



## **Provost and Vice President for Academic Affairs**

Mercy College invites nominations and applications for the position of Provost and Vice President for Academic Affairs. The College seeks a strategic leader who will wholeheartedly embrace the institution's mission and history while continuing the College's innovative and entrepreneurial spirit. The next Provost will have the opportunity to develop new programs; form strategic partnerships; and further the College's commitment to equity, diversity, and inclusion.

### **ABOUT THE COLLEGE**

Mercy College is a thriving independent, coeducational, comprehensive, and student-centered institution with multiple campuses and a substantial online learning community. Mercy College is driven by its mission to provide 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. Many Mercy College students come from non-traditional backgrounds and are often the first or second generation in their families to earn a college degree. Mercy College is recognized by the United States Department of Education as a Minority Serving Institution (MSI) based on its Hispanic Serving Institution (HSI) status of Hispanic student enrollment of more than 25 percent. Mercy College is the region's largest private, nonprofit minority-serving institution in the region, with Hispanic student enrollment of 38.2 percent, Black student enrollment of 24.4 percent, and White student enrollment of 23.8 percent.

Mercy's affordable tuition rates, our nationally recognized advising program, our laser focus on student success, and our academically rigorous programs in fields ranging from Business to Nursing make Mercy a regional leader in preparing the next generation of professionals, citizens, and scholars. Our Mercy Success Toolkit is a series of evidence-based, scalable practices envisioned to create purposeful onboarding for students that lead to a clear, supportive experience with outstanding academics, resulting in equitable outcomes. Due to a campus-wide commitment to student success, equity gaps at Mercy College have significantly narrowed over the last 10 years. The College aspires to build the initiatives and programs that can position itself as a leader in equity, diversity, and inclusion in higher education. The College has over 9,500 students studying in over 100 undergraduate and graduate programs taught by Fulbright scholars, published authors, and national experts in their fields. Approximately 7 percent of our students participate in our residential life program at either the Dobbs Ferry or Manhattan Campuses.

Mercy College has three campuses in the New York metropolitan area. The College's main campus encompasses 65 acres alongside the picturesque Hudson River in Dobbs Ferry, a suburb 20 miles north of New York City in Westchester County. The campus features eight programmatic and residential buildings, along with athletic facilities, an artificial turf field, indoor gym, fitness center, and outdoor recreational courts. The library at the main campus serves as the resource and informal gathering hub. Recently renovated academic facilities provide state-of-the-art teaching technology to facilitate in-person and hybrid instruction, as well as specialty spaces for hands-

on learning including health professions simulations labs, a music recording studio, business school trading room, and cybersecurity labs.

Centrally located in the Hutchinson Metro Center, the Bronx Campus occupies 125,000 square feet in a rapidly developing complex of corporate and healthcare organizations and businesses in the East Bronx. This space provides state-of-the-art facilities that support engagement between students and faculty members and provide hands-on learning opportunities. In fall 2019, Mercy expanded and renovated its Manhattan Campus in the heart of Herald Square, creating innovative learning environments, expanded academic offerings, and a new 130-bed dormitory. The high-tech space provides resources that prepare students for careers in emerging fields.

In collaboration with Hudson Link for Higher Education in Prison, Mercy College offers associates and bachelor's degrees to incarcerated men at the Sing Sing Correctional facility in Ossining, New York. The program has enabled students to make a positive impact on their own lives, their families, and communities, resulting in lower rates of recidivism and higher rates of employment, community regeneration, cohesiveness, and reciprocity.

Mercy College has benefitted from strong financial stewardship and management and has a healthy financial outlook. Its A credit rating was reaffirmed by Standard & Poor's Rating Services (S&P) for higher education in February 2021; it has maintained this rating since it was first achieved in 2012.

## **HISTORY AND DEVELOPMENT**

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.

By the 1970s, Mercy College became an independent and coeducational institution. It doubled the size of the existing physical plant and initiated the first of many community outreach efforts 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.

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 health care professions. The College expanded its offerings to include online programs in the 1990s and was soon granted the ability 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.

In 2019, Mercy College entered into an agreement to teach-out the students of a local college that was closing its doors due to financial difficulties. That fall, Mercy welcomed over 1,700 students from The College of New Rochelle (CNR), including over 1,200 students in various nursing programs. Mercy also committed to continuing the CNR legacy for over 56,000 alumni and to serve as custodian of all student academic records.

## **STRATEGIC PLANNING**

The [Mercy College 2025 Strategic Plan](#) focuses on four goals:

- Teaching and Learning
- Student Success
- Affordability and Financial Health
- College Community

Each goal has related objectives rooted in the College's mission.

## **GOVERNANCE**

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

## **ACCREDITATION**

Mercy College is accredited by the Middle States Commission on Higher Education, which reaffirmed the College's accreditation in 2015; the next Self-Study Evaluation is in 2023-2024. 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 \(NASP\)](#)

## **ADVANCEMENT**

The Advancement team focuses primarily on planned giving, special events, corporate and foundation grants, annual fund, and [alumni engagement](#). There are over 70,000 Mercy alumni of record located across the globe. In addition, Mercy College recognizes the importance of preserving the legacy of The College of New Rochelle's more than 50,000 alumni and is actively working to keep CNR traditions alive.

## **STUDENT ENGAGEMENT AND CAMPUS LIFE**

Mercy College offers a robust campus life experience for both its commuter and residential populations. Students participate in over 50 student clubs, including Mercy's award-winning student paper, *The Impact*, and 15 honor societies. Faculty and staff are entrenched in the College's culture of providing students with transformative experiences in and out of the classroom, especially during Campus Life traditions led by our student leaders such as the Founders' Festival, Thanksgiving Dinner, Caribbean Student Association Fashion Show, Black Student Union Talent Show, and Mavies Award Ceremony. The College's Student Government Association is a highly dedicated group of students who advance the general welfare of the institution by fostering collaboration and meaningful dialog between students, faculty, and administration.

Mercy College sponsors intercollegiate athletic competition in 10 varsity sports at the Division II level. The College is a member of the National Collegiate Athletic Association (NCAA) and the East Coast Conference (ECC). Varsity men's programs include baseball, basketball, lacrosse, and soccer. Women's athletic teams compete in basketball, field hockey, lacrosse, soccer, softball, and volleyball.

### **The PACT Program**

The PACT (Personalized Achievement Contract) Program is a nationally recognized program that provides proactive advising where professional mentors intentionally engage students in the areas of academic advising and academic interventions, major to career exploration, financial literacy, and student engagement. The PACT program has been extraordinarily effective in helping retain students, and since it began the retention rate for first-time freshmen has increased by over 15 percentage points, and first-time undergraduate transfer retention has averaged over 80 percent. The PACT program provides students with a true one-stop shop advising experience, which is particularly helpful when assisting the population of students that Mercy serves. The success of the PACT program provides an important opportunity for collaborations with the next Provost to further Mercy's focus on inclusive student success.

In addition to the PACT mentor program, students have access to a robust suite of student support services at each campus, including career hubs, accessibility services, health office, mental health counseling, and tutoring. The Mav Market food pantry serves over 1,240 student members across our Bronx, Dobbs Ferry, and Manhattan campus locations. Since its inception in 2017, it has provided over 20,000 meals to members and their families through the donations and service of community volunteers.

The College continues to carry on a long tradition of service initiatives that celebrate and promote community service and engagement through international medical missions to Ecuador and Mali, clean-up and recycling projects, reading clinics, and crop harvesting for local food pantries. Students partner with a variety of organizations including the American Cancer Society, Big Brothers Big Sisters, the Hearing Loss Association of America, Volunteer Center of the United Way, American Diabetes Association, The Lustgarten Foundation, St. Jude's Foundation, Sickle Cell Disease Association of America, PolioPlus Fund IRB Volunteer Income Tax Assistance, and Rotary International, along with many other local organizations.

## **COLLEGE DISTINCTIONS**

Mercy College has emerged as a leader in higher education. 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 PACT program recognized as 2020 Finalist for Examples of Excelencia by Excelencia in Education

- Mercy College is recognized in three categories by *U.S. News & World Report's* Best College Rankings 2020.
- The College is included in the Best Regional Universities North group for Social Mobility, Ethnic Diversity, and Best Regional University
- Mercy College is recognized by *The Wall Street Journal/ Times Higher Education (THE)* College Rankings 2020.
- Mercy 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.
- Mercy was recognized as a 2021 Top Veteran-Friendly School by *U.S. Veteran's Magazine*.
- In 2019 and 2020 Mercy College was recognized as *Westchester Magazine's* Best College.
- *U.S. News & World Report* has consistently ranked Mercy as a leader in online education. Mercy has been ranked as a Best Online Bachelor's Program, Best Online Graduate Education Program, and one of the top-100 Best Online Graduate Nursing Programs.
- Mercy was awarded the 2017 EAB Connected Technology Pioneer Award.
- Mercy offers a prestigious Honors Program for high achieving students. One of the first in New York State and named as a "smart choice" by *Peterson's Honors Programs and Colleges Guide*, it offers a unique preparation for talented students through exceptional academic challenges, an enriched learning experience, and engaging co-curricular activities

## **FACULTY AND STAFF**

The experienced and highly qualified faculty is comprised of approximately 235 full-time members, 35 percent of whom are tenured or on the tenure track. In addition, over 830 part-time faculty members provide a high level of expertise and professionalism. The faculty includes Fulbright Scholars, published authors, and national authorities who are dedicated to excellence in teaching. As experts and national and international leaders in their fields, they bring timely, relevant, real-world experience into the classroom, blending theory with practice. The College's more than 450 staff members are distinguished by their dedication and loyalty to the institution's mission and students.

## **ACADEMICS**

[The School of Business](#) provides students the opportunity to be mentored by faculty who have gained real-world experience. Classes are taught by former executives, CEOs, CFOs, CPAs, and entrepreneurs—industry leaders from Wall Street to Main Street—who bring their extraordinary professional experience into the classroom. Students learn through hands-on experiences giving them the opportunity to work on real projects, for real clients. Students study investment strategies in an actual trading room that replicates Wall Street with Bloomberg terminals and a stock ticker. Students have the opportunity to become Bloomberg and Excel certified as part of their program. Networking opportunities are abundant and aid undergraduate and graduate students in standing out when seeking employment.

[The School of Education](#) prepares students to become teachers or school leaders, ready to meet today's education challenges. The School offers master's degrees, certification in chosen areas, advanced certificates, and teaching experience while working with an outstanding faculty in Mercy College programs, all of which are nationally recognized. There are multiple programs available in the departments of Childhood Education, Secondary Education, Multilingual and Literacy Education, Educational Leadership, and Special Education. The School offers innovative, flexible, and accessible programs of study, including providing courses at multiple

campuses and online. The School is the first institution in the United States to be awarded initial national accreditation by the National Council for the Accreditation of Teacher Education (NCATE) and its successor organization, the Council for the Accreditation of Educator Professionals (CAEP).

[The School of Health & Natural Sciences](#) is dedicated to providing premier health and natural science undergraduate, second-degree nursing, 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, the School's 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 School of Liberal Arts](#) provides the cornerstone of a rigorous college education. Students are prepared with the skills that will last a lifetime. Problem-solving, critical thinking, effective communication, creative expression, mathematical and computer literacy are the skills that employers are seeking now more than ever, particularly for jobs that do not yet exist in our world of rapidly changing technologies. The values of liberal learning lie in higher-order learning that is essential for real-world problem-solving. The school also offers a number of professional programs in diverse fields such as Journalism, Cybersecurity, and Computer Arts & Design.

[The School of Social & 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.

### **The Libraries**

The College has a robust [library system](#) with significant holdings (physical and electronic) and services. Librarians are available on-site and online to provide research assistance, consultations, and information literacy instruction. Users have access to the libraries' online catalogs, e-books, and databases through the Mercy College libraries' website. The library system at Mercy plays an essential role in furthering student success at the College.

## **THE OPPORTUNITY**

Reporting to the President, the Provost is the chief academic officer, with executive responsibility for the faculty, academic schools, and administrative departments that support Mercy College's academic programs, including the Registrar, Libraries, Center for Academic Excellence and Innovation, Center for Teaching & Learning, Mercy Online, Research and Sponsored Programs, and the Center for Global Engagement. Mercy's five academic schools are Business, Education, Health and Natural Sciences, Liberal Arts, and Social and Behavioral Sciences. The Provost leads and serves a full-time faculty of 235 (as well as more than 800 part-time faculty). The Provost administers an operating budget of approximately \$60 million.

The Provost is responsible for maintaining the quality of Mercy's academic environment through the development and assessment of curriculum and the facilitation of interdisciplinary teaching and research in an

increasingly diverse community of faculty, students, and staff. The Provost's Office serves as the liaison to the College's accrediting body as well as the State Education Department. The Provost advises the President on college-wide planning, budget-building, policy and operations, and acts on the President's behalf in his absence or as designated. The Provost also functions as the primary academic liaison to the Board of Trustees, including working closely with the Academic and Student Affairs Committee of the Board.

Mercy College will be looking for the next Provost to:

- develop a deep understanding of the College as a whole;
- embrace the College's teaching- and student-focused mission;
- champion a commitment to the faculty development;
- promote and ensure proven evidence-based practices in equity, diversity, and inclusion in alignment with the values of the College;
- collaborate and communicate effectively with faculty and staff across all areas of the College;
- encourage the expansion of tenured and tenure-track faculty;
- promote faculty research in pursuit of an increase in federal research funds;
- provide opportunities for faculty members to enhance their efforts in teaching, scholarly activities, and service;
- ensure the quality of Mercy's academic programs through successful institutional and programmatic accreditations;
- serve as a partner with the President in developing strategic priorities;
- critically assess the College's academic strengths and weaknesses;
- nurture and sustain centers and cultures of teaching excellence and innovation both locally and across our extensive network;
- encourage and protect the free expression of constructive ideas and opinions among the members of the Mercy community.

## **CHALLENGES AND OPPORTUNITIES**

**Supporting the Mission:** The College's mission is to provide transformative, accessible, and high-quality education through its focus on experiential education, community outreach, and service-learning. The next Provost will need to embrace this mission while having a demonstrated understanding of how to provide these opportunities to a highly diverse student body at the College. There is an amazing opportunity to continue expanding Mercy's mission throughout the region, in New York City, and internationally. The Provost will work with President Hall, the College's leadership team, the academic deans, and its highly dedicated faculty and staff to develop on-ground and online programs that will be in high demand to students and employers, ensure that Mercy College remains a safe and inclusive learning and working environment, and broaden already successful student support strategies across the College. The provost should also demonstrate a strong commitment to providing the most successful student experience to diverse, underserved, and first-generation populations at Mercy College.

**A Focus on Student Success** While the Provost will be focused on maintaining the College's academic excellence, they should also understand the entire student life cycle. The Provost and their team will work closely with enrollment management and student affairs to achieve the College's goals of increasing enrollments, retention rates, and graduation rates in all programs at the College. In a competitive market and multi-campus environment, efficient section and seat management, strategic and comprehensive program offerings by physical campus and distance learning, and ability for students to complete degrees using desired delivery modalities will be critically important to achieving enrollment growth. The Provost should be familiar with national proven evidence-based practices in the areas of teaching and learning and student success to further the College's work

to break down barriers to success for its students. In addition to ensuring success at the undergraduate or graduate level, the Provost should understand how to support non-traditional, military/veteran, and online learners in their academic endeavors. Even before COVID-19 forced higher education online, Mercy College had a solid online infrastructure, which allowed a successful transition to remote learning and provides the College with a strong foundation as online learning moves into the future. The next Provost will need the leadership and communication skills to meet these objectives at the College and an understanding of the multi-faceted needs of a diverse array of learners at Mercy

**Strengthening Equity, Diversity, and Inclusion:** As an MSI and HSI, Mercy College has a longstanding commitment to equity, diversity, and inclusion and is dedicated to enhancing ethnic, racial, and gender diversity in the recruitment of students, faculty, and staff. Additionally, the curriculum provides students with the opportunity to address global issues and to develop cross-cultural communication skills but would be enhanced through more extensive interaction with people from other cultures. Further progress in these areas will require sustained and vigorous commitment from the entire College community. The next Provost must be committed to continuing and strengthening these efforts at the College while advocating for additional resources to support and expand current programs.

**Faculty Development and Support:** The Provost will provide vision and leadership for educational innovation and will foster an environment of the highest expectations in teaching, research, scholarship, and service for the College. The Provost will foster an intellectual climate with mentoring and developmental opportunities that will both attract and retain excellent faculty members. Mercy's innovative and dedicated faculty is one of its central strengths. They bring energy, innovation, and distinct expertise which combine to create an exceptional student experience. Areas identified for further strengthening include support of scholarship and pedagogy, mentorship, and professional development for faculty at all levels, and opportunities for interdisciplinary collaborations. The Provost will play a key role in guiding and identifying resources for the further development of faculty, both individually and as a community.

**Fostering Innovation in the Post-COVID Environment:** Innovation in pedagogy, technology, and communication has allowed for greater collaboration and sharing of knowledge than ever before. The next Provost must be an excellent collaborator and partner who will advance the College by developing a shared academic vision in alignment with the College's strategic plan. The ability to effectively foster collaborations among the departments across the College will be vital in ensuring that the programs are in demand and will effectively prepare students to become leaders in their fields. The Provost will also have the opportunity to continue strengthening Mercy College's online presence in the marketplace while ensuring the highest quality in online teaching and learning.

**Building Relationships:** Mercy College is a caring community of faculty, students, staff, and administrators, working together in an atmosphere of respect and common purpose. The Provost will need to have highly effective relationship-building skills both internally and externally. The faculty and staff at the College are enthusiastically committed to Mercy's students and are constantly going above and beyond to ensure student success. The Provost will be someone who will be highly visible to openly recognize the work of the dedicated teams within the College. As the chief academic officer of the College, the Provost will be expected to effectively collaborate with faculty members across the college and faculty leadership. To ensure successful working relations with faculty and faculty leadership, the Provost will need to have a strong commitment to shared governance and shared decision-making at the College. External partnerships and friendraising are becoming larger portions of portfolios for academic leaders to effectively support students and programs. The Provost should have the ability to form key relationships with industry and community partners, alumni, and donors as needed to facilitate support for experiential learning opportunities, internships, and scholarships.

## **QUALIFICATIONS**

Key attributes Mercy College seeks in the next Provost include:

- An institutional drive and passion for advancing inclusive student success;
- An innovative and resourceful leader with a record of accomplishments grounded in strategy, assessment, and data-driven analysis;
- An energetic, flexible leader who can work effectively in a fast-paced, multi-campus, urban environment;
- A commitment to providing leadership to support and enhance the College's commitment to academic excellence, scholarly values, and a strong curriculum in order to inspire and educate each student;
- A proven commitment to creating equitable student outcomes;
- An understanding and commitment to working collaboratively with essential areas of the College like the Registrar, the Libraries, sponsored programs, and international education.
- Extensive working knowledge of the issues facing colleges and universities with respect to such issues;
- A track record of successfully promoting a culture that supports and empowers a diverse body of students, faculty, and staff;
- A commitment to shared governance and shared decision-making with proven ability to act decisively;
- An experienced, dynamic, and resourceful leader who combines collegiality, integrity, and vision with demonstrated management skills;
- An outstanding communicator across different disciplines and constituencies and demonstrate the ability to build consensus, lead transparently, and support shared governance.

The successful candidate will have the following professional and personal attributes, among others:

- An earned doctorate and have been awarded tenure with a distinguished record of accomplishment in teaching, active scholarship, service, program funding, and collaborative governance;
- A demonstrated commitment to the College's focus on effective teaching and student success;
- A commitment to the life of the mind, substantial higher education experience, a distinguished record of progressively advanced administrative experience, ideally at the level of (but not limited to) vice president/provost, academic dean, or associate vice president/provost;
- A demonstrated responsibility for a broad range of organizational areas including institutional and program-based accreditation, planning, and assessment, faculty development, operational and capital budgeting, human resource practices, and information technology applications and trends;
- A practical understanding of the challenges facing higher education with particular knowledge of current and impending demographic changes, revenue dependency, and competitive market challenges;
- The ability to thrive in a dynamic and nimble institution that is very open to innovation and new ideas;
- An understanding of the challenges facing faculty and students of traditionally underrepresented groups in higher education, as well as a commitment to providing an inclusive and welcoming educational experience for all;
- Intimate knowledge of institutional effectiveness measures and methods and strategic planning is essential;
- Outstanding written and oral communication skills, along with the ability to establish and maintain effective working relationships with diverse groups.

**For this critical senior leadership role, we strongly encourage applications from qualified candidates who share identities with those of our students and/or who are members of other historically underrepresented communities.**

Review of applications will begin immediately and will continue until the position is filled. All nominations and applications shall be confidential. Please send a cover letter and CV to:



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*For more information on Mercy College and its programs, please visit [www.mercy.edu](http://www.mercy.edu) Mercy College is an AA/EEO/M/F/Veteran/ADA employer.*