



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

Rutgers University-New Brunswick invites applications and nominations for the dean of the [Graduate School of Applied and Professional Psychology](#). 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 it to succeed in a dynamic, growing, and increasingly competitive environment for the professional expertise and credentials that GSAPP offers.

GSAPP provides the nation's highest quality doctoral education and training in its fields, developing outstanding practitioners and fostering personal leadership to advance the practice and field of professional psychology. 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. Since the launch of its Psychological Clinic in 1929 and the school's formal creation in 1974, GSAPP has become the gold standard in the education and training of qualified and competent direct-service psychologists.

A cadre of 37 full-time faculty in both tenure-line and non-tenure line roles makes GSAPP's impact on its students and on the profession possible. GSAPP's total student enrollment is 307 doctoral students and masters' students, reflecting a 35% increase in the past two years. [US News and World Report \(2020\)](#) ranks GSAPP's Clinical Psychology Doctoral Program in the top 70 and the Department of Clinical Psychology in the top 37 amongst a cohort of 224 "Best Clinical Psychology Doctorate Programs". Of particular distinction are GSAPP's 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 Disabilities Center), and sex education for youth (ANSWER). GSAPP builds capacity and increases its impact in research and innovation (as, for example, in the Center for Applied Research and Innovations) and has marshaled its Autism expertise through a cadre of distinguished faculty, training centers, and service delivery in high-need areas through the Division of Applied and Academic Autism Services.

### **Dean, Graduate School of Applied and Professional Psychology**

The dean is the School's chief executive and academic officer and reports to the Rutgers University-New Brunswick Chancellor-Provost, the senior-most leader of the campus, who in turn reports to the President of the University. Joining a talented and experienced New Brunswick-wide team of deans that works together closely, the dean will provide strategic leadership of GSAPP in a way that is consistent with the

School's inclusive, collegial environment. Leading GSAPP, the dean will ensure that the School and its constituents align with and advance 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 think creatively about developing new revenue streams and will anticipate and respond to post-pandemic challenges and opportunities facing the School and the University alike.

**Strategic opportunities:**

The new dean will sustain GSAPP's reputation as an innovator in the fields of clinical, school and applied psychology and will attract top faculty and students to its wide range of program offerings, developing and supporting the faculty and enabling the students to grow personally and professionally while gaining the credentials necessary for their careers. The dean will also provide strategic leadership to envision, develop and implement innovative programs through creative collaborations with partners across the University. And they will continue to strengthen and distinguish the School by responsibly stewarding current resources and energetically developing new resources from within and beyond Rutgers.

Major developing initiatives include:

- Oversight of a new Rutgers University Child Study Center, an interdisciplinary research and training center that will work synergistically with Rutgers Biomedical and Health Sciences, Rutgers Robert Wood Johnson Medical School/New Jersey Medical School, and the newly established \$30 million Brandt Behavioral Health Treatment Center and Residence.
- A new Multi-tiered Systems of Support (MTSS) masters in applied psychology to strengthen the work force serving struggling learners.
- Dynamic growth in areas of masters-level training in applied psychology (applied behavior analysis) and doctoral training in organizational psychology.

**Roles and Responsibilities:**

Specific responsibilities of the position include the following:

- Support, develop, recommend, implement, and evaluate innovative, high-quality academic programs for GSAPP
- Promote the School's academic and research activities. Coordinate the overall assessment and evaluation of the college's programs
- 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 the interests and needs of under-represented groups
- 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
- 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 School program planning, budgets, and fiscal plans and implement strategies within the approved budget framework
- Serve on the Chancellor-Provost's Deans Council and the President's Administrative Cabinet
- 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
- 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
- Identify, cultivate, involve, and solicit the University's community, alumni, and friends in developing and sustaining an active external fundraising programs; strengthen external partnerships and relationships with donors, alumni, and granting organizations and maintain a productive relationship with Rutgers' Foundation in appropriate areas of fundraising and donor stewardship

### **Qualifications**

The dean of GSAPP will be an inclusive, collaborative leader who identifies compelling opportunities to align and advance the School's mission, programs, and values through a distinctive set of academic offerings, research activities, and community services and who mobilizes the School's stakeholders in pursuit of these opportunities. They will be a trusted and empathetic leader who commits to the full scope of the role, to the community of the School, the University, and the State, and to the sustained effort that success in such a multi-dimensional leadership position requires. They will demonstrate a deep commitment to excellence in research and education, with equity centered at the core.

The successful candidate will have an outstanding record of scholarly and educational achievement; a history of successful administrative experience; a commitment to the University's and the School's social justice mission; demonstrated impact in access, inclusion, equity, and diversity; a record of advancing

teaching excellence, scholarship, and service; and the capacity to be a skilled fundraiser, community builder, and networker. Candidates must be eligible for appointment to a tenured position at the rank of full professor.

Specific requirements:

- An earned doctorate in a discipline relevant to GSAPP
- A record of proven leadership and administrative experience at the level of department chair, associate dean, dean or director of a research center or institute, or equivalent
- Evidence of a sustained 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

The following qualifications 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
- Experience in community building, networking, or fundraising
- Demonstrated accomplishments in innovative partnerships and policy development

### **Rutgers University**

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.

### **Rutgers University and Rutgers-New Brunswick Leadership:**

#### **President Jonathan Holloway**

Jonathan Holloway, a U.S. historian, took office as the 21st president of Rutgers, the State University of New Jersey, on July 1, 2020. He also serves as a University professor and distinguished professor. Prior to accepting the Presidency of Rutgers, Dr. Holloway was provost of Northwestern University from 2017 to

2020 and a member of the faculty of Yale University from 1999 to 2017. As Northwestern University's chief academic officer, Dr. Holloway supervised the University's educational policies and academic priorities, oversaw preparation of the University's annual budget, acted on faculty appointments and promotions, and directed the allocation of resources and space to academic units. At Yale, he served as Dean of Yale college and the Edmund S. Morgan professor of African American studies, history, and American studies.

President Holloway's scholarly work specializes in post-emancipation U.S. history with a focus on social and intellectual history. He is the author of *The Cause of Freedom: A Concise History of African Americans* (Oxford University Press, February 2021), *Confronting the Veil: Abram Harris Jr., E. Franklin Frazier, and Ralph Bunche, 1919-1941* (2002), and *Jim Crow Wisdom: Memory and Identity in Black America since 1940* (2013), both published by the University of North Carolina Press. He edited Ralph Bunche's *A brief and tentative analysis of Negro leadership* (New York University press, 2005) and coedited *Black Scholars on the Line: Race, Social Science, and American Thought in the Twentieth Century* (Notre Dame University Press, 2007). He wrote the introduction for the 2015 edition of W.E.B. Du Bois' *The Souls of Black Folk* (Yale University Press), and is working on a new book, *A History of Absence: Race and the Making of the Modern World*. Dr. Holloway is an elected member of the American academy of Arts and Sciences and the Society of American Historians.

Dr. Holloway, who began his academic career at the University of California, San Diego, received a bachelor's degree with honors in American studies from Stanford University and a Ph.D. in history from Yale University. He serves on boards of the Smithsonian's national museum of African American History and Culture and the Andrew W. Mellon Foundation. He previously served on the executive committee of the Organization of American Historians and the boards of the Chicago Botanic Garden, Illinois Humanities, the National Humanities Alliance, and the Society for United States Intellectual History. In April 2020, New Jersey Governor Phil Murphy appointed him to the Governor's Restart and Recovery Commission, and in May 2020, New Jersey assembly speaker Craig Coughlin appointed him to his Economic Advisory Council.

A comprehensive articulation of President Holloway's early perspective on Rutgers and his emerging strategic foci – the pursuit of academic excellence and new recognition, the ideal of the University as a beloved community, and the call for strategic clarity about Rutgers' ambitions and the alignment of its structure and resources in pursuit of those ambitions – is available [here](#).

#### Chancellor-Provost Francine Conway

Francine Conway is an internationally recognized child psychologist and was appointed the first chancellor-provost of Rutgers University–New Brunswick on July 1, 2021, which combines elements of the chancellor's portfolio with those of the provost's to establish a clear focus on academic excellence for students and faculty. She also serves as a Distinguished Professor.

Conway, a graduate of Cornell University and Columbia University, earned her doctoral degree from the Gordon F. Derner Institute of Advanced Psychological Studies at Adelphi University where she later served

on the faculty for 13 years. After an eight-year tenure as chair of the Adelphi University's Psychology Department, where she led a large undergraduate psychology department and university wide academic initiatives, Dr. Conway assumed the deanship at GSAPP, leading the nation's premier academic programs training doctoral-level psychologists—including a top nationally ranked doctoral PsyD program in clinical psychology. She also led the School's nationally recognized research and service centers (Rutgers Center of Alcohol and Substance Use Studies, Douglass Developmental Disabilities Center, Center for Psychological Services, Center for Applied Psychology, and the Rutgers Center for Adult Autism Services).

Dr. Conway had served as provost and executive vice chancellor for academic affairs since November 2020. As provost, she embraced a commitment to building a diverse and inclusive environment for faculty, staff, and students, including recruitment of faculty from underrepresented demographics, and ensuring pathways to success for talented students from diverse and at-risk backgrounds. As dean of GSAPP, Conway has emphasized creating an academic home where all members know they belong so they can achieve their goals.

Chancellor-Provost Conway has provided leadership for school and professional psychology programs through the National Council of Schools and Programs of Professional Psychology (NCSPP). As president, she led a campaign to enhance the curriculum in preparing psychologists to lead social change. Dr. Conway now serves as the Immediate Past-President for NCSPP. She has also served as a Big Ten Liaison representing Rutgers University at two Big Ten academic leadership programs—Academic Leadership Program (ALP) and Department Executive Officer (DEO) Program. She is also the founder and director of the 'Cultivating Compassion ADHD Project,' a funded specialty training clinic providing psychodynamic training and treatment for children with ADHD and has an ongoing research project 'Cultivating Compassion: Mentalization-Based Treatment for ADHD.' Dr. Conway is an alumna of prestigious leadership programs including the HERS Institute, HERS-Clare Boothe Luce Program for Women Leaders in the STEM (2017), and APA Leadership Institute for Women in Psychology (2014).

Conway has treated children in hospital settings and private practice for over 20 years. She has gained national and international recognition for her work on the psychodynamic treatment of children with ADHD and serves as the research editor for the *Journal of Infant, Child, and Adolescent Psychotherapy*.

### **Application**

*Chancellor-Provost Conway has charged a committee led by co-Chairs Dorothy W. Cantor ('76), Trustee Emerita, Rutgers University Board of Trustees, and Cathryn Potter, Dean, Rutgers University School of Social Work to support the search for the new dean of GSAPP. Review of applications will begin in January 2022. The desired appointment start date is July 1, 2022.*

*The search committee welcomes applications, nominations, and inquiries. An application should include a CV, Cover Letter and Statement of Contributions to Diversity, Equity, and Inclusion. Rutgers University-New Brunswick has engaged Opus Partners to assist this search. Craig Smith, Partner, and Sudeshna Chatterjee, Associate, are leading the search. To apply, request additional information, or nominate qualified candidates, please contact Opus Partners via [sudeshna.chatterjee@opuspartners.net](mailto:sudeshna.chatterjee@opuspartners.net).*



*Rutgers University is an equal opportunity employer, seeking to recruit and support a broadly diverse community of faculty and staff. Rutgers values and celebrates diversity in all its forms and strives to foster an inclusive culture built on respect that affirms inter-group relations and builds cohesion.*

*All qualified applicants are encouraged to apply and will receive consideration for employment without regard to race, religion, color, national origin, age, sex, sexual orientation, disability status, or any other characteristic protected by applicable law.*

*Salary is competitive and commensurate with experience and qualifications.*