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Dean of the Graduate School of Applied and Professional Psychology (GSAPP)

Rutgers, The State University of New Jersey, invites nominations and applications for Dean of the Graduate School of Applied and Professional Psychology at Rutgers, New Brunswick Campus.

Rutgers University-New Brunswick invites applications and nominations for the dean of the Graduate School of Applied and Professional Psychology (GSAPP). The new dean will have an extraordinary opportunity to advance GSAPP's mission; enhance its commitment to excellence in research, teaching, and service; and heighten its impact and national prominence while positioning the School to succeed in a dynamic and increasingly competitive environment.

Chartered in 1766 as Queen's College, Rutgers University is one of the nation's leading national public research institutions and the largest institution for higher education in New Jersey. Rutgers has three main campuses throughout New Jersey located in New Brunswick, Newark, and Camden. Nine thousand faculty members offer instruction in 175 academic departments to over 45,000 undergraduate students and more than 20,000 graduate and professional students. In 2013, most of the University of Medicine and Dentistry of New Jersey (UMDNJ) was integrated with Rutgers University and, along with several existing Rutgers units, was reformed as Rutgers Biomedical and Health Sciences. This merger attached New Jersey Medical School and Robert Wood Johnson Medical School to Rutgers University. These campuses comprise 33 degree-granting schools and colleges offering undergraduate, graduate, and professional levels of study. The University is dedicated to teaching that meets the highest standards of excellence; conducting research that breaks new ground; and providing services, solutions, and clinical care that help individuals and the local, national, and global communities where they live.

The Graduate School of Applied and Professional Psychology (GSAPP) provides the nation's highest quality doctoral education and training, which develops outstanding practitioners and fosters personal leadership to advance the practice and field of professional psychology. Since the establishment of our Psychological Clinic in 1929 and the school's founding in 1974, we have become the "gold standard" in the education and training of qualified and competent direct-service psychologists. The mission of GSAPP is threefold: education, research/ scholarship, and public service. Its goal is to prepare well-educated, qualified, and competent direct-service psychologists at the masters and doctoral levels who have a particular commitment to direct community involvement and to underserved populations--professionals who can integrate scientific knowledge with innovation in the delivery of psychological services to individuals, families, groups, and organizations.

GSAPP's impact on the profession is made possible by a cadre of 32 full-time faculty—Tenured/Tenure and Non-Tenure Tracks and over 200 staff. GSAPP's total student enrollment is 254 doctoral students and masters' students, reflecting a 35% increase in the past two years. Our Clinical Psychology Doctoral Program is ranked in the top 50 amongst a cohort of 224 "Best



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Clinical Psychology Doctorate Programs" in US News and World Report and #2 among the "50 Best Doctoral Programs in Clinical Psychology." Our School Psychology Doctoral Program is ranked #29 among the "50 Best Doctoral Programs in School Psychology." Of particular distinction are our nationally known centers addressing issues of addiction (Rutgers Center for Alcohol and Substance Use Studies), autism (Rutgers Center for Adult Autism Services and Douglass Developmental Disability Center), and sex education for youth (ANSWER). We build capacity and increase our impact in research and innovations (Center for Applied Research and Innovations) and have marshaled our Autism expertise through a cadre of distinguished faculty, training centers, and provision of services in high-need areas (Division of Applied and Academic Autism Services).

The Dean is the school's chief executive and academic officer and reports to the Rutgers University-New Brunswick Chancellor. Joining a talented and experienced university-wide team of deans that works together closely and well, the dean will be highly collaborative and passionately committed to the social justice mission of the University. The incoming dean will leverage the School's many strengths and identify partnerships, both internally and externally, to enhance, support, and grow GSAPP's programs. The dean will also be called to think creatively about developing new revenue streams and how best to anticipate and respond to post-pandemic challenges and opportunities facing the University and School alike.

Specific responsibilities of the position include the following:

- Enhance and inspire an academic climate that promotes excellence in teaching, scholarship, and service.
- Provide leadership to develop a collaborative, cohesive, and innovative vision and strategic plan that focuses on equity, anti-racism, and social justice among all academic programs, research, and administration at GSAPP.
- Create an environment of mutual respect that supports a socially responsible and just community, enhances cultural diversity, strives for equity and inclusion, and inspires others to work toward common goals. Maintain an educational environment that supports and responds to the interests and needs of under-represented communities.
- Support, develop, recommend, implement, and evaluate high quality innovative academic programs for GSAPP.
- Promote the School's academic and research activities. Coordinate the overall assessment and evaluation of the college's programs.
- Provide leadership for ongoing accreditation of programs and unit approval by the Professional Educator Licensing and Standards Board and any other accreditation sought by the School.
- Provide leadership and supervision that emphasize a commitment to inclusion and equity in the recruitment, hiring, promotion, tenure, evaluation, and professional development of diverse faculty and staff of GSAPP.



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- Direct the work of faculty and staff, including the approval of faculty assignments and staff position descriptions, training and orientation of new employees, approval and/or critique of work and performance, and approval of time records and leave requests.
- Develop and strengthen cooperative arrangements with other units at the University and with other institutions to expand and improve services to university students, faculty, and the broader community.
- Represent the University within the academic and local community, as well as professionally related activities of the local, state, regional, and national levels to build relationships that support the work of the School.
- Participate in university planning, policy-making, and executive leadership. Manage complex tasks and adapt to changing institutional priorities using a collaborative and collegial work style.
- Develop, review, and approve all college program planning, budgets, and fiscal plans, and implement strategies within the approved budget framework
- Serve on the Chancellor's Dean's Council and the President's Administrative Cabinet.
- Identify, cultivate, involve, and solicit the university's community, alumni, and friends in developing and sustaining an active external fundraising program. Strengthen external partnerships and relationships with donors, alumni, and granting organizations.

QUALIFICATIONS

Preferred qualifications include:

- An earned doctorate in a discipline appropriate to GSAPP.
- Administrative experience at the level of Department Chair, Associate Dean, Dean, or equivalent.
- A record of academic achievement requisite for a tenured senior faculty appointment in the School, at the rank of Full Professor.
- A record of proven leadership and administrative experience relevant to the work of the School.
- Evidence of a strong commitment to the goals of urban, public higher education serving diverse populations.
- Experience with accreditation processes and program assessment.
- Excellent skills in oral, written, and interpersonal communication.
- Experience in fundraising, community building, and networking.

In addition, the following attributes are strongly preferred:

- Demonstrated engagement with and success in obtaining federal, state, and private grants.
- Experience in fiscal affairs, faculty and staff development, and promoting university and community relations.
- Demonstrated accomplishments in innovative partnerships and policy development.

The successful candidate will have an outstanding record of scholarly and educational achievement and a demonstrated; record of relevant successful administrative experience and achievement; commitment to the university's and school's social justice vision and mission;



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impact in access, inclusion, equity, and diversity; a record of advancing teaching excellence and innovation, scholarship, and service; and the capacity to be a skilled fundraiser, community builder, and networker. Candidates must be eligible for appointment at the faculty rank of Full Professor with tenure.

Salary is competitive and commensurate with experience and qualifications. The desired appointment start date is July 1, 2021.

For fullest consideration, candidate materials should be received by February 8, 2021.

Application materials should be submitted electronically to: nbprovost@rutgers.edu.

All applications, nominations, and inquiries are invited. Applications should include, as separate electronic documents, a current curriculum vitae or resume and a letter of interest. Inquiries, nominations, and applications from qualified individuals are now being accepted.

Search Committee Co-Chairs:

Wanda J. Blanchett, *Dean & Distinguished Professor, Graduate School of Education*

Dorothy W. Cantor ('76), *Trustee Emerita, Rutgers University Board of Trustees*