



Dean of The College of Education and Health Sciences

Position Profile

Adelphi University invites nominations and applications for the position of dean of the newly named College of Education and Health Sciences. Formerly the Ruth S. Ammon School of Education, the new College name has been under discussion for the past year and will be formally approved in December by the University's Board of Trustees. The new name more accurately reflects the academic programs in the College. We're looking for a proven, innovative and collaborative leader capable of bringing a bold, creative vision and strong organizational and management skills to the position.

It's an exciting time in the history of Adelphi University, New York. We've climbed four places in the latest U.S. News and World Report rankings, bringing us into the top 150 National Universities. Due to our strong growth in enrollment, Eduventures named us one of just two national winners of its 2018 Eduventures Innovation Award. We have high national rankings for several schools and programs, and dramatically improved our position in recently released rankings from the Wall Street Journal/Times Higher Education (up 27 spots), Money magazine (up 52 spots) and Niche (up 37 spots), while remaining on the selective Forbes America's Top Colleges list.

The dean of the College of Education and Health Sciences will provide academic and administrative leadership and support for the unit as it migrates to a new College structure. The dean will take the lead while working in a spirit of shared governance with faculty in defining and developing College goals, policies and practices, and will play a key role in implementing the University's long-range strategic vision defined within *Momentum: The Strategic Plan for Adelphi University, 2015–2021*—most notably, Adelphi's relentless dedication to student success and its commitment to world-class academic programs.

The College of Education and Health Sciences

The Ruth S. Ammon School of Education (RASOE) was established in 1984 when the Department of Education within the College of Arts and Sciences became the Institute for Teaching and Education Studies. The RASOE is one of six primary academic units that comprise Adelphi University. The Ammon School is committed to helping bachelor's, master's and doctoral students grow professionally through academic and field experiences. We cultivate respect for the diverse populations we serve, embrace ethical practices and prepare our students to become reflective change agents through research, collaboration and leadership.

The School is now poised for another transition with its migration to the College of Education and Health Sciences. A complete listing of the undergraduate and graduate degrees offered by the unit can be found at this [link](#).

Specialized accrediting bodies for specific programs include the Council for the Accreditation of Educator Preparation (CAEP), the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA), the American Speech-Language-Hearing Association (ASHA) and the New York State Education Department.

The unit currently enrolls approximately 1,200 undergraduate and graduate students across three academic program areas:

- Communication Sciences and Disorders (@320 students)
- Curriculum and Instruction (@310 students)
- Health and Sport Sciences (@565 students)

In addition, the College will continue to operate the Alice Brown Early Learning Center, the Literacy Center and the Hy Weinberg Center for Communication Disorders and offers graduate programs at our Manhattan Center.

The faculty of the unit consists of approximately 70 full-time members (47 tenured, 11 tenure-track, 11 non-tenure track), 80 adjunct faculty members and an administrative and instructional support staff of 47.

Over the 2017–2018 academic year, the unit engaged in a series of internal discussions facilitated by external consultants to reimagine the future state of the unit as a College. A final report and plan for migration to the College entity has been presented and will be ratified by the University Board of Trustees in December 2018. The new College will seek to address the changing landscape in teaching, speech language pathology, and physical activity and health promotion.

Adelphi University

Located just 23 miles from New York City, Adelphi is a private university in the midst of one of the most dynamic phases of its 122-year history. With record enrollments, an increasingly diverse student body and faculty, expanding graduate programs, and growing financial and administrative strength, Adelphi is being transformed just as it is transforming the lives of its students through its personalized approach to higher education.

Recognized as a Best College by *U.S News & World Report*, Adelphi is Long Island's oldest private coeducational university, serving nearly 8,100 students at its beautiful main campus in Garden City, at learning hubs in Manhattan, the Hudson Valley and Suffolk County, and online. Adelphi offers exceptional liberal arts and sciences programs and professional training, with particular strength in our Core Four—Arts and Humanities, STEM and Social Sciences, the Business and Education Professions, and Health and Wellness. Adelphi University is a highly awarded, nationally ranked, powerfully connected doctoral research university known for small classes with world-class faculty, hands-on learning, and innovative ways to support academic and career success.

With powerful partnerships throughout the New York area, more than 115,000 graduates around the country, a growing enrollment of students from 41 states and 60 countries, and rising rankings from top publications and organizations, Adelphi is strongly positioned for the future.

The University is an independent, doctoral granting institution with more than 100 different degrees at the bachelor's, master's, doctoral and professional levels.

Our faculty and staff are dedicated to providing our students with the finest education in the region as well as offering vital services to our local communities. As the University turns its strategic plan, *Momentum*, into a vision for the future, the University community has come together to accomplish mutual goals centered on scholarship and student achievement.

Adelphi University is comprised of eight colleges and schools:

- College of Arts and Sciences
- College of Nursing and Public Health
- College of Professional and Continuing Studies
- Gordon F. Derner School of Psychology
- Honors College
- Robert B. Willumstad School of Business
- Ruth S. Ammon School of Education
- School of Social Work

From our original Garden City, New York, footprint of three buildings, Adelphi's main campus has grown to encompass 29 buildings on 75 pastoral acres in Garden City, New York, the heart of Nassau County.

New York City ranks in the top five of the fastest-growing cities in the United States (U.S. Census Bureau 2016), top five most visited cities (*Forbes* 2016), No. 1 most economically powerful city in the world (*Business Insider* 2015), No. 1 most influential city in the world (*Forbes* 2014), No. 1 city for finance (*The Telegraph* 2017) and No. 1 best city in the world (*Time Out* 2016).

Our Garden City students, faculty and staff have access to Long Island's culture, shopping, parks and world-famous beaches. With the Long Island Rail Road within walking distance and free shuttles offered to and from local train stations, the greatest city in the world is just a short ride away. We enjoy trips to New York's restaurants, Broadway theaters and iconic venues such as Central Park, Ellis Island, Yankee Stadium, the Museum of Modern Art, the Statue of Liberty, Rockefeller Center and Barclays Center.

We pride ourselves on meeting the needs of students. In addition to full-time study, students can enroll in part-time or accelerated programs, participate in our increasing number of online courses or attend classes at one of our learning hubs—our thriving center in downtown Manhattan, two learning hubs in New York's Suffolk County and two in the Hudson Valley region.

Academic Profile

The Carnegie Classification identifies Adelphi University as a doctoral university with moderate research activity.

Our academic programs reflect 21st-century curricula and pedagogies. With a 10:1 student-to-faculty ratio and average class size of 21, our students get personalized instruction and mentorship from their professors, who make use of high-impact instructional practices and seek out opportunities for students to do research and participate in internships and fieldwork.

Adelphi University has been nationally and internationally recognized and cited by several well-respected organizations. Here are just a few of our accolades:

- The Princeton Review, *U.S. News & World Report* and *Forbes* named Adelphi a top choice for quality education.
- *U.S. News & World Report* listed Adelphi as a Best College out of 1,600 institutions, ranking us in the top 10 percent.
- *Money* magazine honored Adelphi as a College of Distinction and a *Money* magazine Best College.
- Readers of the *Long Island Press* voted Adelphi as the winner of seven Best of Long Island 2017 awards, including Best College and Best College President.

- *U.S. News & World Report* ranked the School of Social Work in the top 10 percent of social work graduate programs nationwide.
- The Center for World University Rankings placed Adelphi fourth in the world for psychology/psychoanalysis.

There are 349 full-time faculty members who teach at Adelphi; nearly 90 percent have earned the highest degree in their fields. Adelphi faculty members regularly collaborate with colleagues and students in their research, often across disciplines, schools and colleges.

Students and faculty need state-of-the-art resources to reach their goals. That's why the University has invested millions of dollars in infrastructure. We've renovated our facilities, upgraded technology and classrooms, dramatically improved our libraries—both facilities and collections—and invested in new equipment. An ambitious campus expansion project over the last decade resulted in the completion and opening of the following buildings:

- Adele and Herbert J. Klapper Center for Fine Arts
- Adelphi University Performing Arts Center
- Alice Brown Early Learning Center
- Center for Recreation and Sports
- Nexus Building—the inspiring new home of the College of Nursing and Public Health as well as the Office of Academic Services and Retention and the Office of University Admissions

In addition, our Manhattan Center has been renovated and re-envisioned for a new cohort of international students, and our University Center is undergoing a complete renovation; doubling our dining, health services and gallery spaces.

Student Profile

In Fall 2018, there are a total of 8,146 undergraduate and graduate students attending Adelphi University. Nearly 23 percent of our undergraduates live on campus.

Our student body reflects the diversity of the New York metropolitan region.

- Our students come from 41 states and 60 countries.
- Nearly 15 percent of our graduate students are international students.
- 40 percent of the student body are of color.
- Approximately 30 percent are first-generation students.
- Adelphi is a Yellow Ribbon school for veterans.
- Students with autism spectrum disorder get the support and services they need through our renowned Bridges to Adelphi program.

Our community of students is diverse, but they share a commitment to academic success, an appreciation of their access to faculty members who give them the personalized attention they desire and a willingness to make a real difference in the world. Students work closely with faculty and peers as well as with members of local

communities on projects, research and fieldwork. Adelphi students are making their mark across academic fields and country borders.

Diversity and Inclusion

Diversity encompasses the range of human differences that includes age, gender, race, ethnicity, physical and mental ability, sexual orientation, religion, nationality, socioeconomic status, belief systems, thought styles, military experience and education. At Adelphi, we are committed to creating a diverse and inclusive environment. We believe diversity is a powerful driver of innovation and that students, faculty and staff grow when in a diverse and inclusive environment where everyone is accepted and respected.

We have made great progress in becoming a model of diversity and inclusion. We recently appointed our first vice president for diversity and inclusion, who was key in forming the University Diversity Committee. Thanks to their efforts, Adelphi initiated the groundbreaking Diversity Certificate Program for faculty and staff, a program that local public schools are emulating. We continue to grow our mentoring programs for students of color, veterans and the LGBTQ+ community.

In 2016, Adelphi University saw the largest increase in students of color in our history. We built upon this success, revising our recruitment strategies to attract diverse faculty, students, staff and administrators to further improve. As a result, in 2017 and again in 2018, we welcomed an exceptionally diverse group of new faculty; a cohort composed of nearly 50 percent faculty of color. Initiatives by the University's Diversity Committee and the Athletics Department's Diversity and Inclusion Council have increased openness and understanding on campus and won awards from national organizations, including a prestigious Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity*, four stars and Premier Campus designation from the Campus Pride Index, and recognition of President Christine M. Riordan as one of the "Top 25 Women in Higher Education and Beyond" by *Diverse: Issues in Higher Education*.

Additionally, the University is making our campus facilities more gender inclusive and accessible to those with both physical and mental differences.

Alumni

There are more than 115,000 active Adelphi alumni worldwide. Notable alumni include:

- Ron Bruder, American entrepreneur who runs Middle East education nonprofits, named on the *Time* 100
- Gary "Baba Boeey" Dell'Abate, longtime producer of *The Howard Stern Show*
- Alice Hoffman, *New York Times* best-selling author
- Jonathan Larson, creator of the Broadway musical *RENT*
- Gregory W. Meeks, congressman from New York's Sixth District, representing Queens

- Chuck D (Carlton Ridenhour), musician, author, lecturer, founder and frontman of the hip-hop group Public Enemy
- Al Trautwig, sports broadcaster for television's NBC, MSG Network and USA Network
- Jacqueline Woodson, award-winning author of children's literature

University Leadership

President Christine M. Riordan, Ph.D.

Adelphi University President Christine M. Riordan, Ph.D., is an internationally recognized expert in leadership development, team building, and diversity and inclusion, and is recognized for her groundbreaking initiatives to personalize and transform the higher education experience. Since beginning her appointment as Adelphi University's 10th president in 2015, Dr. Riordan has launched a remarkable turnaround strategy that has resulted in Adelphi enrolling the largest first-year classes in its history in Fall 2018, as well as increased funds raised and greater recognition.

Dr. Riordan has published more than 60 academic and business press articles, is authoring a book on leadership and is a frequent speaker on leadership and overcoming challenges. She has been interviewed and written articles for media outlets such as *The Financial Times*, *Harvard Business Review*, *Forbes*, *USA Today*, *U.S. News & World Report*, *The New York Times*, *International Herald Tribune*, *The Huffington Post*, *MSNBC*, *CNN*, *CNBC*, *The Wall Street Journal*, *MarketWatch*, *CareerBuilder* and *Psychology Today*.

Dr. Riordan serves on the board of directors of RE/MAX Holdings, Inc. (NYSE:RMAX) and is chair of the nominating and governance committee and serves on the compensation committee. She previously served on the audit committee. She is on the board of directors of the Long Island Association (LIA), a leading business organization on Long Island. She is also a trustee of the Long Island Regional Advisory Council on Higher Education (LIRACHE) and is a member of the President's Advisory Council at the Georgia Institute of Technology. Dr. Riordan is also chair of the President's Council for the Northeast-10 Conference.

Executive Vice President and Provost Steve Everett, D.M.A.

A widely respected and extensively accomplished composer, conductor and professor of music, Dr. Everett was appointed provost of Adelphi University commencing July 1, 2018. Prior to joining Adelphi, Dr. Everett was dean of the College of Architecture, Design, and the Arts and professor of music at the University of Illinois at Chicago. In that role, he oversaw four schools with numerous programs as well as the Gallery 400 art gallery, the renowned Jane Addams Hull-House Museum and the university's UIC Innovation Center—an exciting interdisciplinary research center and incubation hub that bridges research and education with industry.

His work at the University of Illinois at Chicago was preceded by 23 years at Emory University in Atlanta, where he served as assistant vice provost for academic affairs, among other leadership positions. At Emory, he also served as president of the University Senate, chair of the Faculty Council, chair of the Department of Music and interim director of the Fox Center for Humanistic Inquiry. Dr. Everett also co-chaired the university's Commission on the Liberal Arts, a task force created to explore innovative ways to enrich the liberal arts experience. In 1998, Dr. Everett received the Mayor's Fellowship in the Arts, awarded by the City of Atlanta, the city's highest recognition of artistic achievement.

In addition to these accomplishments and honors, Dr. Everett has been a visiting professor at Princeton University, a guest composer at numerous conservatories around the world and a noted researcher. As a result of two medical research projects, he was awarded a courtesy faculty appointment to the University of Illinois at Chicago's Department of Neurology and Rehabilitation.

Dr. Everett earned his doctoral degree in composition from the University of Illinois and received two master's degrees, in music theory and trumpet performance, from Florida State University.

Momentum: The Strategic Plan for Adelphi University **2015-2021**

Momentum, the University's Strategic Plan is guiding dynamic growth and development across all facets of the University. Centered on six transformational goals, *Momentum* seeks to advance around:

An Emphasis on World Class Academics

Adelphi already offers the intellectual rigor and talented faculty that create a unique educational experience. We will enhance the value of an Adelphi degree by deepening the caliber of the teaching, the programs, and the research and creative work in order to increase the impact of every student's (and professor's) years with us.

A Relentless Focus on Student Success

As we grow, Adelphi will continue to set the standard for committing to the individual student—and growing their intellectual curiosity, ability and potential—in order to produce generations of curious, compassionate, successful people.

A model of Diversity and Inclusion

Adelphi's reputation as a community that values, welcomes and inspires every individual—among our students, faculty and staff—will grow on a national level.

A Powerfully Connected University

We will extend the reach and resources of our community through a potent network of relationships. We'll bring together faculty, staff, families, alumni and business and

industry partners, maximizing our traditional associations here on Long Island as well as in the great city that is our neighbor.

Financial and Operational Strength

Growing stronger means growing smart by incrementally improving existing resources and operations, while integrating new and complementary ones, to form a seamlessly high-functioning, highly regarded enterprise.

Global Recognition and Renown

We will become an outstanding private university, known everywhere for our academics, our three exciting New York locations and our experiential learning. Rankings, awards and media coverage will advance both our brand and the Adelphi Advantage, all around the world.

These six goals are touchstones for all aspects of the University and are grounded in concrete initiatives designed to produce measurable results in our dedication to transform the lives of our students. To read more about the *Momentum* plan follow this link: <https://strategic-plan.adelphi.edu/>.

Position Profile

Reporting to the provost, the dean of the new College (including the Ruth S. Ammon School of Education, Health and Sport Sciences program and the Communication Sciences and Disorders program) is responsible for the administration and leadership of the unit and works collaboratively with other deans on Adelphi's academic team.

Through the University's shared governance structures, the dean is responsible for oversight of all curricula within the College, program development, faculty recruitment and support and student recruitment and retention. The dean will collaborate with the Office of Advancement and Alumni Relations, work with the academic administration in Adelphi's professional schools and the College of Professional and Continuing Studies to develop and implement interdisciplinary and inter-professional programs and initiatives and will oversee assessment and accreditation-related activities, budget preparation and oversight and supervision of support staff.

The dean will oversee the College and provide vision, leadership and strategic planning and will advocate for resources for an experienced and knowledgeable team of full-time and part-time faculty and staff members.

Leadership Priorities

It will be important for the new dean to lead with a broad understanding of the needs, issues and opportunities identified by the College as a whole, as well as those of its individual programs. Specific leadership priorities for the next dean include, but are not limited to:

Develop and lead the implementation of a shared strategic vision for the College:

The dean will bring a sophisticated understanding of emerging trends and promising directions in both education and the health sciences fields to the development of a clear strategic plan for the College. In this effort, the dean will actively solicit the engagement and input of the College's faculty, staff, and students, and align the College's objectives with the larger University strategic plan, *Momentum*. The College's plan should include a clear articulation of the ways in which the new College of Education and Health Sciences will build upon its current strengths while fostering an interdisciplinary approach among the Ruth S. Ammon School of Education, Health and Sport Sciences program and the Communication Sciences and Disorders program. The dean will be an energetic champion of and advocate for each of these units and build a new strategic direction for the College both internally and externally.

Grow inter-professional opportunities: The next dean must be an excellent collaborator and partner who will advance the newly formed College by forging programmatic, educational, and research partnerships. Adelphi is poised for its unit leaders to work together in more significant ways to promote common interests and create programs to best serve the students and community. The dean will work closely with the leaders of other colleges to ensure students receive an interdisciplinary education that prepares them to lead the future of education and health sciences. The dean will also be charged with leveraging Adelphi's Manhattan Center as a continued resource for the College.

Secure additional resources for the College through effective fundraising and partnerships: The dean will proactively, enthusiastically, and innovatively lead fundraising and resource development efforts for the College of Education and Health Sciences. These resources are essential to achieving the College's ambitious research and programmatic goals and to continue to attract the world's most talented students and faculty.

Champion student recruitment and retention: Working closely with admissions and other offices across the University, the new dean will provide support and resources to attract and retain excellent, diverse students who will thrive in the College of Education and Health Sciences. The dean will provide leadership to enrollment management challenges and work to enhance recruitment and the affordability of programs specifically in the areas of Curriculum and Instruction and Communication and Speech Disorders.

Candidate Desired Qualities and Qualifications

To best serve Adelphi University, the ideal candidate will have many of the following professional qualifications and personal characteristics:

Leadership

- Several years of progressively responsible academic and administrative leadership roles in higher education with significant and successful scholarship and teaching experience.
- Leadership skills with the ability to set challenging and attainable goals and priorities and work with and inspire others to high levels of professional achievement; leverage ideas into action; lead and navigate the development of the College as the University grows.
- The willingness and ability to lead the migration of the current School to new College status to be approved by the Board of Trustees in the fall of 2018.
- Strong influence and relationship skills, able to command respect and earn the trust of individuals within and outside the University.
- Collaborative and team-oriented leadership style with excellent interpersonal skills, a creative problem solver with a willingness to address issues without territoriality—a unifier and community builder.
- Good judgment in recognizing gaps and challenges and assessing where improvements are needed in the context of advocating for resources to make those improvements.
- Demonstrated commitment to diversity and equity Demonstrated commitment to building a unified community of scholars, teachers, staff and students within the College.
- Ability to engage, maintain and develop partnerships and affiliations necessary to student fieldwork and clinical placement across the College programs.
- Genuine commitment to the mission and values of Adelphi University and the importance of the College of Education and Health Sciences to the future of the University.

Experience/Knowledge in the Field

- Knowledge and understanding of the mission of the University as well as national trends in higher education, including information technology and continuing developments in teaching and learning as well as major issues and trends connected to the College's programs.
- Knowledge and understanding of professional preparation programs in education, speech pathology, physical therapy, health promotion and health sciences areas of curriculum in higher education, including assessment of learning outcomes and the accreditation processes in the fields encompassed by the College.
- Administrative ability, including knowledge of financial planning and budgets, strategic planning and implementation.
- Ability to provide critical, conceptual and strategic thinking to important academic, personnel, student and administrative issues.
- Personal philosophy that fully embraces a holistic approach to education and a commitment to diversity and inclusion in all facets of academic and student life.

- Experience and desire to work collaboratively with the Office of Sponsored Programs and Office of Advancement to maintain strong relations with the College alumni and to support fundraising and external grants to support faculty research and scholarship.

Collaboration, Management and Organizational Skills

- Demonstrated ability to provide administrative oversight, leadership and strategic direction; evidence of excellent organizational skills and organizational development skills, attention to detail, including a clear sense of goals, timeliness and transparency.
- Experience in managing a highly responsive organization; ability to leverage limited resources while achieving innovative results.
- Proven ability to recruit and retain high-quality students working closely with enrollment management to bring a personalized approach to the student experience from first point of contact to graduation and beyond.
- Ability to lead the recruitment and retention of high quality, diverse and inclusive faculty across the College programs.
- A fair, firm and compassionate administrator who can confront challenges and make difficult decisions, resolve conflicts and demonstrate and promote transparency, integrity and high ethical standards within the institution.
- Ability to work in a student-centered environment and interact effectively with a variety of constituents on and off campus.
- Dedication to faculty engagement and shared governance; willingness to engage in thoughtful discussion with faculty to envision and implement College change and evolution.
- Ability to work effectively with various constituencies at the University to promote and support interdisciplinary and inter-professional program development and implementation.

Responsibilities and Duties

The candidate will oversee:

- Full-time faculty searches, appointments, reappointments, awards of tenure and promotion according to the Collective Bargaining Agreement and related University policies and procedures.
- Clinical and adjunct faculty hiring according to the Collective Bargaining Agreement and related University policies and procedures.
- Administrative, research and support staff according to University policies and procedures.
- The continuing review process for both full- and part-time faculty as well as staff as outlined by the appropriate Collective Bargaining Agreement and Human Resources policy and procedure.
- Approval of faculty sabbaticals, research and/or administrative release, course assignments and teaching loads, internal and external grant requests,

- travel and professional development and other activities related to the unit's instructional and research operations.
- Faculty obligations and related matters as outlined in the Collective Bargaining Agreement and by University policy.
 - The unit's associate and assistant deans as well as program chairs in the performance of their assigned responsibilities.
 - The unit's financial and business operations including its annual operating budget and transactions requiring dean approval.
 - The leadership of the program and curriculum development of the College to address enrollment declines and opportunities across the changing landscape of teacher preparation and health sciences areas.
 - The unit's participation and implementation of student recruitment, admissions, academic services, advising, major ceremonies and events as required of unit leadership, faculty and staff as appropriate.
 - The unit's compliance with all program accreditation, licensure and certification requirements as necessary.
 - Unit facilities and physical infrastructure and related resources supporting instruction, research, clinic and community-service operations in collaboration with University facilities operations and other appropriate campus entities.

In addition, the candidate will:

- Collaborate with the Office of the Provost, the Office of Student Success, the Office of Advancement, University Communications and Marketing, the Office of Enrollment Management, the Registrar, the Office of Information Technology, Student Affairs, Public Safety, Alumni Relations, Special Events and other University units as necessary and appropriate.
- Participate in the president's cabinet, deans' council, annual retreats, annual Research Day, Faculty Research Symposium, annual faculty conference and unit-based events as well as Orientation, Matriculation, Commencement and Doctoral Hooding events as requested.

Educational/Experience Requirements

A doctoral degree from an accredited institution is required along with a successful record of progressive leadership in higher education.

Knowledge of the teacher preparation field as well as related areas of health and wellness leadership and clinical preparation is a must.

Candidate should have several years of increasing administrative responsibility in an academic environment at the university level and should meet the requirements for full professor.

Information for Candidates

This position is anticipated to begin in the summer of 2019. The salary and benefits will be competitive.

For best consideration, please send all nominations, inquiries and expressions of interest in confidence electronically, by January 18th, 2019 to:

Tom Fitch, Partner
Amanda Bennett, Senior Associate
Storbeck/Pimentel & Associates, LP
AdelphiCEHSDean@storbecksearch.com

Adelphi University is an equal opportunity/affirmative action employer committed to building a diverse workforce. It strongly encourages applications from women, underrepresented groups, members of the LGBTQ+ community, people with disabilities and veterans. Adelphi University is an EEO/AA employer