Executive Summary

Rutgers, The State University of New Jersey, seeks a seasoned and visionary leader to serve as dean of its School of Management and Labor Relations to succeed Dean Adrienne Eaton, the highly regarded and successful outgoing dean.

One of the nation’s oldest and largest higher education institutions, 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, is located on three campuses—New Brunswick, Camden, and Newark, and consists of 29 schools and colleges. The School of Management and Labor Relations (SMLR) offers degree programs on the New Brunswick campus. Rutgers University–New Brunswick is a member of the Association of American Universities (AAU and the Big Ten Academic Alliance). 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.

Rutgers’ School of Management and Labor Relations is the leading source of expertise on the world of work, building effective and sustainable organizations, and the changing employment relationship. The school comprises two departments—one focused on all aspects of strategic human resource management and the other dedicated to the social science specialties related to labor studies and employment relations—with faculty from a wide variety of disciplinary backgrounds.

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 a visionary leader with a distinguished record of scholarship, dedicated to building upon the excellence of the school and to elevating and nurturing both departments within it. The new dean will bring a strong track record of fundraising success and a keen understanding of the rapid changes within the world of work. The incoming dean will establish a strong vision for the school, identifying its unique value proposition. The dean will develop existing faculty and commit to attracting and retaining talented and diverse faculty within the school, elevating both their research and teaching excellence. The dean will be student-centered and focused on building a community of learners who value the human components of work. The successful candidate will demonstrate distinguished scholarly qualifications and accomplishments that warrant a tenured faculty appointment as a distinguished professor in the Rutgers School of Management and Labor Relations.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy on page 14.
Rutgers School of Management and Labor Relations

Rutgers' School of Management and Labor Relations (SMLR) is the leading source of expertise on the world of work, building effective and sustainable organizations, and the changing employment relationship. The school comprises two departments—one focused on all aspects of strategic human resource management and the other dedicated to the social science specialties related to labor studies and employment relations—with faculty from a wide variety of disciplinary backgrounds.

The Human Resource Management department is focused on all aspects of strategic human resource management, including understanding the role of human resources in determining individual and organizational success and managing human resources in a global context. The Labor Studies and Employment Relations department studies and teaches about all aspects of work and employment relationships and, in particular, how collective representation and public policy can improve the well-being of workers.

In addition, SMLR provides many continuing education and certificate programs taught by world-class researchers and expert practitioners.

Rutgers' School of Management and Labor Relations was founded on the idea that collaboration between labor and management was the key to not only improving the economic welfare of employees but also the communities served by their employers. SMLR connects these two seemingly competing interests, focusing on research and education that improves the understanding of employment relationships from two equally important perspectives. SMLR produces new knowledge through research and helps translate that knowledge into tools for better practice through its human resource management and labor studies and employment relations curricula. The school also offers advice on state and national policy through its distinguished faculty and research centers. SMLR remains at the forefront of research and applied practice by maintaining relationships with key constituents in government, business, and labor organizations developed over its 70-year history.

Mission

The mission of the School of Management and Labor Relations is to create and disseminate knowledge that fosters a better understanding of the nature of employment and work in modern society; promotes harmony and cooperation between management and labor; helps to improve employment systems and relationships; and encourages understanding among diverse groups.
In pursuit of this mission, the SMLR Faculty:

- conduct research on specific employment practices in the workplace, as well as on the broader economic, socio-cultural, and political environment in which those systems and relationships exist;
- organize and teach credit and non-credit programs for students, managers, trade unionists, and the general public, designed to improve their understanding of constructive collective bargaining and good human resource management; and
- provide technical assistance in pursuit of these aims to management, labor, and the public, as well as to the organizations that serve their interests.

In all its activities, the SMLR faculty seeks to identify institutions, practices, and relations that:

- promote democratic values and a balanced system of power in the workplace and society;
- meet the personal development and material needs of workers and managers;
- minimize dysfunctional conflict among employers, unions, and employees;
- foster cooperative labor-management relationships; and
- improve organizational efficiency and global competitiveness.

**SMLR's History**

The School of Management and Labor Relations was originally established by an act of the New Jersey legislature in 1947 as the Institute of Management and Labor Relations (IMLR). Like its counterparts that were created in the other large industrial states at the same time, the Institute was chartered to promote new forms of labor-management cooperation following the industrial unrest at the end of World War II. It officially became a school at the flagship campus of the State University of New Jersey in New Brunswick/Piscataway in 1994. For an early history of the School of Management and Labor Relations, read the article, "Labor Education at Rutgers University, 1931-1981, and the Establishment of IMLR" written by Eugene McElroy, long-time SMLR Library Associate, and published in the Journal of the Rutgers University Libraries.

**Academic Programs**

**Department of Human Resource Management (HRM)**

SMLR has one of the top Human Resource Management departments in the world, with faculty that combine scholarly eminence with hands-on corporate experience. Through the department's programs, students gain the leadership skills needed to shape the workplace in today’s global business environment, including how to staff, motivate, and develop team members. Programs offered include:

- B.A. in Human Resource Management
- Master's in Human Resource Management (the only STEM designated graduate Human Resources degree in the United States)
- Online Professional Master's in HRM
Department of Labor Studies and Employment Relations (LSER)

SMLR’s Labor Studies and Employment Relations programs educate students about issues related to work, workers, and the employment relationship. SMLR’s world-renowned faculty combines real-world experience and cutting-edge research to engage students in active learning through small group discussions, simulations, in-class debates, and more. SMLR’s undergraduate LSER program is particularly accessible and accommodating toward degree completion for transfer students, and students who work full-time.

- B.A. in Labor Studies and Employment Relations
- B.S. in Labor and Employment Relations
- Online B.S. in Labor and Employment Relations
- Master’s in Labor and Employment Relations
- Online Professional Master’s in Labor and Employment Relations

Centers and Institutes

- Center for Global Work and Employment
- Center for Innovation in Worker Organization (CIWO)
- Center for Women & Work (CWW)
- Center for the Study of Collaboration in Work and Society
- Education & Employment Research Center (EERC)
- Institute for the Study of Employee Ownership and Profit Sharing
- NJ/NY Center for Employee Ownership
- Occupational Training and Education Consortium (OTEC)
- Program for Disability Research
- workplace justice lab@RU
Faculty, Research, and Engagement

Research is central to SMLR’s mission of outreach and improving the relationships between workers and managers. SMLR faculty are engaged in research across a wide range of topics about employment and the changing workplace.

The founding mission of the School of Management and Labor Relations is to offer research and education that will enhance collaboration and harmonious relations between the intrinsically competing interests of labor and management. Through improving understanding and capacity for managing employment relationships, the school contributes to the economic welfare of the communities that it serves.

SMLR translates this mission into practice by offering educational programs to businesses, labor organizations, and their leadership and management; producing new knowledge and help to translate that knowledge into tools for better organization and management, as well as policy advice; and developing long-term relationships with constituents in government, business, and labor organizations in order to collaborate in the generation and application of cutting-edge know-how. SMLR scholars focus their efforts on a number of important impact areas, including: education, future of work and workers, gender and diversity, global work, healthcare, shared capitalism, strategic human resource management, workforce development, worker organization, and more.

School Facts

- 1,600 passionate, dedicated students
- 55 full-time faculty
- Three undergraduate degree programs with different focuses are offered, two B.A. programs in conjunction with the School of Arts and Sciences, and a B.S. program, which can be completed online.
- The school offers two highly respected master’s degrees: the MHRM and MLER, along with an online professional MHRM and an online professional MLER. The faculty also administer a Ph.D. degree in Industrial Relations and Human Resources, with graduates going on to research and academic positions.
- Research that explores and anticipates the changing nature of the workplace is a key component of the school’s mission.
- Multiple centers and programs that focus on leading research and improving the workforce. Continuing education programs include Labor Education Research Network (LEARN) and the school’s continuing education offerings.

SMLR’s Commitment to a More Diverse, Equitable, and Inclusive Community

Vision: In support of Rutgers’ strategic priority of building a more diverse, equitable, and inclusive community, SMLR is committed to recognizing, addressing, and eradicating racism and all forms of oppression. We will be a welcoming place that values and promotes diversity, provides equitable access to all opportunities, and provides an affirming environment for all faculty, staff, and students. We are united
in our pursuit to be a place where we can all thrive in our work/learning and feel a sense of respect and belonging.

In the spring of 2021, a committee undertook a review of SMLR’s state relative to Rutgers University’s strategic priorities related to DEI. A 3-year DEI strategic plan was developed and can be viewed here.

**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 management and labor relations 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, sponsored grants, and contracts.
Opportunities and Expectations for Leadership

The new dean of the Rutgers School of Management and Labor Relations will be asked to address the following critical leadership issues, among others:

Provide a shared strategy for SMLR’s impact on the future of work and workers

At a moment of tremendous change in the world of work, the new dean will clarify the school’s collective strategy, focused on scholarly expertise in the human components of the discipline: people, work, and society, while simultaneously bringing appreciation for the distinctive contributions made within the Department of Human Resource Management and the Department of Labor Studies and Employment Relations. Drawing upon the excellence and distinctiveness of the two departments and their intellectual foci and methods, the incoming dean will foster a shared vision for excellence based upon the meaningful contributions made by each to the world of work. They will grow and nurture both departments, identifying opportunities for shared opportunities and purpose. Bringing faculty and staff together in common spaces, an effective dean will not only clarify strategy and motivate all faculty toward that goal but will also deepen the human connection among colleagues and students within the school.

Elevate the external profile of the school and raise money to support its activities

The new dean will bring a strong track record of philanthropic success and an eagerness to bring their fundraising skills in service to the school. In highlighting the full range of scholarly expertise that makes the school unique, the dean will demonstrate the relevance of the school externally, deepening community ties and appreciation for its work, ultimately translating into larger investment in the school’s many activities, including the work done within the school’s many centers. These centers, listed above, provide an engine for innovation and external collaboration. Concurrent with the school’s increasing interest in publicly engaged scholarship and policy contributions, the dean will have a rich platform to share with external constituents and potential investors. The school’s contributions to modern questions surrounding work will provide the dean with a powerful platform for fundraising.

Enhance connections for the school with other entities within the university

Within the broader university, the next dean will also enhance the school’s reputation as a good partner, expanding the collaboration between SMLR and other academic units on campus. Opportunities for deeper connection and partnership with Rutgers Law and the Rutgers Business School, in particular, offer exciting avenues for interdisciplinary work among academic units at the university. Closer ties across campus will reveal expanded, shared, interdisciplinary research agendas and methods, leading research opportunities for all. Expanded cross-university collaboration among faculty will also yield an enhanced student experience by way of new curricular offering and opportunities for undergraduate research and engagement.
Build research support and productivity

The faculty within the school are a highly decorated group of researchers, presenting a distinguished body of research. To support their work, the next dean will support the development of further infrastructure needs that support faculty engagement and scholarly productivity. Pre- and post-award functions within the school can be enhanced, allowing faculty to accelerate research and discovery and elevating the Rutgers research-intensive status further. Given the many contemporary pressures and changes to the world of work that result from the COVID pandemic, the introduction in Artificial Intelligence, and other urgent changes, the scholarly contributions of the school have never been more urgent. As the world of work undergoes sweeping and rapid change, the school is poised to positively shape outcomes; enhanced internal resources for research will help accelerate faculty contributions to the field at a moment of great need.

Build a climate of inclusion and belonging

The school is explicitly committed to social justice, and the dean is expected to continue building a strong culture of inclusion and belonging across the two departments located within different buildings. Expanding upon a strong foundation of a diverse community, the next dean will extend a sense of welcoming for all, creating an expansive environment of belonging for all who learn and work within the school. The dean’s presence in informal settings, encouragement of cross-disciplinary gatherings, and personal demeanor of warmth and inclusiveness will bring the school’s students, faculty, and staff into deeper relationships, for the benefit of all current and future community members.
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 fields of management or labor relations with a record of research, teaching, and service appropriate to a tenured faculty appointment in the School of Management and Labor Relations.

**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 Management and Labor Relations 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; ability to anticipate the future of management and labor relations 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, in school and university programs, and ventures; a commitment to diversity in all its forms including racial, gender, gender expression, socioeconomic, 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 the 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; effective 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 constituents, 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 management and labor relations 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 goodwill 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 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 offer degree programs at multiple Rutgers locations. In 2022, *U.S. News & World Report* ranked 42 Rutgers graduate programs 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 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 with 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 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 January 12, 2024.

Application materials should be submitted using WittKieffer’s candidate portal.

Nominations and inquiries can be directed to:

Melody Rose, Ph.D. and Lauren Bruce-Stets
RutgersDeanSMLR@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.