.S.) degrees in business, corporate homeland security and organizational management. In addition to graduating with the B.S. in General Business, students could complete an MBA through the B.S./MBA dual degree program. The B.S. in general accounting has three specializations including general accounting, computer and information systems, and financial accounting and taxation. The other undergraduate programs offered by the department include a B.S in management accounting and a B.S. in public accounting. Students can also complete a dual degree B.S./M.S. in Public Accounting, which is the only 150-credit CPA licensure-qualifying program commencing at the undergraduate level at Mercy. Further, the Graduate Business Department offers three master’s degrees including a 36-credit MBA program, the MS in Organizational Leadership (33 credits) and the MS in Human Resources Management (36 credits).

**The School of Education** provides programs that span the entire educational spectrum from early childhood through high school, including offerings in early childhood, childhood, secondary education, literacy, TESOL, bilingual education, special education, and educational leadership. Also offered is a unique five-year program in which undergraduate students can begin taking graduate classes before they graduate and earn a bachelor's and a master’s degree in five years. Additionally, pre-service and in-service teachers can pursue a first or even a second master’s degree. The School of Education is nationally accredited by both NCATE and CAEP, the first institution in the country to be so dually accredited, and its Early Childhood online program was ranked #7 nationally in 2016. In addition, the School of Education has recently opened a Mercy College Center for STEM Education.

**The School of Health & Natural Sciences** is dedicated to providing premier health and natural science undergraduate and graduate educational programs to equip students with the intellectual, technical and professional competencies they need to excel and advance as science specialists, health care providers, health promotion experts, and science/health educators. More than just focusing on personal careers, our goal is to prepare students to use their knowledge and abilities in the health and natural sciences to be compassionate and caring health care providers.

**The Libraries**

The Dobbs Ferry Library was renovated in 2009 into a Learning Commons. The main area offers a scenic view overlooking the state-of-the-art athletic field and the Hudson River. The Library features multiple seating arrangements including private cubicles, long study tables or comfy couches, a Café, a second floor Quiet Zone, a group study room and an art gallery featuring student work. There are PCs and Macs for students to use, copiers, scanners and free printing.
The Library has excellent Wi-Fi throughout the building. There are also loaner laptops, headphones and course reserve textbooks that can be checked out for library use at the Circulation Desk. Librarians at the Research Help Desk can assist you with your research assignments. The Library also provides free poster printing for student projects and 3D printers will soon be available in our new Makerspace to launch this fall. The Libraries collections of books, e-books, electronic journals and databases with millions of articles can be accessed thru the Library Website from campus or from home. The Center for Academic Excellence and Innovation (Tutoring Center) is located in the far end of the library. It has many small group study rooms available for student use.

The Bronx Campus Library, located on the third floor, offers students access to wifi, desktop computers, loaner laptops, a scanner, free printing, copiers, headphones, and course reserve textbooks. The Library also provides students with spaces to create, communicate, and collaborate by featuring three group study areas, a quiet study room, and a quiet zone in the back of the Library. In addition to print books, the Library has a vast collection of ebooks and electronic journals that can be accessed on or off campus via the Library website. The Bronx Campus Library houses the “Eye on the Bronx” special collection of books that focuses on the history and culture of the Bronx. There is also a curriculum resource center that provides materials to help pre-service teachers and education students. Reference librarians are available to assist students with research assignments in person, over the phone, and via chat.

The Manhattan Campus Library provides a centralized location for learners to engage in common academic activities. The Manhattan Library offers collaborative environment supported and enhanced by the center for Academic Excellence/ Learning Center. The Manhattan Library’s general collection supports the academic programs offered at the campus, with collection strength in language and literature, education/curriculum and art. The Library also features a Quiet Zone and a group study/conference room for student and faculty use. Our services include loaner laptops for in-library student use. In the spring semester, the Manhattan Library hosts the annual Undergraduate Research Symposium which brings student projects from the classroom to a larger audience with the support and guidance from library and teaching faculty. Please look out for our special monthly offerings.

The Yorktown Campus Library features student computer desktops and free printing. The Library has a quiet main room and small group study areas.

**Faculty and Staff**

The experienced and highly-qualified faculty is comprised of 250 full-time members, 90 of whom are tenured or on the tenure track. Most full-time professors hold the highest degree in their respective fields. Many are Fulbright Scholars, published and national best-selling authors, and experts in their respective fields.

The faculty are represented by the Faculty Senate, which is an elected representative body for shared governance, with one senator apportioned for every 13 full-time core faculty members in each of the Schools (including the Library). In addition, there are four Senators elected at-large.
by the entire full-time core faculty body. Shared governance gives faculty a voice in the decisions regarding academic management and operation of the College. The more than 300 staff members are distinguished by their dedication and loyalty to the institution’s mission and students.

**MERCY COLLEGE LEADERSHIP**

**President Tim Hall**

On May 13, 2014, Timothy L. Hall became the 12th president of Mercy College.

Since President Hall’s arrival at Mercy, the college has been recognized by the White House as a “Bright Spot in Hispanic Education,” received reaccreditation from the Middle States Commission on Higher Education, completed construction of a 350-bed residence hall and a new health science wing in Dobbs Ferry, a new student lounge, veterans’ center, and business incubation center at the College’s Bronx campus, and launched a new brand initiative. In addition, the college has initiated an ambitious program to enhance student success through the implementation of a variety of macro-level strategies referred to as the Mercy Success Toolkit. The Toolkit consists of innovative practices such as cohort scheduling, course redesign, and guided pathways to success (GPS). These strategies have seen the college’s retention and graduation rates increase significantly since Hall’s arrival.

President Hall previously served for seven years as president of Austin Peay State University in Clarksville, Tennessee. Under Hall’s leadership, Austin Peay experienced significant increases in enrollment, funding, and received distinctions in 2012 and 2013 as on the Honor Roll of the Great Colleges to Work For by The Chronicle of Higher Education. During Hall’s years at Austin Peay, both President Barack Obama and Bill Gates praised the university for its innovative use of technology to support student success. Publications such as The New York Times, The Wall Street Journal, USA Today and The Chronicle of Higher Education spotlighted Austin Peay during Hall’s tenure as president. Furthermore, Hall was one of five higher education leaders invited to testify in the fall of 2013 before the Senate Health, Education, Labor, and Pension Committee concerning innovation in higher education. PBS Newshour visited Austin Peay to film a program concerning the university’s success under Tennessee’s new performance-based formula for higher education funding. The program aired in August 2014. In addition, President Hall’s leadership at the institution gained national recognition through the publication of a report in 2013 by the organization, Public Agenda, titled “Seven Practices of Enlightened Leadership in Higher Education,” which focused on Austin Peay State University.

President Hall received a Bachelor of Arts in philosophy, summa cum laude, from the University of Houston in 1978. He followed this degree with two years of graduate work in the religious studies department at Rice University in Houston, Texas, before attending law school and receiving his Juris Doctorate, cum laude, from the University of Texas Law School in 1983. While in law school, he served as articles editor of the Texas Law Review and was selected for membership in the Order of the Coif, the nation’s leading legal honor society. Following a year
as a judicial clerk to the Honorable Will Garwood, U.S. Court of Appeals, Fifth Circuit, Hall joined the firm of Hughes & Luce in Austin, Texas, where he was a trial lawyer for five years. Subsequently, Hall served as a law professor and later as associate vice chancellor of academic affairs at the University of Mississippi from 1989 to 2007. In 2005, he was asked to assume additional responsibilities as executive director of a campaign to raise $50 million for a new law school facility at the University of Mississippi.

Both during his years as a law teacher and later as an academic administrator, Hall has been active as a scholar. He is the author of several well-known books, including Separating Church and State: Roger Williams in America (University of Illinois Press, 1998); Supreme Court Justices: A Biographical Dictionary (Facts on File, 2001); American Religious Leaders (Facts on File, 2003); and Religion in America (Facts on File, 2007). He recently contributed a chapter titled “Making College Better: For Whom?” to Joseph Devitis, ed., Making College Better: Views from the Top (Peter Lang Publishing, 2017).

President Hall also is frequently engaged as a keynote speaker. Recent speeches include those at the University of North Carolina—Chapel Hill conference, “A Coordinated Culture of Care for Student Success” in March 2017, at the annual meeting of New York State Transfer & Articulation Association in May 2016 at the annual meeting of the New York State (Higher Education) CIOs in July 2015, and at the National Symposium on Student Retention in November 2014.

**Provost José Herrera**

Dr. José Herrera was named Mercy College’s Provost and Vice President of Academic Affairs in January 2017.

Prior to his appointment at Mercy College, Dr. Herrera was founding Dean of the College of Arts and Sciences and Associate Vice President for Academic Affairs at Western New Mexico University. Previously, he served as a Program Director at the National Science Foundation (NSF) within the Division of Undergraduate Education (DUE) from 2011 until 2013. In this position, he oversaw a diverse portfolio of innovative scientific programs to develop scientific and educational capital at various institutions across the United States. A native of the near Southwest side of Chicago, he graduated from the Chicago Public School system (Whitney Young High School) at 15 before attending Northern Illinois University where he majored in biology and minored in chemistry, graduating magna cum laude in 1988 and completed a master’s degree in biology. He earned his doctorate at Kansas State University in 1996, in microbiology. He worked in the Department of Biology at Truman State University where he served as chair of the department from 2009 until 2011.

During his career, Dr. Herrera has collaborated with many undergraduate students, publishing several scientific articles characterizing the microbial community structure and function of root associated fungal endophytes. He is currently PI two active NSF-funded research projects that integrate fungal endophyte projects and educational initiatives at Minority Serving Institutions as well as a Project Director of an HHMI Inclusive Excellence award. In 2017, he was elected chair
of the forthcoming (June 2019) Gordon Research Conference on Undergraduate Biology Education Research in Lewistown, ME. He is a lifetime member of SACNAS (Society for the Advancement of Chicanos and Native Americans in Science) and former Senior Editor of *Life Science Education* (LSE) and current Handling Editor of *BioScience*. Dr. Herrera is excited to collaboratively interact with students, faculty, and staff at Mercy College to develop exemplary national models for teaching diverse students in an ever-changing educational landscape.

**THE SCHOOL OF SOCIAL AND BEHAVIORAL SCIENCES**

The Mercy College School of Social and Behavioral Sciences provides access to faculty who are scholars and/or accomplished practitioners in their field, preparing students to become future leaders and to make a difference in their communities and the wider global environment.

The School is comprised of three departments: Counseling, Psychology and Social Work, and Social Sciences. In addition, the School is completing a teach out of the Adult Liberal Arts and Sciences Bachelor’s degree program.

During the Fall 2019 semester, the School of Social and Behavioral Sciences enrolled 3,091 students, with 2,536 students enrolled at the undergraduate level and 555 students enrolled at the graduate level.

**Department of Counseling**

**Counseling (M.S.)**

The Master of Science Degree in Counseling is designed to prepare students to work in a school setting as a school counselor. Students have the opportunity to follow any of several career paths in the counseling field. Additionally, completing the 48-credit School Counselor program includes a 100-hour practicum and a 600-hour internship.

School Counseling students complete their practicum and internship under the direct supervision of a permanently certified tenured school counselor. The degree is completed with the capstone
experience of the Counselor Preparation Comprehensive Examination (CPCE). As a result of the program, students will earn a provisional certification as a school counselor. This applies to the 54-credit Bilingual School Counselor program as well. Students also have the option of completing the Credentialed Alcoholism and Substance Abuse Counselor (CASAC) certificate as part of their master’s degree program. The program is offered in two modalities: in-person at the Dobbs Ferry or Bronx campus and online.

**Mental Health Counseling (M.S.)**

The Mental Health Counseling program will prepare students for licensing as a mental health counselor, as determined by the Committee of Higher Education and Professional Practice of the New York State Education Department. Graduate students complete the 60-credit Mental Health Counseling program, which includes a 100-hour practicum and a 600-hour internship.

In the practicum and internship course, students engage in real-world applications of counseling that meet their interests. Many students choose to complete their hours in a clinical, therapeutic setting or work with individuals with developmental disabilities under the supervision of a licensed clinical therapist.

The degree is completed with the capstone experience of the Counselor Preparation Comprehensive Examination (CPCE). Once completed, students are eligible to sit for the professional licensing examination. Students also have the option of completing the Credentialed Alcoholism and Substance Abuse Counselor (CASAC) certificate as part of their master’s degree program. The program is offered in two modalities: in-person at the Dobbs Ferry or Bronx campus and online.

**Department of Psychology and Social Work**

**Marriage and Family Therapy (M.S.)**

The 48-credit Master of Science in Marriage and Family Therapy Program provides a comprehensive education in Marriage and Family Therapy through a course of studies designed to meet the educational requirements for licensure as a Marriage and Family Therapist in New York State.

The program is accredited by the New York State Office of the Professions. Graduates of the Marriage and Family Therapy program are eligible to seek initial employment towards meeting the 1,500 hours of client contact experience required for licensure. Upon graduation, students take and pass a national licensure exam. Students have an opportunity to work with internationally known and highly published faculty in MFT.

Students in the Marriage and Family Therapy Master’s Program will learn both the intellectual content of the major models in Contemporary Couple and Family Therapy, and how to apply these with couples and families in clinical practice. Complementing this, students will learn individual and group therapies, as well as how to work collaboratively with larger systems and communities.
Psychology (B.S.)

The Psychology Program at Mercy College offers more than 50 different psychology courses so students may succeed in a wide range of careers. Students have the opportunity for hands-on training and practical experience in several exciting Internships and Cooperative Education (COOP) placements in a number of human service agencies. For students interested in a career in research or pursuing a graduate degree, there are many opportunities to gain research experience. Students are encouraged to work with our esteemed faculty on their research or on their own independent research project. For students interested in a career in teaching, our 5 Year Dual Degree Program allows students to obtain a Bachelor's Degree in Psychology and a Master's Degree in Education. Upon completion, students can receive a New York Teacher Certification in Early Childhood or Childhood Education.

For students interested in a career in Psychology, our Four Plus One Program (4+1 Program) is an accelerated program to help you complete your Bachelor's and Master's Degree in less time. Psychology students may complete the Bachelor's in four years and the Master's in only one year. For students interested in a career in the field of substance abuse, they may complete the New York State educational credential for the CASAC-T certificate (Credentialed Alcoholism and Substance Abuse Counselor). The CASAC training program is integrated in their psychology course requirements and can be completed with the degree.

Psychology (M.S.)

The MS Psychology Program is a 36-credit program that provides a broad orientation and experience in all aspects of the field of psychology. The MS Psychology Program prepares students for career advancement or application to doctoral level programs. Core courses focus on methodology, contemporary theory, group experience, and ethics. The degree is completed with one of two capstone options – either a Comprehensive Exam and 12 elective credits or a Thesis and 6 elective credits.

Students are required to complete a 150-hour practicum course. MS Psychology students complete their practicum in sites that are supervised by licensed professionals in the field. In the practicum course, students engage in real-world applications of psychology that meet their interests. Many students choose to complete their hours in a clinical or therapeutic setting, however other settings have included research, applied behavioral analysis, and working with individuals with developmental disabilities.

The Program is offered in two modalities: in-person at the Dobbs Ferry campus and online.

School Psychology (M.S.)

At Mercy, the Master of Science in School Psychology offers two tracks to a career as a School Psychologist or School Psychologist with a bilingual extension. Students completing the 66-credit general program will be recommended for provisional certification as a school psychologist to the New York State Education Department. Qualified students may elect to pursue the 72 credit Bilingual School Psychology program. The program is nationally accredited by the National Association of School Psychologists (NASP).
Social Work (B.S.W.)

Social Work is a profession for those with a strong desire to help and improve people's lives. According to the U.S. Dept. of Labor's Bureau Statistics, employment of social workers is expected to increase by 22 percent during the coming decade, which is much faster than the average for all occupations.

Our program prepares students to provide counseling to individuals, families and groups, help people obtain needed resources and services, develop programs and work with communities to meet peoples' needs and address problems related to: child abuse, mental illness, poverty, illness or disability, substance abuse, discrimination, family conflict or violence, job jeopardy and aging.

Department of Social Sciences

Behavioral Science (B.S.)

Behavioral Science is a combination of Sociology and Psychology. It is our most flexible degree where students receive solid training about the social analysis of human behavior.

The objective is to have the students apply their learning, develop their critical thinking, problem-solving, and analytical skills. Specializations are also available in Community Health, Gerontology and Health Services Management. The program provides a combination of structure and flexibility with 4 required courses and 8 elective courses. When selecting major elective courses, a student may tailor the program to his or her particular interests and career goals.

The Behavioral Science major is a very feasible choice of major for transfer students, as it is possible that classes you may have already taken will count toward either required or elective courses. Students who are in Five-Year BS & MS Teacher Education Program earn a B.S. in Behavioral Sciences in four years and complete a fifth year leading to an M.S. in education and initial teacher certification.

In addition, the program offers many opportunities for career development through credit-earning internships at a variety of NYC area worksites.

Criminal Justice (B.S.)

Criminal Justice is a challenging, exciting and rewarding career.

The 4-year Criminal Justice major will prepare students for the profession or help those who are already in the field to advance in their careers. Graduates have found employment in public service agencies such as: police departments, corrections departments, social service agencies, victim's assistance agencies, youth counseling agencies, private security and insurance companies and many students move into law school.

The greatest strength of the criminal justice program at Mercy College is the academic and professional diversity of the faculty, which includes attorneys, law enforcement officers, and other professionals who have had hands-on experience in the criminal justice system in the metropolitan area.
International Relations and Diplomacy (B.S.)

For the student who hopes to one day become a major player in world affairs, this major offers the academic and hands-on training to shape the international issues and events of our time. Students will get a thorough grounding in the art and science of diplomacy. They will also learn about global politics and economics, as well as develop a deep appreciation for cultures around the world. In the process, they will develop a rich understanding of how to engage with the world around us. The IRDP major will be taught by members of our internationally renowned faculty including former ambassadors, and by professors who are also working professionals and among the country’s preeminent experts on such global issues as conflict management, security, competitive markets, law, climate change, and human rights. Students will have special opportunities for externships, study abroad, and participation in the Model UN.

Legal Studies (B.S.)

The Legal Studies program is designed for students who are interested in a career in the law. The program gives you the opportunity to learn from legal professionals. Practicing attorneys will help you develop the oral communication, writing and critical thinking skills necessary to succeed in law school. Whether students are interested in pursuing a career in the law, business or government, students who majors in general Legal Studies will be introduced to the techniques of successful negotiation and mediation and will have the chance to develop these skills in more advanced courses.

Health Services Management (M.P.A. and M.S.)

The Master of Public Administration and Master of Science degrees provide health care workers with the knowledge and skills needed to become leaders in the health care field. The Health Services Management Program allows students to focus on career development while balancing work, leisure and family responsibilities through:

- Evening courses offered at our Dobbs Ferry and Bronx Campuses
- Classes offered on campus, online or both
- Student enrollment in the fall, winter, spring and summer
- Degree programs that can be completed in as little as 1½ to 2 years

Our professors are experienced health care administrators, consultants, administrative nurses and lawyers. The MPA/MS degrees focus on patient care, policies and the people who work in health care facilities. The courses apply general principles of business, organizational and human management in health care settings. They are designed for experienced clinicians, technical specialists and managers. They are also for those new to this industry who wish to gain experience and work their way up the ladder of health care administration.

Sociology (B.S.)

No other area of intellectual work overlaps with so many other field of knowledge than sociology. It connects the sciences and the humanities directly and offers a variety of insights into our current world. Sociology is distinctive in the attention it pays to what lies
between people, to what links individuals with others in the social world. Sociologists are people watchers. Career exploration is imbedded throughout the Sociology Program. Employment is available in a wide range of field including but not limited to Conflict Management and Negotiation/Mediation, Urban Planning, Education, Medical Sociology, Gerontology, Minorities and Ethnicity, Demography, Criminology and Anthropology.

**General Education**

Mercy College requires 60 General Education credits upon graduation; 42 of these are drawn from Liberal Arts courses. The General Education Curriculum has two distinct but interrelated purposes.

First, it is designed to ensure that students have a certain breadth of knowledge. That knowledge is gleaned from the Liberal Arts and Sciences and extends beyond the specialization of a major field.

Second, the General Education Curriculum is designed to ensure that students develop the basic competencies that support continued growth and achievement in careers and in the professions. Before being awarded a degree, all students are expected to demonstrate an appropriate level of competence in the essential skills of a college graduate.

The essential skills, as determined by the faculty of Mercy College, are:

1. Written communication
2. Oral communication
3. Critical thinking
4. Reading fluency
5. Quantitative reasoning
6. Information literacy

Assessments regularly occur in courses within the General Education curriculum, including the first-year Critical Inquiry and the Junior Seminar capstone. General education is the foundation for academic and career success and is intended to develop the skills and attitudes that Mercy’s faculty believe every educated person should possess. The courses provide the transferable skills that are required of students to be successful within their major study.

General Education courses stimulate understanding of personal, social and civic values as well as scientific principles and ethics. The courses lead to the appreciation of diverse cultures and mastery of multiple modes of inquiry. They teach effective analysis and communication and promote the importance of creativity to the human spirit. Through General Education, students acquire breadth of knowledge, gain competence to be lifelong learners, and develop an awareness of how their entire college coursework shapes the quality of their lives.
Faculty
The faculty in the School of Social and Behavioral Sciences combine their academic backgrounds with practical experience to educate our students and help them to develop into professionals in their chosen fields. For the 2019-2020 academic year, the school has 52 total full-time faculty members, 23 of whom are tenured or on the tenure track.

Staff
Staff members in the School of Social and Behavioral Sciences include two Associate Deans, Assistant to the Dean, three Administrative Assistants, one Coordinator and one Director of College in Prison Program.

THE OPPORTUNITY

Supporting the Mission
The Dean will work with colleagues within the school and around the college to ensure that we continue to meet the mission of the college.

The School of Social and Behavioral Sciences also aligns with our motto, Inserviendo Consumere (consumed in service), as the programs of the School focus on helping others. The Dean will continue to ensure that the school, its programs and students continue to live out the mission and the motto.

Enrollment and Recruitment
The Dean will work with the admissions and marketing to increase recruitment for first year, transfer, and graduate students in all majors across all campuses. The Dean will lead the efforts in the School to improve retention and graduation rates of all students.
Leading Growth

The incoming Dean of the School of Social and Behavioral Sciences will continue to increase the visibility of the School in the College community and beyond. Building on the school’s previous successes, the Dean will have the opportunity to collaborate with colleagues throughout Mercy College on new initiatives including the development of new programs. The Dean is expected to continue supporting the faculty and staff within the School through mentorship and providing opportunities for professional growth. The Dean will take an active role in the assessment of programs and student learning outcomes.

Strategic Plan

The School of Social and Behavioral Sciences has a wide range of academic programs with the single unifying theme of service. Our Strategic Plan also underscores this service orientation.

The Strategic Plan was developed through a very organic process over several months. This allowed faculty to consider and re-consider their areas of passion, as well as their estimation of the best ways to support our students and the Mercy community. What emerged was a set of six initiatives that have been addressed over the last two years. The School is currently in the final year of this three year initiative. The incoming Dean will develop and implement the next strategic plan.

QUALIFICATIONS FOR THE DEAN POSITION

Position description:

Reporting to the Provost and Vice President for Academic Affairs, the Dean serves as the chief academic and administrative officer of the School of Social and Behavioral Sciences. Key attributes Mercy College seeks in the next Dean include an experienced and innovative leader, with a progressive record of academic accomplishments and administrative experience in higher education who will:

- Maintain a culture of effective teaching and learning
- Lead and support assessment efforts across all programs within the school
- Provide consistent, welcoming and constructive leadership to faculty, staff and students within the school
- Encourage and mentor teaching, research and scholarship activities among faculty
- Foster relationships with external stakeholders in collaboration with the Office of the Provost and Office of Institutional Advancement
- Identify and pursue funding opportunities, including grants in conjunction with the Office of Institutional Advancement
- Collaborate with the Office of Admission on recruitment for programs within the School
• Develop growth opportunities, and consider options for new undergraduate and graduate programs
• Engage the School in the College community as a team member and build positive morale in the School
• Commit to supporting a diverse and inclusive learning and working environment

Qualifications:
The successful candidate will have the following professional and personal attributes, among others:
• A terminal degree within one of the academic disciplines of the School of Social and Behavioral Sciences with qualifications to hold the rank of associate or full professor at Mercy College
• A record of at least (5) years of progressive academic administrative or leadership experience in higher education
• Demonstrated success in academic and fiscal planning at an accredited institution of higher education
• Integrity and ability to build consensus across diverse constituencies
• A commitment to and experience in community outreach
• A commitment to mentoring faculty
• A willingness to grow and contribute to the intellectual, ethical, and professional development of a diverse body of faculty, staff and students
• Experience with faculty and student governance

The anticipated start date is negotiable, but no later than September 1, 2020. For full consideration, interested parties are encouraged to submit a letter of interest and Curriculum Vitae as soon as possible. Review of candidates will begin immediately and will continue until the position is filled. Please submit the above documentation online at http://jobs.mercy.edu. For best consideration, applications should be received prior to January 31, 2020.

EEO STATEMENT
Mercy College actively engages in recruiting a diverse workforce and student body that include members of historically underrepresented groups and strives to build and sustain a welcoming and supportive campus community. All qualified applicants will receive consideration for employment without regard to race, color, creed, marital status, religion, sex, national origin, disability or protected veteran status.

Mercy College is an Affirmative Action/Equal Opportunity Employer/M/F/Veteran/Disability. For more information on Mercy College and its programs, please visit www.mercy.edu.