



# RUTGERS

UNIVERSITY | NEW BRUNSWICK

## Dean, School of Social Work

Leadership Profile

2023-2024



*WittKieffer*

## Executive Summary

Rutgers, The State University of New Jersey seeks an experienced and visionary leader to serve as dean of its highly regarded School of Social Work.

One of the nation's oldest and largest institutions of higher education, Rutgers is among America's highest-ranked, most diverse public research and land grant universities. The university serves more than 69,000 students from all 50 states and 130 countries and is located on three campuses—New Brunswick, Camden, and Newark—and consists of 29 schools and colleges. Several schools, including the School of Social Work, offer degree programs at multiple Rutgers locations.

The eighth-oldest college in the nation and a land-grant institution as well as a leading national public research university, Rutgers has a 250-plus-year history of tackling new challenges and meeting the needs of each rising generation. Rutgers University–New Brunswick, with its more than 50,000 students, is the university's largest campus location, a member of the Association of American Universities (AAU) and the Big Ten Academic Alliance, and home base to Rutgers School of Social Work. Rutgers–New Brunswick conducts life-changing research and offers a premier education in a diverse community. Students choose Rutgers–New Brunswick for its educational excellence and vast opportunities to learn how to lead a life and prepare for a career of meaning and consequence.

The Rutgers School of Social Work is nationally ranked 16th among more than 250 schools of social work by *U.S. News and World Report* 2022-2023, and for nearly 70 years, the school has been known for developing and disseminating knowledge that contributes to effective social welfare policies, programs, and practices. The school emphasizes theoretical and empirical analysis and research-based practice addressing groups experiencing disproportionate impact. Home to a highly diverse student body, faculty, and staff, the school houses approximately 300 undergraduate students, 1,700 graduate students, 75 full-time faculty members, a number of other academic professionals, and more than 130 full-time administrative, research, and professional staff.

The school offers a Bachelor of Arts in Social Work (BASW), Master of Social Work (MSW), Doctor of Social Work (DSW), and Ph.D. program options; five highly specialized social work certificate programs; as well as vibrant and rapidly growing opportunities for continuing education, global social work programs, and professional credit courses. The school is home to six research centers—Institute for Families, Center for Gambling Studies, Center for Leadership and Management, Center for Prevention Science, Center for Research on Ending Violence, and Huamin Research Center—and supports a variety of research and service initiatives including the Hub for Aging Collaboration.

The School of Social Work has a proud alumni community of more than 19,000 living members who are engaged as volunteers, ambassadors, and financial supporters. The school is fiscally healthy with an overall budget of more than \$640 million and an endowment of over \$40 million that supports curriculum development, faculty research, student scholarships/fellowships, internship opportunities, community engagement initiatives, facility management, and infrastructure.

The new dean will succeed Dr. Cathryn Potter, who has served as dean since 2013 and will return to the faculty at the end of the 2022-23 academic year after 10 years of service and invaluable contributions to the school and university. As chief academic and executive officer of the school, the dean is responsible

for ensuring the highest levels of academic excellence. Additionally, the dean provides leadership for promoting diversity, equity, and inclusion; effective communication; recruiting and retaining excellent students, faculty, and staff; nurturing student success; maintaining a strong national and global reputation; ensuring transparency, fiscal management, and planning; and overall effectiveness of the school, its programs, institutes/centers, and services. The dean enhances the strength and impact of the school's faculty, staff, and students; provides leadership in forging key partnerships and collaborations with internal and external constituencies; and oversees strategic planning, faculty and staff development, academic and curricular programming, fundraising, and facilities.

The ideal candidate will be dedicated to building upon the excellence of the school and to furthering the values of the social work profession. The new dean will possess a record of outstanding leadership including a commitment to both undergraduate and graduate education; the ability to attract, retain, and develop a diverse faculty, student body, and staff; support for research, teaching, outreach, and access and opportunity; and the capacity to generate public and private resources for the school. Successful candidates will demonstrate distinguished scholarly qualifications and accomplishments that warrant a tenured faculty appointment in the Rutgers School of Social Work.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.





## Rutgers School of Social Work

*The school's mission is to develop and disseminate knowledge through social work research, education, and training that promotes social and economic justice and strengthens individual, family, and community well-being in this diverse and increasingly global environment of New Jersey and beyond.*

Located in the heart of the Northeast Corridor, Rutgers University has offered students an outstanding, affordable education since its founding in 1766. As a part of Rutgers since 1954, the School of Social Work carries on that tradition, turning passionate, committed students into leaders who serve society in policy, academic, clinical, and corporate settings. Rutgers School of Social Work provides an extraordinary combination of nationally recognized faculty and outstanding field education opportunities for students who go on to become global leaders in the field.

Fully accredited by the [Council on Social Work Education](#), Rutgers School of Social Work has more than 2,000 students enrolled in degree programs across its three campuses (New Brunswick, Newark, and Camden). Classes for the Intensive Weekend MSW program are held in Bordentown, Jersey City, Mays Landing, and Parsippany, and the MSW degree is offered in a variety of online formats. The student body is ethnically and economically diverse. Most students are recent college graduates, while others are looking to change careers or enhance their social work education. They are united by their pursuit of a rigorous academic experience and their commitment to social change.

As one of the largest schools of social work in the country, the school's reach and impact is vast. In addition to maintaining an extensive alumni network, the school proudly hosts a number of partnerships with public agencies, non-profit organizations, foundations, and socially active corporations that ensure the greatest possible community impact.

The school's educational programs offer impressive quality and great variety, as do its accomplished and highly regarded faculty members. The school's dynamic community of more than 250 leaders includes tenured professors who are advancing the field of social work through original, published research; and professors of teaching and professional practice and part-time lecturers who are actively working in local communities and bringing those experiences into the classroom. The school's Ph.D. faculty is ranked 3rd nationally in research productivity including publications, citations, and awards by Academic Analytics. The school's dedicated staff work on cutting-edge research, training, student support, continuing education, alumni support, and many other areas.

In Fiscal Year 2022, Rutgers School of Social Work's grant portfolio—the amount of funding available in active and open grant awards—totaled more than \$69 million.

### School Facts

- 2,000+ passionate, dedicated students
- 200+ dynamic, prestigious faculty
- 19,000+ proud, supportive alumni

- One of the largest social work programs in the nation
- Ranked in the top three undergraduate programs in the nation (*USA Today College*)
- Ranked 16th in the country among the best social work graduate programs in the nation (*U.S. News & World Report*) and among top 10 public schools
- 1000+ diverse field placements locally and in countries worldwide, thanks to partnerships with public agencies, local nonprofit organizations, foundations, and socially active corporations
- Six active centers, institutes, and teams engaged in research, teaching, and public service on issues related to families, addiction, interpersonal violence, aging, and health disparities
- Wide range of faculty research including the development of evidence-based screening and intervention tools, comprehensive assessment of child-welfare-involved youth, and the creation of data hubs to monitor human services professionals
- Students who provide agencies a value of \$15 million in services each year
- 5 MSW certificate programs offered

## Degree Programs

Rutgers School of Social Work offers the BA, MSW, DSW, and Ph.D. The MSW degree provides multiple program options including on-campus, online, hybrid, and intensive weekend, as well as dual degree offerings including Criminal Justice, Divinity, Public Health, Public Policy, Law, more than 400 continuing education and professional development courses, and [five highly specialized certificate programs](#).

- [Master of Social Work \(MSW\)](#)
- [Bachelor of Arts \(BA\) Degree with a Social Work Major](#)
- [Doctor of Philosophy in Social Work \(Ph.D.\)](#)
- [Doctor of Social Work \(DSW\)](#)



## Research

Rutgers School of Social Work is fortunate to have dynamic faculty and professionals who actively engage in original research to advance the field. They conduct, publish, and share research that promotes social and economic justice and strengthens individual, family, and community well-being in the diverse and increasingly global environment of New Jersey and beyond. In addition, the institute and centers remain engaged in the kind of integrative research and practice work that the profession hungers for and needs. As part of an R1 institution, the School of Social Work receives funding from federal, state, and private sources.

- [News releases](#)
- [Books by faculty](#)
- [Faculty list](#)

## Institutes and Centers

### [Institute for Families](#)

The institute's core mission is to support and strengthen families and communities by increasing the capacity of human service professionals and organizations. This is achieved through a three-pronged approach that mirrors and supports the university's mission of instruction, research, and public service.

- Training, technical assistance, and professional development
- Applied research and evaluation
- Direct service and advocacy

### [Center for Gambling Studies](#)

The center's mission is twofold: to drive global decision-making on gambling-related issues by conducting strategic, non-partisan research and policymaking that is international and multidisciplinary; and to benefit individuals and families adversely affected by gambling problems by initiating innovative training and intervention programs.

### [Center for Leadership and Management](#)

Established in 2014, Center for Leadership and Management (CLM) seeks to bridge the discipline of social work with the fields of leadership and management from both academic and practice perspectives. The center assists local, state, national, and global businesses, nonprofits, and governmental agencies in building their management and leadership talents. CLM is dedicated to capacity building, consultation, scholarship, and service activity across industries and sectors.

### [Center for Prevention Science](#)

The Center for Prevention Science was established in 2016 with a focus on community-level approaches to prevention. The center's mission is to develop and disseminate knowledge through research that builds

the capacity of community-based organizations to create changes in public policy or environmental conditions that cause social and health disparities.

#### [Center for Research on Ending Violence](#)

Founded in 2007, the center's mission is to work to eliminate physical, sexual, and other forms of violence against women and children, and the power imbalances that permit them. This is accomplished through a collaborative approach that focuses on multidisciplinary [research](#), [education](#), and [community engagement](#).

#### [Huamin Research Center](#)

The Huamin Research Center was established in 2012 through collaboration between the Huamin Charity Foundation and Rutgers University and is housed within Rutgers School of Social Work. The center's mission is to develop and disseminate knowledge through research and exchange that promotes professional development of nonprofit organizations and strengthens individual, family, and community well-being in China.

#### [Hub for Aging Collaboration](#)

The Hub entered its start-up phase in fall 2022 with the goal of advancing excellence in collaborative research, teaching, and engagement to improve social contexts for healthy and equitable aging. The Hub is poised to work strategically across disciplines and sectors to make systems, environments, and social institutions more responsive to increasingly long and disparate lives.

## Strategic Plan

The school's strategic plan, [\*Toward a More Just Future: A Five-Year Strategic Plan\*](#), published in 2020, envisions a future for the nation and the world that is grounded in justice. Rutgers School of Social Work is committed to leading for justice through a focus on innovation, excellence, collaboration, and community. Deeply grounded in inclusion, intersectionality, diversity, equity, and advancement, the plan focuses on core elements of Rutgers' mission as a leading school of social work.

The six initiatives of *Toward a More Just Future* include:

- Inclusion, Intersectionality, Diversity, Equity, and Advancement (IIDEA)
- A Curriculum for the Future of Social Work
- Supporting the 21st-Century Student
- Research for a Just Future
- Innovative Community Engagement
- Organizational Foundations for Success





## Diversity, Equity, and Inclusion

The School of Social Work's initiative for Inclusion, Intersectionality, Diversity, Equity, and Advancement (IIDEA), along with the IIDEA Committee, was established in fall 2020 as part of the school's strategic plan, [\*Toward a More Just Future\*](#). The IIDEA Committee advances inclusion, intersectionality, diversity, equity, and advancement efforts within the school and the larger social work community, and partners with the university's [Division of Diversity, Inclusion, and Community Engagement](#) on universitywide diversity, equity, and inclusion initiatives.

Building on the [University Equity Audit](#), Rutgers has launched its [Universitywide Diversity Strategic Planning](#) process to assess and align its efforts across the chancellor-led units and the central administration, recognizing that diversity, equity, and inclusion lead to excellence.

## Role of the Dean

The dean reports to Rutgers–New Brunswick Chancellor Francine Conway and is a member of the Chancellor's leadership team. As the school's chief executive and academic officer, the dean has overall responsibility for defining the school's strategic vision and priorities, developed in concert with the school's faculty in support of the Rutgers–New Brunswick Academic Master Plan (AMP); recruiting, retaining, and supporting a diverse faculty of national and global prominence; fostering educational and research programs of the highest quality; attracting a diverse and outstanding student body; facilitating connections among theory, research, and practice; supporting externally funded research; and engaging in significant development and fundraising to support strategic priorities and ensure the short- and long-term economic health of the school.

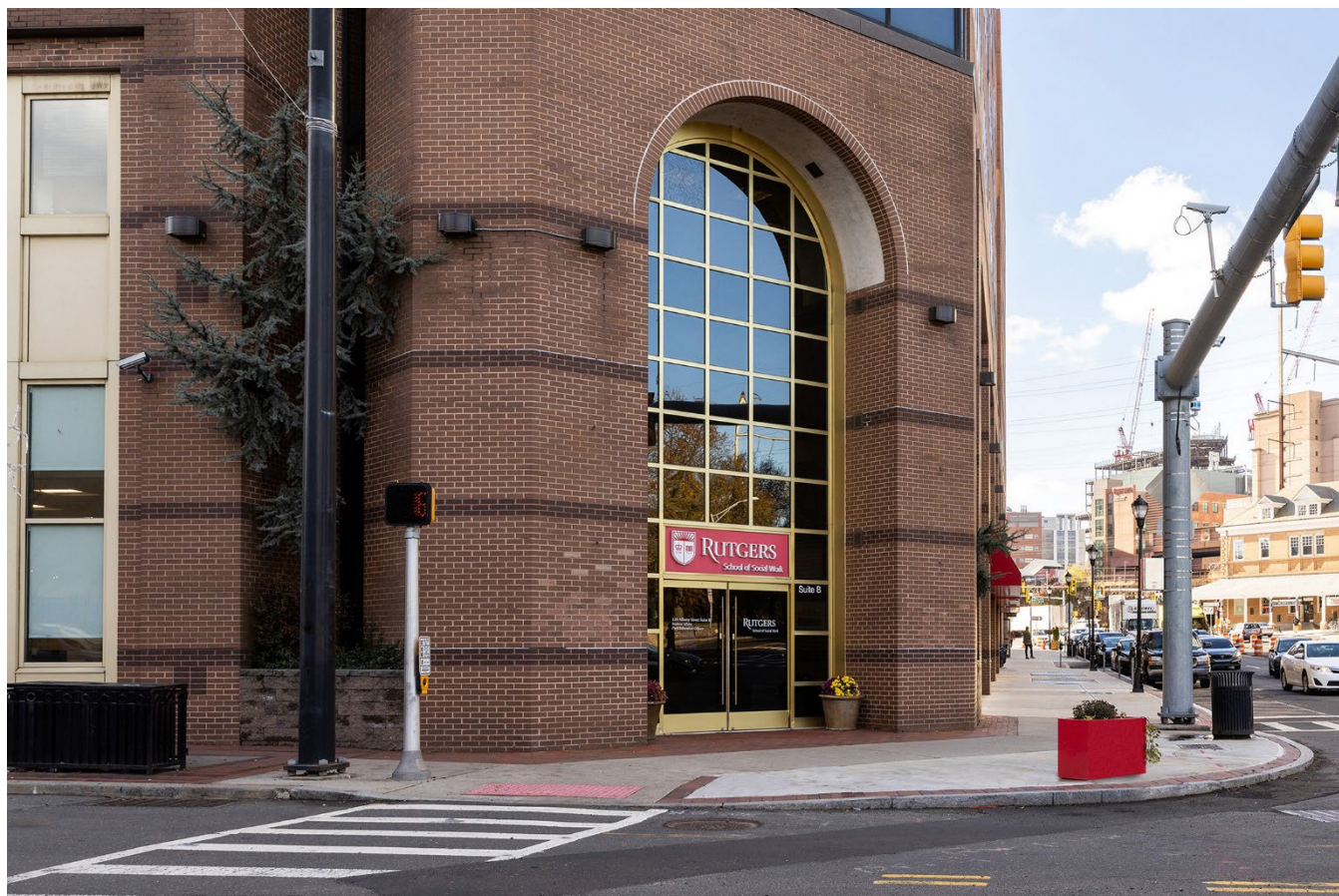
The dean serves as the school's primary ambassador, advocate, and spokesperson to external constituencies including alumni, donors, and the greater community. The dean must be passionate about and committed to engaging a dynamic community of faculty, students, and staff to address the most pressing challenges in social work today. The dean provides leadership, support, and mentorship to the school's faculty and staff; is responsible for the overall operations of the school; and stewards the annual budget and sponsored grants and contracts.

The school's leadership team comprises:

- Associate Dean for Academic Affairs
- Associate Dean for Diversity, Equity, and Inclusion
- Associate Dean for Administration and Finance
- Associate Dean for Faculty Development
- Associate Dean for Research
- Assistant Dean for Student Affairs
- Assistant Dean for Admissions
- Assistant Dean for Part-Time Lecturer (PTL) Development
- Executive Director, Field Education



- Assistant Dean of Innovative Learning Technologies and Director of MSW Online Program
- Director, Bachelor of Arts in Social Work (BASW) Program
- Director, DSW Program
- Director, MSW Program
- Director, MSW Program-Intensive Weekend
- Director, PhD Program
- Director, Office of Continuing Education
- Director, Office of Global Social Work Programs
- Associate Director of Development
- Director of Communications



## Opportunities and Expectations for Leadership

The new dean of the Rutgers School of Social Work will be asked to address the following critical leadership issues, among others:

### **Align the vision and priorities of the school with Rutgers University–New Brunswick’s Vision for Academic Excellence**

The school seeks a galvanizing leader who will recognize the impactful scholarship, community engagement, teaching, and program development already being done, and whose vision will build upon the mission of equity, innovation, and intellectual rigor and will further the university’s influence locally, regionally, nationally, and globally. The next dean will be responsible—in consultation with the Chancellor, the school's faculty and staff, and the university's leadership team—for advancing a compelling vision for the school’s future in alignment with the university's [Academic Master Plan](#), pursuing clear strategic priorities that grow out of this vision, and leading the fundraising and resource management efforts needed to implement and advance these priorities. Related, the new dean will also continue to implement the School of Social Work’s 2020-2025 strategic plan, [Toward a More Just Future](#). As the current strategic plan nears completion, the new dean will lead development of the next plan, extending the scholarly work of the faculty and its influence on the field and inspiring the community to continue engaging with and solving the most pressing social work challenges facing society.

It should be noted that this is not a status quo position. The faculty and staff are eager to welcome a dean who will walk with them as they keep the school moving forward. Of particular interest is a building that will bring the New Brunswick social work faculty and programs together in one facility, and that will permit the entire school to come together in one space.

### **Recruit, develop, and retain a diverse and exceptional faculty and staff**

Working in partnership with academic and administrative program leaders, the dean will develop strategies to recruit and retain a diverse, exceptional faculty and staff, investing appropriately in mentorship and professional development to facilitate individual and collective excellence and success. The dean will ensure that faculty are supported and have every opportunity for a successful tenure and promotion. To accomplish this, the dean will need to sustain the infrastructure that supports faculty engagement, scholarly productivity, and impactful practice. The next dean must appreciate and bolster the school's relentless commitment to excellence and continuous improvement. Of particular note is the need to further the development of a large cohort of relatively junior faculty members, in whom the school has recently invested as the foundation for its future. These early career, tenure-line faculty will benefit from skills enhancement, mentoring, and other resources that support their pathway to success. Also essential is support of the school’s non-tenure-track faculty, whose contributions to teaching, practice, and research are essential to the school, its students, and community impact. Over the next few years, additional faculty members in the school will retire or become eligible to retire, presenting an opportunity for the new dean to make key strategic hires in order to build upon the school’s vision for the future, including advancing diversity, equity, and inclusion.

**Reimagine the school's curriculum and pedagogy to align with the principles of DEI, access, social justice, and anti-racism**

The new dean must embody the school's initiative for Inclusion, Intersectionality, Diversity, Equity, and Advancement (IIDEA), partnering with the IIDEA Committee and others to continue advancing a culture of diversity, inclusion, and affirmation.

The school offers highly rigorous programs both in person—at many locations across the state—and online. The new dean will partner with the school's constituents to consider how contemporary approaches to addressing diversity, inclusion, access, anti-racism, and social justice should inform a revision of the school's undergraduate and graduate curricula, pedagogical approaches, teaching modalities, and policies, with particular attention to online.

**Build research support and productivity**

The School of Social Work faculty include many prominent researchers who publish regularly in elite journals, serve on the editorial boards of prestigious journals, and contribute significantly to a strong research reputation for the school. The new dean will have the opportunity to work with these well-known and highly respected faculty members to ensure continued prominence of the school in research and scholarship and the development of additional global thought leaders. It is essential that the new dean provide the support and commitment to research excellence, especially through enhancing transdisciplinary research and strengthening the research infrastructure. Efforts should also be undertaken to better integrate the research centers with the school under a shared vision.

**Contribute to Rutgers' institutional commitment to improve outcomes and reduce disparities for historically underrepresented and underserved populations through substantive community engagement**

The dean serves as the school's chief spokesperson to both internal and external audiences, promoting and elevating the school and its impact—especially around community engagement. Rutgers is committed to ensuring that community engagement is reflected in the curriculum, research, and scholarship. The dean will engage with policy makers, not-for-profits, and community leaders in the greater community and at the state, national, and international levels, translating research findings into practice and informing policy intended to improve the lives of groups experiencing disproportionate impact. The dean must be willing to take an active and vocal stand on issues of importance to creating social and structural change. The school is ideally positioned to collaborate with the community and to be a principal partner in the university, the local community, and across the state of New Jersey.

**Build strong relationships with alumni, donors, and other constituents to secure sufficient funding and resources to match and expand ambitions**

The school has been successful in cultivating donors and contributions, meeting its targeted enrollment efforts, and exceeding its fiscal and operational expectations. The school anticipates additional capacity for continued and new success in these arenas. The new dean will be expected to employ creativity, leadership, strategy, and significant energy to securing the resources required to support the school's vision and ambitions. To do so, the dean must be a compelling and persuasive communicator and



relationship builder who is immersed enough in the life and work of the school to understand the exciting work of the school's faculty and students and be able to present strategic opportunities for philanthropic impact. In addition, the dean—assisted by development staff—should extend the fundraising focus beyond alumni and reach out to national private foundations and prominent private funders.



## Professional Qualifications and Personal Qualities

The ideal candidate will have the following professional qualifications and personal characteristics:

**Academic accomplishment and stature:** Reputation as a distinguished scholar within the social work field with a record of research, teaching, and service appropriate to a tenured faculty appointment in the School of Social Work; and an understanding of and ability to promote social work practice.

**Dedication to mission:** Evidence of a deep commitment to and passion for the mission, values, and ethics of the school and of a premier public research institution; an ability to engage with the public good in the broadest sense; absolute commitment to the pursuit of the highest academic standards, and intellectual openness across the school and university's diverse constituencies; and a strong commitment to enhancing the university as a distinctive and prominent institution including how the School of Social Work can strengthen the university's engagement with local, regional, national, and international communities.

**Demonstrated leadership and vision:** Ability to conceive, articulate, and implement a shared and unifying vision across a highly complex school that has multiple locations and modalities; ability to



anticipate the future of social work education and to innovate new and evolving programs and initiatives; capacity to pivot, change frames, and respond nimbly and responsibly in seizing opportunities, making decisions, and reacting to emerging issues; a deep understanding of and commitment to faculty governance coupled with a willingness to make and execute difficult decisions and engage with conflict, when needed; and the ability to interface successfully with university leadership and to partner with the deans of Rutgers' other schools to advance the university as a whole.

**Proven impact in improving inclusion, equity, access, diversity, social justice, and community engagement:** A record of impact in advancing diversity, inclusion, access, belonging, and social justice among faculty, staff, and students as well as in the curriculum and in school and university programs and ventures; a commitment to diversity in all its forms including racial, gender, gender expression, socio-economic, intellectual, methodological, and disciplinary; success in acting on these core values along with a deep personal understanding of the essential roles they play in community and individual welfare; a commitment to disrupting systems of oppression internally and externally; and the sensitivity to engage diverse populations and courage to lead conversations around challenging topics.

**Communication skills and emotional intelligence:** Commitment to listening openly and with critical reflection and to communicating with transparency; ability to be explicit about principles underlying choices and a commitment to eliciting timely input and explaining rationales for key decisions and actions; and the emotional intelligence to build and inspire trust, establish collaborative relationships, and ensure broad-based support for decisions, plans, and initiatives.

**Operational acumen and capacity for execution:** Successful experience in leading and managing an organization, including the ability to shape and lead implementation of a plan; experience overseeing large and inter-disciplinary projects; management of financial resources and understanding of budgets and business plans; just and equitable management of faculty and staff work conditions and teaching, research, and practice expectations among different faculty cohorts; effectively engagement and deployment of staff; effective collaboration with others; and ability to be forward thinking, creative, and responsive in anticipating market demand, building and modifying programs, and leveraging resources to meet school needs.

**Capacity to develop essential resources:** Ability to be a successful fundraiser, working effectively with a broad range of internal and external constituents; capacity to develop mutually beneficial partnerships and relationships with external stakeholders, with the skill and experience to identify new partnerships and steward existing relationships; creativity in building revenue streams to support the school's activities; and willingness and ability to learn all aspects of the school's work accompanied by the ability to communicate a compelling vision and a passion for the broad mission of the school and the critical role of social work in addressing challenges in the community, region, nation, and world.

**Personal qualities and principles:** Empathy, kindness, intellectual curiosity, and the willingness to learn from others; integrity and a strong ethical compass; energy, drive, and tenacity; an inclination to impute good will and to approach others with generosity; wisdom coupled with a respect for colleagues; humility and the capacity and inclination to be a model colleague and university citizen; an approach that is student-focused, strengths-based, and solutions-focused; and a genuine enjoyment of the company of students, faculty, and staff.



## Rutgers, The State University of New Jersey

### Overview

Rutgers, The State University of New Jersey is a leading national research university and the state's preeminent, comprehensive public institution of higher education. Rutgers 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 has four major divisions: Rutgers University–New Brunswick, Rutgers Biomedical and Health Sciences, Rutgers University–Newark, and Rutgers University–Camden.

Founded in 1766, Rutgers teaches across the full educational spectrum: preschool to precollege programming; undergraduate to graduate education; postdoctoral fellowships to residencies; and continuing education for professional and personal advancement. Rutgers stands among America's highest-ranked, most diverse public research universities and is the oldest, largest, and top-ranked public university in the New York/New Jersey metropolitan area.

## Academics

Rutgers offers more than 150 undergraduate majors and more than 400 graduate programs through its schools and colleges in New Brunswick, Newark, and Camden; online; at satellite sites throughout New Jersey; and in conjunction with partner institutions. With 29 schools and colleges, Rutgers serves students seeking an undergraduate education, professional studies, graduate degrees, graduate medical education, and postdoctoral education. Programs of study spring from a core focus on the arts and sciences—offering a range of majors, minors, and certificate options expected at a top-ranked public research university. Several schools—including the School of Social Work—offer degree programs at multiple Rutgers locations. In 2022, *U.S. News & World Report* ranked 42 Rutgers graduate programs (including social work) among the top 25 in the nation.

## Campus

Rutgers University has three main regional locations that are well positioned to serve the needs of students. The largest location, in New Brunswick, is situated in a busy urban core that extends across both banks of the Raritan River, giving way to bucolic green spaces and a more “classic” campus atmosphere. In Newark, Rutgers anchors the state’s largest city and is just miles from New York City. In Camden, just across the Delaware River from downtown Philadelphia, students benefit from a small, close-knit learning community that has access to all the big-city amenities.

## Governance and Administrative Structure

President Holloway calls on the expertise of leadership teams drawn from across Rutgers—his 18-member Cabinet and a larger Administrative Council. His Cabinet consists of the university’s chancellors, executive vice presidents, and senior vice presidents, as well as the director of intercollegiate athletics and the president’s chief of staff. The Administrative Council is a group of more than 100 university leaders including academic deans, chancellors, vice presidents, vice chancellors, and other senior administrators.

## Rutgers University–New Brunswick

As a member of the Association of American Universities (AAU) and the Big Ten Academic Alliance, Rutgers–New Brunswick conducts life-changing research and offers premier education in a diverse community. Rutgers–New Brunswick’s 50,000 students choose it for its educational excellence and vast opportunities to learn how to lead a life and prepare for a career of meaning and consequence. Named the #19 Top Public School, Rutgers–New Brunswick climbed higher in the rankings from #23 last year.

An academic and research powerhouse with stellar faculty, engaged students and 120+ majors, 175+ research centers, and 500+ student organizations, Rutgers–New Brunswick is on a stunning campus in Central New Jersey, one hour or less by train from New York City and Philadelphia.



## Schools

- [Edward J. Bloustein School of Planning and Public Policy](#)
- [Graduate School of Applied and Professional Psychology](#)
- [Graduate School of Education](#)
- [Mason Gross School of the Arts](#)
- [Rutgers Business School–Newark and New Brunswick](#)
- [School of Arts and Sciences](#)
- [School of Communication and Information](#)
- [School of Engineering](#)
- [School of Environmental and Biological Sciences](#)
- [School of Graduate Studies](#)
- [School of Management and Labor Relations](#)
- [School of Social Work](#)



## Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a letter of interest addressing the themes in this profile and a CV or resume.

WittKieffer is assisting Rutgers University in this search. For fullest consideration, candidate materials should be received by November 1, 2023.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Robin Mamlet, Bree Liddell, and Jenna Brumleve  
[Rutgers-SSWDean@wittkieffer.com](mailto:Rutgers-SSWDean@wittkieffer.com)

*It is university policy to provide equal employment opportunity to all its employees and applicants for employment regardless of their race, creed, color, national origin, age, ancestry, nationality, marital or domestic partnership or civil union status, sex, pregnancy, gender identity or expression, disability status, liability for military service, protected veteran status, affectional or sexual orientation, atypical cellular or blood trait, genetic information (including the refusal to submit to genetic testing), or any other category protected by law. As an institution, we value diversity of background and opinion, and prohibit discrimination or harassment on the basis of any legally protected class in the areas of hiring, recruitment, promotion, transfer, demotion, training, compensation, pay, fringe benefits, layoff, termination or any other terms and conditions of employment. For additional information please see the [Non-Discrimination Statement](#).*



## Appendix: Leadership

### Jonathan Holloway, President



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. 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.

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, Andrew W. Mellon Foundation, the Universities Research Association, the Institute of International Education, and the Academic Leadership Institute. In 2021, New Jersey Governor Phil Murphy appointed him as one of four co-chairs of the state's Wealth Disparity Task Force.

Dr. Holloway is an elected member of the American Academy of Arts and Sciences and the Society of American Historians. He is a Fellow of the Council on Foreign Relations.

### President Holloway's Initiatives

In service of President Holloway's vision for Rutgers' future, defined by the three hallmarks of his presidency—academic excellence, beloved community and the common good—he has established several key initiatives. They are briefly summarized below.

#### Climate Action Plan

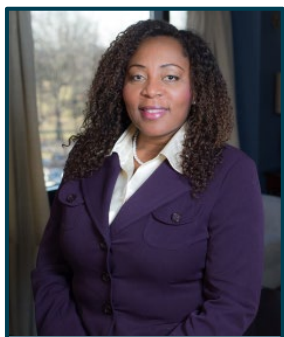
Dr. Holloway has endorsed the President's Task Force on Carbon Neutrality and Climate Resilience, an initiative established under president emeritus Robert Barchi in 2019 and led by professors Robert Kopp, Kevin Lyons, and Angela Oberg. After nearly two years of research and deliberation, including town halls and other forms of public engagement, the task force delivered its [final report](#) and recommendations to Dr. Holloway in June 2021. President Holloway has accepted the task force's call for a carbon-neutral Rutgers by 2040. Visit the [Office of Climate Action](#) website for more information.

#### Diversity, Equity, and Inclusion

In his opening message as president of Rutgers, Dr. Holloway shared his belief that delivering on the principles of equity and inclusion requires constant attention and a determined commitment to improve. He asserted that Rutgers would identify and take concrete and measurable actions to address social,

economic and racial inequities. After commissioning an internal University Equity Audit that identified shortfalls in the university's pursuit of diversity, equity, and inclusion, he appointed the university's first senior vice president for equity, Enobong (Anna) Branch, and supported the work of that office in developing Rutgers' first-ever [diversity strategic plan](#). Visit the [University Equity and Inclusion](#) website for more information.

## Francine Conway, Chancellor



Francine Conway, an internationally recognized child psychologist, serves as chancellor of Rutgers University–New Brunswick. She assumed the title of chancellor on July 1, 2023, after serving as chancellor-provost since July 2021 and previously as provost and executive vice chancellor for academic affairs. She is also a Distinguished Professor in the Graduate School of Applied and Professional Psychology, where she served as dean from 2016 to 2020.

Chancellor Conway has provided leadership for schools 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.

Chancellor Conway is a graduate of Cornell University and Columbia University and 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.

## Chancellor Conway's Initiatives

The Rutgers University-New Brunswick [Academic Master Plan](#) (AMP) serves as the roadmap for the institution's future, clarifying strategies to accomplish the university's academic mission.

## Richard L. Edwards, Interim Dean for the School of Social Work



Dr. Richard L. Edwards is no stranger to critical, high-profile leadership roles at Rutgers and the School of Social Work. In addition to his service as Rutgers–New Brunswick's first Chancellor, he has served as Executive Vice President of Academic Affairs (EVPAA) and Interim President. He joined Rutgers in 2005 as Dean of the School of Social Work, which he led with distinction for six years before stepping into the EVPAA role.

Across his career at Rutgers, Chancellor Emeritus Edwards has led initiatives that expanded access to higher education including for first-generation students; formed the Committee on Enslaved and Disenfranchised Populations in Rutgers History, whose work led to the publication of three Scarlet and Black books and revealed important truths about the university's history; and led the development and implementation of the 2014 New Brunswick Strategic Plan.

Prior to joining Rutgers, he served the University of North Carolina at Chapel Hill as Dean of its School of Social Work and as Interim Provost; as Dean of the Mandel School of Applied Social Sciences at Case Western Reserve University; and as Acting Dean and Associate Dean of the School of Social Welfare at the State University of New York at Albany. He has also served in a variety of nonprofit and public organizations as supervisor and manager, has served on the boards of directors of many nonprofit organizations, and is a former president of the National Association of Social Workers.

Dr. Edwards is the author, co-author, editor or co-editor of more than a dozen books and numerous professional journal articles. Two of his recent books include [\*Leading and Managing Nonprofit Organizations\*](#) and [\*Building a Strong Foundation: Fundraising for Nonprofits\*](#).