



Ocean County College

Executive Vice President of Academic Affairs and Student Affairs

Position	1406	Established Date	02/01/2026
Description Code			
Last Revised Date	08/14/2026	Effective	08/17/2026
Salary Range	\$160,443.00 - \$213,918.00 Annually	Bargaining Unit	AD
EEO	EEO6-Executive, Administrative and Managerial	Occupational Group	N/A
FLSA	Exempt	Benefit Code	NAA-FT
Physical Class	N/A		

Summary

About our Institution: As New Jersey’s first community college, Ocean County College is a comprehensive, student-centered institution serving more than 7,000 students each Fall. OCC’s Pathways initiative offers concentrated Areas of Study across liberal arts, STEM, health sciences, and technical fields, along with workforce development credentials designed to meet the evolving needs of local employers. The College is recognized for its affordability, innovation, and commitment to providing educational opportunities for students from all backgrounds. OCC’s large, modern campus combines a vibrant college atmosphere with the natural beauty and character of New Jersey’s coastal region, featuring wooded areas, nature trails, and contemporary academic and student facilities.

OCC is located in Toms River, New Jersey, and is close to many of the Jersey Shore’s popular shore destinations, including Point Pleasant, Asbury Park, and Island Beach State Park. Located in the heart of Ocean County, OCC is surrounded by waterways, parks, restaurants, entertainment, and year-round recreational opportunities, offering employees a distinctive quality of life both on and off campus.

For professionals seeking a workplace where they can contribute, grow, and make a meaningful difference, Ocean County College offers more than a career, it offers an opportunity to be part of a welcoming community, collaborate with talented colleagues, and help shape the future of one of Ocean County's leading employers.

About the Position: The Executive Vice President of Academic Affairs and Student Affairs is central to the college's mission and is expected to provide profound and lasting impact on our student body, faculty, staff, and the wider community we serve. The Executive Vice President is a trusted partner to the College President, working collaboratively to execute the President's vision for the institution. As a key and active member of our College's Executive Team, this position exercises significant influence and authority in advancing strategic priorities, institution-wide governance, transformative educational initiatives, responsible stewardship of resources, and the vitality of the communities we serve.

As a collaborative and access-centered leader, the Executive Vice President champions the seamless integration of academic programs and comprehensive student support services, ensuring equitable pathways for all students to discover their potential, persist, and achieve their educational and career aspirations. This position drives student recruitment and promotes efficient workforce development programs that enable learners to be career ready. With oversight of two divisions encompassing fifteen departments and five schools, the Executive Vice President provides inspired and accountable leadership, aligns people and purpose, and fosters a culture of innovation, civility, transparency, and continuous improvement.

The Executive Vice President is committed to cultivating a positive and inclusive workplace environment, addressing employee relations matters with consistency, integrity, and building strong internal and external partnerships. The Executive Vice President, models professionalism, fairness, and accountability in all interactions, setting expectations for civil discourse and constructive problem-solving across the institution.

Classification: Non-Affiliated Administrator

Staff Duration: Full Time 12 months

Examples of Duties

1. Provide strategic visionary leadership for all Academic Affairs and Student Affairs functions; aligning programs, services, and policies with the College's mission and strategic plan.
2. Oversee development, delivery, and assessment of academic programs across all modalities ensuring integrity, rigor, and relevance.
3. Lead comprehensive strategic enrollment management efforts—including recruitment, admissions, retention, and completion—integrating data-informed practices and innovative technologies.
4. Direct faculty and staff hiring, supervision, evaluation, professional development, and contractual compliance; fostering a respectful, civil, and collaborative workplace culture.
5. Oversee the schools, academic and student services departments, ensuring effective operations, alignment, and accountability.
6. Lead reaccreditation processes and ongoing assessment of academic programs, student learning, and service delivery.
7. Participate in collective bargaining and union negotiations, ensuring transparent communication, adherence to labor agreements, and alignment with institutional goals.
8. Address employee relations issues proactively and consistently, exercising sound judgment and ensuring fair application of policies and collective bargaining agreements within a unionized environment.
9. Ensure compliance with federal and state regulations, Title IV and Title IX requirements, accreditation standards, and Campus Security Act (CSA) obligations.
10. Guide budgeting and resource planning for Academic Affairs and Student Affairs; partner with Finance to support sustainable program development and operational effectiveness.
11. Cultivate internal and external partnerships—including articulation agreements and community collaborations—that strengthen academic pathways and institutional sustainability.
12. Maintain a visible, accessible presence across the College, encouraging innovation, shared governance, and effective communication.
13. Related projects, initiatives and duties as assigned.

Required Qualifications

1. Doctoral degree from an accredited institution in a relevant academic discipline, higher education administration, or closely related field.
2. Seven (7) to ten (10) years of progressively responsible administrative experience in higher education, preferably at a community college, including at least five (5) years in leadership roles directly in academic and/or student affairs.
3. Demonstrated college-level teaching experience across multiple instructional modalities, with a strong commitment to staying current in emerging teaching trends and evidence-based best practices.
4. Experience leading complex academic and/or student services programs. Demonstrated experience as a visionary change agent in developing, implementing, and evaluating innovative programs or services. Proven ability to think outside of the box.
5. Successful leadership in strategic planning, accreditation processes, and change management initiatives.
6. Knowledge of student development theory, academic program assessment, higher education law, Title IV/Title IX, and student conduct processes.
7. Strong interpersonal, verbal, and written communication skills; demonstrated ability to work effectively within a unionized environment and shared governance structure.

Preferred Qualifications

1. Documented success leading major collaborative initiatives and institutional transformation efforts.
2. Curated, developed, and implemented new and revised college-wide policies.
3. Direct experience leading and supervising faculty and/or unionized staff.

Additional Information

How to Apply:

This is a confidential search process. To ensure full consideration, application materials should be received no later than **September 29, 2026**. The position will remain open until filled.

To apply go to <http://www.acctsearches.org> and upload your documents.

Candidates will need to have the following information or materials available to complete the application:

1. A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the Executive Vice President of Academic Affairs and Student Affairs of Ocean County College.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: for example, two to three supervisors, two to three direct reports, and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations, or confidential inquiries please contact:

- Bradley Ebersole, Ph.D., ACCT Search Consultant,
at bradleyebersole@gmail.com or (740) 538-7989 (mobile)

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