Position Specification

Dean, Faculty of Arts and Sciences

Rutgers University–Camden

April 2018
POSITION SPECIFICATION

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<td>Location</td>
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<td>Reporting Relationship</td>
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INSTITUTIONAL BACKGROUND / CULTURE

Rutgers University–Camden

Founded in 1926 as two institutions – the South Jersey Law School and the College of South Jersey – Rutgers University–Camden was created when these schools merged with Rutgers, The State University of New Jersey in 1950. Founded in 1766, Rutgers is the eighth-oldest higher education-institution in the United States and New Jersey’s flagship public research university with four Chancellor-led entities – three universities (Rutgers–New Brunswick, Rutgers–Camden, Rutgers–Newark) and Rutgers Biomedical and Health Sciences (RBHS). Today, Rutgers University–Camden combines the resources of a major national research university with the smaller, more intimate environment of a public research institution dedicated to serving the needs of its local and regional community in South Jersey and the greater Delaware Valley. Rutgers University–Camden’s distinctive position as a mid-sized urban campus within a first-rank research university system enables a combination of world-class research, personalized student learning, and high-impact civic engagement.

Rutgers University–Camden offers undergraduate, master’s, and doctoral programs to more than 7,000 undergraduate and graduate students. The university’s academic programs are offered through four schools – the Faculty of Arts and Sciences, the School of Business, the School of Nursing, and the law school, which merged with its counterpart in Newark in 2015 to form Rutgers Law School. The university offers 44 undergraduate programs and 29 graduate programs, including Ph.D. programs in public affairs/community development, computational and integrative biology, and childhood studies (the first such program in the nation). Other terminal degree programs include the Juris Doctor (J.D.), the M.F.A. in Creative Writing, and Doctor of Nursing Practice (D.N.P.).

Rutgers University–Camden employs more than 330 full-time faculty, with 98 percent holding a terminal degree. Advancing faculty research excellence is an explicit university strategic priority. Faculty have earned membership in such prestigious academies as the American Association for the Advancement of Science and the American Academy of Nursing. During the past several years, two members of the faculty have been named MacArthur Fellows and, in 2017, two faculty members were named Guggenheim Fellows. Faculty at all Rutgers universities are appointed and promoted under the same standards, with final decisions made in New Brunswick by the central administration. At the undergraduate level at Rutgers University–Camden, the student-faculty ratio is 10 to 1, with an average class size of 26 students.
Rutgers University–Camden’s undergraduates are drawn from 29 states and 33 nations around the world. Approximately 600 students are residential; the newest residential complex, 330 Cooper Street, opened in 2012. Rutgers University–Camden’s vitality is driven by a diverse student body. More than 40 percent of Rutgers–Camden students identify as non-white, and the campus is home to a growing international community. Rutgers–Camden engages its students in a wide array of activities: Students can participate in 75 different clubs and organizations or in 19 women’s and men’s NCAA Division III sports. Since 2006, Rutgers–Camden has garnered three NCAA national titles. In 2013, the men’s soccer team advanced to the final game in the battle for the NCAA national title, while the men’s golf team has been competitive in NCAA post-season play. Rutgers–Camden has been ranked among the top 15 percent of all colleges for its veteran-friendliness and is New Jersey’s first and only Purple Heart University, a designation that recognizes its student support services to veterans.

Launched in October 2015, the groundbreaking Bridging the Gap program at Rutgers University–Camden is successfully demonstrating how public universities can fulfill their commitment to access and affordability. The program works by closing the gap between federal and state sources of financial support and the balance of tuition and the general campus fee. Rutgers–Camden then automatically applies the Bridging the Gap grant to the remaining tuition costs. Families with an adjusted gross income of $60,000 or less receive a grant covering all of their tuition and the general campus fee not already covered by federal Pell Grants and/or state-funded Tuition Aid Grants. Families with an AGI of $60,001 to $80,000 receive a grant covering 75 percent, and families with an AGI of $80,001 to $100,000 receive a grant covering 50 percent, of their remaining tuition and the general campus fee. The first of its kind among New Jersey’s four-year colleges and universities, the initiative has resulted, since its launch, in 80 percent more first-year, first-generation students; 114 percent more first-year African-American undergraduate students; and 70 percent more first-year Hispanic undergraduate students.

The university has made an aggressive and deep commitment to civic engagement, gaining recognition by the Carnegie Foundation for Advancement of Teaching as a Community-Engagement Classified Institution in 2015. The Office of Civic Engagement works closely with campus community members (students, faculty, staff, and graduates) and groups, government agencies, nonprofit organizations, and others in collaborative efforts that build communities and forge relationships. In 2016-2017, the campus delivered 216 engaged civic learning courses affecting more than 3,300 students. During FY2017, the Rutgers University–Camden community performed 436,000 hours of community service. Civic learning initiatives include the Civic Scholars program, Graduate Fellows, and Faculty Fellows programs.

Rutgers University–Camden is an anchor institution for the growth and development of the Camden community and a highly visible partner in the initiative known as “Camden Rising,” which calls for partnership between the university and the business community in attracting economic growth. The university’s new Nursing and Science Building is located right next to City Hall, providing classroom and research space to fuel the “eds and meds” corridor; an additional science research center is under construction and will nurture bioscience research and collaborations among Rutgers–Camden, Camden County College, Rowan University, and Cooper Medical School. Across the city, other recent additions have included the new practice facility for the Philadelphia 76ers basketball franchise, and the location of facilities for Lockheed Martin, Holtec International, and Subaru. Rutgers works closely with all of the new and established corporate citizens in Camden and the entire region.
The heart of the Rutgers–Camden campus is located on 40 acres in the Cooper-Grant neighborhood of Camden, directly across the Delaware River from Center City Philadelphia and nestled under the Ben Franklin Bridge, several blocks from the Camden Waterfront. The Waterfront District is an historic neighborhood which is currently being reshaped with over $1 billion dollars of investments to include major corporate headquarters, a Hilton hotel, and retail that will add to the existing Adventure Aquarium and the BB&T Pavilion, a major amphitheater venue for concerts on the waterfront.

Rutgers University–Camden’s academic programs are offered on the Camden campus, with additional selected degree-completion and graduate/professional programs offered at off-campus locations throughout New Jersey. These include Atlantic Cape Community College, Brookdale Community College, Camden County College, Joint Base McGuire-Dix-Lakehurst, Mercer County Community College, Raritan Valley Community College, and Rowan College at Burlington County.

Rutgers University–Camden is led by its chancellor, Phoebe A. Haddon, who assumed her role on July 1, 2014. A nationally respected constitutional scholar, Haddon served as dean of the University of Maryland Francis King Carey School of Law prior to joining the Rutgers—Camden community. At Maryland, she exercised transformative leadership, garnering a $30 million commitment from the W.P. Carey Foundation, the largest gift ever received by the University and its law school. Honored by the National Jurist as one of the “25 Most Influential People in Legal Education,” Haddon was a member of the American Bar Association’s Commission on the Future of Legal Services and continues to serve on the ABA Kutak Award Committee. She is on the Boards of Trustees for the Cooper University Health System and the Philadelphia Museum of Art, and is a member of the CEO Council for Growth. Additionally, Haddon is a deputy director of the Federal Reserve Bank of Philadelphia’s Board of Directors. She has served on numerous boards, including the Delaware Valley Community Reinvestment Fund, the Women’s Law Project, the William Penn Foundation, the Samuel S. Fels Fund, and the Philadelphia Education Fund. She also served as co-president of the board of governors and as a member of the executive committee of the Society of American Law Teachers, as a member of the executive committee of the Association of American Law Schools, and as a trustee of the Law School Admissions Council. She also served on the Diversity and Inclusion 360 Working Group of the American Bar Association.

Within the first six months of her role as chancellor, Haddon released a new strategic plan, Shaping our Future: Strategic Directions for the Campus, 2014-2019, which was the result of an extensive university-wide effort. The plan comprises five strategic directions: providing a first-rate undergraduate education grounded in research and experiential learning; enhancing high-quality and interdisciplinary graduate and professional programs; advancing faculty research excellence; playing a leadership role in revitalizing Camden and in the Greater Delaware Valley; and increasing enrollment to support strategic goals. Key successes since then have included the merger of the Law School with its counterpart in Newark and the creation of the Bridging the Gap program, an innovative commitment of financial resources to provide additional financial aid funding to promote student enrollment and success, discussed above.

This is a time of immense opportunity for Rutgers University–Camden. The university has seen substantial growth, and its vision for the future is clear and ambitious. Strong leadership has generated great excitement and momentum within the institution and the southern New Jersey community. Rutgers–Camden faculty, staff, and students are drawn to an innovative, entrepreneurial, and student-focused institution with a culture that is collegial, welcoming, and inspired by leaders who are willing to take risks.
The Faculty of Arts and Sciences at Rutgers University–Camden

The Faculty of Arts and Sciences at Rutgers University–Camden (FASC) incorporates the College of Arts and Sciences, University College, and the Graduate School and enrolls 3,140 undergraduate students and 475 graduate students at the master's and Ph.D. levels.

Students in the FASC enjoy the advantages of a personalized liberal arts education as well as the benefits of studying at a campus of a well-recognized research university. The size and culture of the college ensure that the students enjoy a close working relationship with faculty in a comfortable intellectual setting, where they receive excellent preparation for graduate education, professional school, and the workplace. As part of a research university, undergraduate students also have the opportunity to engage in original research with a faculty mentor. FASC attracts high-achieving students through the Honors College, which offers a challenging academic program with seminars, junior and senior year projects, and extracurricular activities. FASC serves adult learners and working professionals through evening programs in University College. In recent years, University College has initiated several highly successful degree-completion programs at a number of off-campus locations.

A wide range of innovative learning experiences is available to students at every level, including immersive Learning Abroad programs, the opportunity to conduct original research, and impactful civic engagement programs. A new Leadership Institute provides additional opportunities for students to prepare for career and civic success.

FASC has been evolving most rapidly at the graduate level. In recent years, the number of master's programs has expanded to include a nationally regarded M.F.A. program in creative writing. FASC also has three interdisciplinary Ph.D. programs:

The Ph.D. program in Childhood Studies is an unprecedented achievement on a national scale. The graduates will become the first recipients of a Ph.D. in childhood studies from any higher education institution in the United States. While a handful of undergraduate and master’s programs in childhood studies exist in the United States and Great Britain, Rutgers–Camden launched the nation’s first doctorate in this discipline in 2007. It is likewise an historic achievement for Rutgers University, as the graduates became the first recipients of a doctoral degree on the university’s Camden campus. The Ph.D. in childhood studies program provides an advanced theoretical and methodological study of children and childhood. It prepares scholars capable of innovative research in this interdisciplinary field, as well as policy leaders with new perspectives in child-related social practice.

The Rutgers–Camden Center for Computational and Integrative Biology is delivering an innovative, and interdisciplinary, approach to solving complex biological questions while also teaching the next generation of leaders in science. Comprised of five departments (biology, chemistry, computer science, math, and physics), the center offers an interdisciplinary degree at the undergraduate, master’s, and Ph.D. levels by training students to apply quantitative techniques from chemistry, computer science, math, and physics to design and interpret biological experiments.

The Ph.D. in Public Affairs/Community Development takes place at the intersection of increasingly complex economic, political, legal, and social systems. It is a rigorous interdisciplinary program, with an emphasis on community development, bringing together scholarship and applied
research from the fields of public policy, public administration, law, business, and the social sciences to prepare students for careers in academia, applied research-related fields, the non-profit sector, and government. Rutgers–Camden has a unique offering of campus opportunities and resources including the business and law schools; the Senator Walter Rand Institute for Public Affairs; the Community Leadership Center, which is affiliated with the LEAP Charter Schools; the Center for Urban Research and Education; and top scholars and staff who are deeply focused on the issues of urban redevelopment, community development, urban poverty, immigration, race and politics, international development, public health, entrepreneurship, urban education, and social justice.

As the southernmost of the three regional campuses that comprise Rutgers, The State University of New Jersey – an AAU institution noted worldwide for its scholarship – Rutgers University–Camden is an urban research campus with a strong commitment to civic engagement with our community.

The research faculty are highly productive. In recent years, FASC faculty have won the MacArthur “Genius” Grant, the Pulitzer Prize, the Guggenheim Award, Fulbright Awards, and funding from such competitive agencies as the National Science Foundation and the National Institutes of Health. They publish with top academic and popular presses.

**KEY RESPONSIBILITIES**

The Faculty of Arts and Sciences is seeking a dynamic individual with proven leadership skills to assume the position of Dean in January 2019. The successful candidate should have an earned doctorate or equivalent, be qualified for appointment in an academic discipline represented in the College, and have a record of outstanding scholarly achievement commensurate with appointment as a full professor at Rutgers University.

Reporting to the Chancellor and the Provost of Rutgers University–Camden, the Dean has responsibility for 192 full-time faculty members in 29 undergraduate programs and 18 graduate programs. The Dean manages the academic programs of the College of Arts and Sciences, the University College, and the Graduate School.

With the Chancellor and other campus leaders, the Dean will have an important role in formulating and executing the University’s strategic plan. In recent years, Rutgers-Camden has undergone an institutional transformation with the intent of positioning itself as a premiere regional public research university. Because the Dean of Arts and Sciences will be expected to take the lead role in furthering this transformation, the essential requirements of the position are vision, collaboration, and leadership.

**PROFESSIONAL EXPERIENCE / QUALIFICATIONS**

The University seeks individuals with strong leadership qualities and a track record of success, including evidence of the following:

- An understanding of the strategic position and competitive advantages of a public university in an urban/metropolitan setting;
- Leadership experience predictive of success in a rigorous academic environment;
- A commitment to diversity, equity, and inclusion, as well as to recruiting and retaining a diverse faculty and developing initiatives that will increase the pipeline of diverse faculty into
the institution;
- A track record of supporting student success, including retention and graduation;
- The capacity to support faculty teaching, research, and service; to retool academic programs for greater impact; and to develop and sustain a culture of high standards and excellent performance;
- The ability, in coordination with the broader campus, to guide the development and implementation of short- and long-term plans within the College in a way that is consistent with the strategic vision of the Campus and the University;
- A commitment to service learning, experiential learning, and global education/partnerships;
- Experience developing new graduate programs, including Ph.D.-granting programs, to reach their full potential;
- The capacity to identify and engage external constituencies to secure programmatic and financial support;
- The capacity for cultivating philanthropic support and supporting faculty in their advancement and entrepreneurial efforts;
- Outstanding interpersonal and communication skills; and
- A commitment to the distinctive mission of a land grant university. The Rutgers University–Camden Mission Statement is:

*Bringing the Rutgers experience to southern New Jersey and the Delaware Valley, Rutgers University–Camden prepares the next generations of leaders by delivering interdisciplinary and innovative research, rigorous academic programs and engaged experiential learning opportunities, and solution-oriented services that change communities. As one of the nation’s highest-ranked public regional universities, Rutgers University–Camden offers access to a top-quality educational experience to a diverse population; its size allows undergraduate and graduate students to thrive in an intimate and supportive atmosphere within a preeminent public university. Rutgers University–Camden continues to build on its core strengths by creating distinct areas of research excellence, strengthening interdisciplinary graduate and professional programs, and improving student success through a wide range of supportive programming.*

EDUCATION

The Dean must possess an earned doctorate or other appropriate terminal degree.

COMPENSATION

Rutgers University–Camden offers an attractive compensation and benefits package, commensurate with the successful candidate’s background and experience.

NOMINATIONS AND APPLICATIONS

For priority consideration, please apply by **August 31, 2018**. Applications should include 1) a curriculum vitae and 2) a letter of interest that addresses the responsibilities and requirements described above, as well as the applicant’s motivation to apply. To ensure full consideration, inquiries, nominations, and applications should be submitted electronically, in confidence, to:

[RutgersCamdenFAS@kornferry.com](mailto:RutgersCamdenFAS@kornferry.com)
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Rutgers University–Camden is an affirmative action/equal opportunity employer and seeks candidates who are committed to the highest standards of scholarship and professional activities and a campus climate that supports equality, diversity and inclusion.