



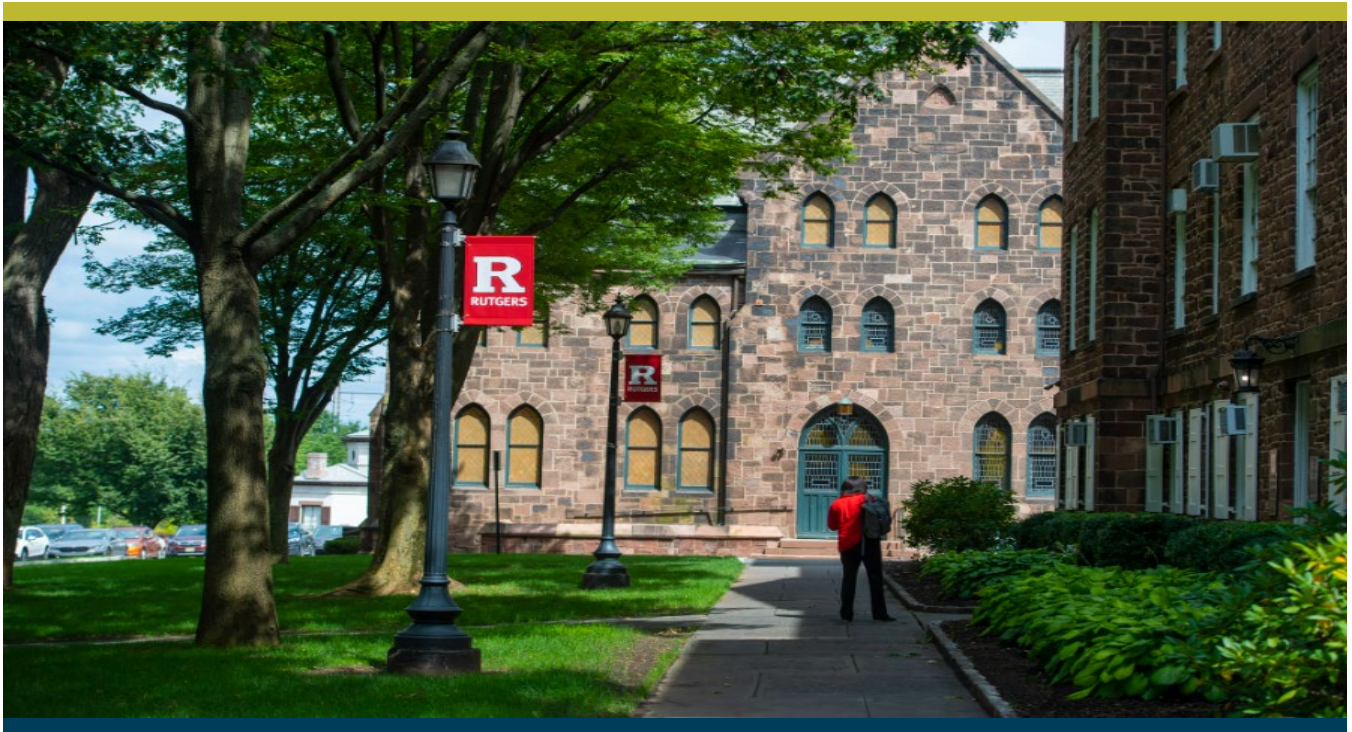
RUTGERS

UNIVERSITY | NEW BRUNSWICK

Chief Operating Officer, School of Arts and Sciences

Leadership Profile

2023-2024



WittKieffer

Executive Summary

Against a backdrop of entrepreneurial thinking and momentum around inventing innovative organizational processes and approaches, the School of Arts and Sciences (SAS) at Rutgers University—New Brunswick invites nominations and applications for the position of Chief Operating Officer (COO).

One of the nation's oldest and largest higher education institutions, Rutgers University 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. Rutgers University—New Brunswick is a member of the Association of American Universities and the Big Ten Academic Alliance. Rutgers University—New Brunswick conducts groundbreaking research and offers a premier education in a diverse community. Students choose Rutgers University—New Brunswick for its educational excellence and vast opportunities to prepare for a career of meaning and consequence.

The School of Arts and Sciences of Rutgers University—New Brunswick is home to award-winning faculty and more than 40 departments and programs and with more than 100 majors and minors to choose from. As the largest school within Rutgers, SAS combines excellence in teaching with world-class research, all in an atmosphere of rich cultural and academic diversity. With an annual operating budget of about \$450 million, SAS has approximately 1,000 full-time faculty members and 500 staff employees and supports the education of over 20,000 undergraduate and 2,000 graduate students in its degree programs.

Reporting to the Executive Dean of the School of Arts and Sciences, with a dotted line relationship to the Vice Chancellor for Finance and Chief Business Officer, the COO will create and implement a strategic approach to advancing the operations of the largest and most complex unit at Rutgers. The new leader will oversee the administrative services for SAS, including finance, human resources, and facilities. The COO will partner with senior leaders to articulate and advance a vision for the school's financial and administrative strategy; assess and improve the school's financial reporting structures, practices, and procedures; promote a greater sense of community among staff; and support an environment rooted in diversity, equity, and inclusion. Through these efforts, the COO will advance the school's research and teaching missions by focusing on enhancing support for faculty, improving infrastructure, and increasing operational efficiencies.

The successful candidate will be a strong, strategic partner to the Executive Dean and senior leadership team. They will have a record of successful organizational decision-making and experience managing within a complex higher education environment. The ideal candidate will bring significant experience in accounting and financial operations and a strong background in financial analysis. They will also have experience managing human resources processes and practices, including labor relation issues, and a demonstrated commitment to the principles of diversity.

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

Role of the Chief Operating Officer

Reporting to the Executive Dean of the School of Arts and Sciences, with a dotted line relationship to the Vice Chancellor for Finance and Chief Business Officer, the Chief Operating Officer is responsible for the organization, direction, and management of all administrative and business services (including finance and budget, human resources, and space and facilities) and indirect oversight of approximately 150 staff. The Chief Operating Officer is also responsible for making significant contributions to planning and operational strategies for the school. The annual operating budget for the School of Arts and Sciences totals nearly \$450 million (including state funding, tuition revenue, gifts, endowment income, and grants and contracts).

Specific responsibilities:

Executive Leadership

- Work closely with the Executive Dean and Senior Leadership Team to ensure that SAS is viewed as a progressive and innovative leader within Rutgers University;
- Participate in the implementation of SAS's overall strategic objectives, priorities, plans, and initiatives;
- Lead the development of SAS's financial and administrative vision and strategy, with a goal of advancing the school's research and teaching missions, while focusing on enhancing support for the faculty who do this work, improving infrastructure, and advancing operational efficiency.

Finance and Budget

- Oversee fiscal resources for the SAS as a whole and all units within the school;
- Develop new procedures, and practices to increase the overall effectiveness of departmental financial operations;
- Provide regular consolidated financial reporting and analyses, as well as forecasts of the school's out-year financial position, to senior leadership of SAS and Rutgers University—New Brunswick;
- Manage financial and operational risks through the development and implementation of a comprehensive system of internal controls and associated measures;
- Ensure compliance with federal and state rules and regulations pertaining to accounting procedures and related business operations;
- Liaise with appropriate university offices to ensure SAS financial and business-related policies and practices are compliant with university goals and regulations.

Human Resources

- Oversee human resources operations relating to SAS faculty and staff;

- Oversee the development and implementation of procedures related to faculty and staff personnel matters across SAS;
- Stay current with federal and state rules, regulations, and contractual obligations pertaining to faculty and staff personnel matters;
- Liaise with University Human Resources and University Labor Relations in faculty and staff matters to ensure SAS policies and practices are aligned with university goals.

Facilities Management

- Oversee practices and procedures affecting the operation and support of SAS buildings and related facilities services;
- Manage professional staff with front-line responsibility for SAS capital projects and other renovation activities;
- Liaise with University Office of Institutional Planning and Operations on high-level building, renovation, and maintenance matters.

Staff Development

- Lead the continued recruitment of a world-class finance and administration team;
- Retain and develop the finance and administration team through coaching, mentorship, training, and setting clear objectives and success metrics;
- Identify any skill gaps and create development plans to address as appropriate.

Departmental Administration

- Collaborate with a team of five Directors of Administration that support the Divisions of Humanities, Life Sciences, Math & Physical Sciences, and Social & Behavioral Sciences, as well as the SAS Interdisciplinary Centers and Programs. At present, these Directors of Administration report to the Division Deans and the Executive Vice Dean.
- By building and maintaining effective relationships and communication with departmental faculty and staff, understand and facilitate departmental missions and operations.



Opportunities and Expectations for Leadership

The new Chief Operating Officer of the School of Arts and Sciences (SAS) at Rutgers University—New Brunswick will be asked to address the following critical leadership issues, among others:

Serve as a key partner in advancing a new strategic plan and supporting the mission of the school and university

This is an exciting and pivotal moment for Rutgers University—New Brunswick's School of Arts and Sciences, as Juli Wade, the new Executive Dean, embarks on a strategic planning process to develop a unified vision and roadmap that will guide SAS over the next five years. In supporting the implementation of this new strategic plan, the COO will play a key role in aligning the school's financial assets, resources, and tools required to achieve its strategic priorities while also leading and articulating a vision for the school's long-term financial health and success.

The COO must be energized by and dedicated to SAS's mission to support students. The campus has launched the "[Discovery Advantage](#)" initiative which holistically reimagines the student experience—from enrollment to retention and ultimately graduation. As a leader in SAS, the COO will play a critical role in implementing this exciting new initiative. Although the COO must have strong financial acumen, they

must also lead from a place of understanding and compassion, and approach financial management and operational decision-making from a humanistic perspective and with the school's academic mission in mind. Additionally, the COO will not simply value the principles of diversity, equity, and inclusion; they will commit to meaningful results and outcomes in their daily work, including the budget process and the ways they mentor and communicate with their staff and colleagues.

Assess, create, and develop entrepreneurial revenue growth opportunities

Like many institutions today, Rutgers is increasingly concerned about the rising costs of education, coupled with higher expectations for academic quality, student access and retention, state-of-the-art facilities, and technology adoption. In addition, the issues that have emerged from COVID-19 pose challenges that will continue to constrict the university's resources. As such, the school must think critically about a number of complex issues that impact its budget and facilities. The health of the school will require that it embrace change and respond to new opportunities. To do this, the COO must be willing to take bold steps to experiment and pursue creative ideas and plausible mechanisms for diversifying and growing revenue.

Lead with transparency, strategic thinking, and open communication

A top priority for the COO will be to strengthen trust by operating with the highest level of integrity and openness. The next COO must be committed to transparent and straightforward communication to create strong, enduring, and collaborative relationships with multiple key constituents within the school, and across Rutgers University—New Brunswick, including with staff, faculty, and leadership. The ability to communicate information clearly and to create buy-in despite differences will be important for long-term success. The COO will play a leading role in bridging the operational and financial aspects of the school to the academic mission.

Assess financial structures, reporting, policies, and practices to ensure the highest levels of effectiveness

The new COO will act as an agent of transformation by reviewing the current administrative and operational infrastructure from a fresh perspective with the goal of ensuring that modernized reporting and best practices are in place in all areas. The new leader should have the experience and sophistication to prioritize updating organizational structures and processes in a manner that advances the school most effectively.

As the school moves to a more data-driven and data-informed place, the COO will need to curate and integrate data to better inform processes. By leveraging the power of data, the COO will help establish models that will support decision-making and inform risk-taking on the part of the school.

Affirm a welcoming and inclusive workplace and culture that is rooted in diversity, equity, and inclusion

With human resources an element of the COO's portfolio, the new leader and associated team will play a central role in advancing the strategic goal of an inclusive workplace that values the wellbeing of its employees. Reaching across the school to all academic and administrative units, the COO will work to support and prioritize initiatives associated with fostering an environment where diverse faces, voices,

and experiences are reflected so that all faculty, staff, and students feel safe, welcome, and valued. In affirming the school's role as an engine of social mobility, the incoming COO will actively identify with and address core challenges and institutional barriers to achieving equity from a financial, administrative, and operational lens.

Enhance connections for the school with other entities within the university

The next COO will support and grow the school's developing partnerships within the broader university through thoughtful and strategic relationship building. In doing so, the new leader will enhance the school's reputation as a trusted partner by expanding the collaboration between SAS and other units across the university. This role will purposefully ensure that an active and expanding dialogue is maintained with university-wide partners and that SAS is properly represented in important institutional decisions. They must be seen as a trusted and valued colleague and peer.

Provide strong and stable leadership while developing teams and ensuring a culture of collegiality and service

The COO will oversee dedicated and experienced unit leaders and staff across the functional areas of finance and budget, human resources, and space and facilities. The new leader will inspire, motivate, and provide unit leaders with the guidance and strategic direction to independently support their teams in a way that ensures their teams' continued growth, development, and ability to perform at the highest level. The COO will ensure a culture of collegiality, respect, and service in support of each other and the school's many constituents. The COO will ensure that investments are being made in staff training and development so that staff leaders can best support their units.

Professional Qualifications and Personal Qualities

The Chief Operating Officer must be a thoughtful, articulate, inspiring leader who will work collaboratively with the Executive Dean and others across both SAS and Rutgers University—New Brunswick to move the school forward.

In addition, the ideal candidate will possess most or all of the following:

Commitment to mission and values: Evidence of a deep commitment to and passion for the mission, values, and ethics of the school and of a premier public research institution; absolute commitment to the pursuit of the highest academic standards, and intellectual openness across the school and university's diverse constituencies; a strong commitment to enhancing the university as a distinctive and prominent institution, including how the School of Arts and Sciences can strengthen Rutgers University—New Brunswick's engagement with local, regional, national, and international communities;

Vision and Leadership: Demonstrated experience leading a complex, multi-faceted unit; experience in helping to shape and drive ideas forward while simultaneously managing a staff and school toward desired outcomes; ability to lead with vision, an entrepreneurial outlook, and an eye to new possibilities and emerging challenges; ability to build, mentor, and motivate a diverse team; proven experience as a problem solver; demonstrated ability to focus and lead an organization to achieve the elements of a

strategic plan and to continuously assess and refine the organizational plan, structure, and operations as the plan evolves; experience in leading change;

Proven effectiveness and expertise: Comprehensive knowledge and successful record of enacting the principles and practices of budget development and management, specifically for higher education; experience in human resources and facilities management; significant professional experience managing the complex interplay of strategic goals toward advancing research and educational missions, including managing revenue associated with sources such as tuition, contracts, and grants;

Collaborative nature: Ability to relate to people at all levels of the organization, demonstrating excellent communication and active listening skills; ability to work well with and invite feedback from a variety of constituents; a consensus builder who can be flexible when appropriate yet firm and decisive when necessary;

Commitment to diversity and inclusion: An appreciation of difference and inclusiveness, understanding of nuance and an awareness of the various ways in which campus and other environments are experienced differently by different people; and proven skill in interacting with complex and diverse cultures, backgrounds, and perspectives;

Exceptional personal qualities: A sense of urgency and engagement; honesty, integrity, persuasiveness and a strong internal moral compass; strong work ethic; personal generosity toward one's staff and colleagues; optimism, confidence, and excitement about change; strong listening skills; a genuine interest in partnering with the Executive Dean and Senior Leadership Team; the ability to observe, listen, learn, and clarify needs while engendering trust quickly among various constituencies; a good sense of humor; and

Credentials: Demonstrated progressively responsible higher education experience, expertise, and successful outcomes leading financial strategy, budget, and administrative teams across a complex organizational structure; an undergraduate degree is required, and a graduate degree in finance, business administration, or related area is preferred; experience working in a unionized environment is also strongly preferred.



Rutgers University—New Brunswick

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.

As a member of the Association of American Universities and the Big Ten Academic Alliance, Rutgers University—New Brunswick conducts life-changing research and offers premier education in a diverse community. Rutgers University—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 University—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 University—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](#)

Budget Process

Rutgers' budget process incorporates the annual State of New Jersey's budget process with the university's local planning and budgeting process to develop the annual fiscal budget for the university. Rutgers utilizes a decentralized budget model, known as responsibility centered management (RCM), that allows the university to align resources with the units that generate them and assign direct and indirect costs based on the activities that support the university mission.

To learn more about the budget process [click here](#).

Rutgers University—New Brunswick School of Arts and Sciences

Created in 2006 as part of a major initiative to transform undergraduate education, the School of Arts and Sciences combined the four undergraduate colleges of Rutgers University's New Brunswick campus — Douglass College, Livingston College, Rutgers College, and University College — to provide a foundational undergraduate education for Rutgers—New Brunswick. SAS also excels in graduate education, offering a wide range of certificates, master's degrees, and Ph.D. programs.

With more than 20,000 undergraduate and 2,000 graduate students in its degree programs, 1,000 full-time faculty, and more than 100 majors and minors in humanities, life and physical sciences, and social and behavioral sciences, SAS is the largest unit at the university, combining excellence in teaching with world-class research and preparing students to meet 21st century challenges. More than 40 departments and interdisciplinary programs and more than 25 centers support the missions of SAS.

This is an exciting time for SAS, with a new Executive Dean and the development of a strategic plan underway. This work, which involves a highly inclusive process, should be completed near the end of the spring semester, and will outline the priorities for the school going forward. Juli Wade, a neuroscientist, assumed the post of Executive Dean on July 1, 2023. Dr. Wade was Dean of the College of Liberal Arts

and Sciences at the University of Connecticut from 2019-2023. Before that, she was at Michigan State University from 1995 to 2019, in a range of roles including Chair of the Department of Psychology (2010-2017) and Associate Provost for Faculty and Academic Staff development (2017-2019).

Mission

The School of Arts and Sciences provides high-quality, nationally recognized undergraduate and graduate education that prepares students from all backgrounds for meaningful lives and careers, serves the greater good throughout New Jersey, and creates new knowledge that improves human health, solves intractable social and economic problems in the world, and enriches our understanding of the human experience.



Academic Programs

With 34 departments and 13 interdisciplinary programs, the School of Arts and Sciences of Rutgers University—New Brunswick offers 100+ majors and minors in biological, mathematical, and physical sciences, humanities, and social and behavioral sciences, providing students with an education of unparalleled breadth and depth.

Students have opportunities to work closely with faculty on significant research and to participate in service-learning programs in over 40 countries.

To learn more about undergraduate studies at SAS, visit the [Departments and Programs webpage](#).

Graduate students may pursue advanced degrees, professional degrees, and certificates in more than 100 different programs at Rutgers. Graduate program offerings at SAS, administered in conjunction with the Rutgers University—New Brunswick School of Graduate Studies, include 14 doctoral programs ranked in the top 50 nationwide, several interdisciplinary graduate programs, 25 master's programs, and many opportunities for graduate research, scholarship, and teaching.

To learn more about graduate studies at SAS, visit the [Graduate Students webpage](#).

Centers and Institutes

- [Allen and Joan Bildner Center for the Study of Jewish Life](#)
- [Center for African Studies \(CAS\)](#)
- [Center for Cultural Analysis \(CCA\)](#)
- [Center for European Studies \(CES\)](#)
- [Center for Human Evolutionary Studies](#)
- [Center for Latin American Studies \(CLAS\)](#)
- [Center for Materials Theory \(CMT\)](#)
- [Center for Mathematical Sciences Research](#)
- [Center for Middle Eastern Studies \(CMES\)](#)
- [Center for Nonlinear Analysis](#)
- [Center for Quantitative Biology \(CQB\)](#)
- [Command, Control, and Interoperability Center for Advanced Data Analysis \(CCICADA\)](#)
- [Center for Discrete Mathematics & Theoretical Computer Science \(DIMACS\)](#)
- [Institute for Research on Women \(IRW\)](#)
- [New High Energy Theory Center \(NHETC\)](#)
- [NJ Civic & Law-Related Education](#)
- [Rutgers Advanced Institute for Caribbean Studies \(RAICCS\)](#)
- [Rutgers British Studies Center \(RBSC\)](#)
- [Rutgers Center for Chinese Studies \(RCCS\)](#)
- [Rutgers Center for Cognitive Science \(RuCCS\)](#)
- [Rutgers Center for Historical Analysis \(RCHA\)](#)
- [Rutgers Center for Philosophy of Religion](#)
- [Rutgers English Language Institute \(RELI\)](#)

- [Rutgers Oral History Archives \(ROHA\)](#)
- [South Asian Studies Program \(SASP\)](#)
- [Thomas Edison Papers](#)
- [W.M. Keck Center for Collaborative Neuroscience](#)

Faculty, Research, and Engagement

With renowned scholars across the academic spectrum, SAS plays a preeminent role in the research-rich culture of Rutgers and is well-positioned to drive discovery.

Researchers and scholars in the Rutgers University—New Brunswick School of Arts and Sciences span the biological, mathematical, and physical sciences, humanities, and social and behavioral sciences, at home and around the globe. Across these divisions, geneticists and neuroscientists work to unlock the mysteries of Alzheimer’s disease and autism; sociologists shine a light on unequal access to healthcare; geologists track the impact of climate change on sea level at the Jersey Shore; and philosophers focus their inquiries right down to the challenges of day-to-day decision-making. The school fosters a culture in which outstanding teaching, boundary-breaking research, and engagement with the broader world are all interconnected and contribute to the greater good of society and New Jersey.

The school recently added critical laboratory facilities, instituted a revised undergraduate biology program that places greater emphasis on research skills, and recruited faculty in emerging fields such as digital humanities, computational genetics, and for science and math programs focused on analyzing and harnessing the potential of big data.

Division of Humanities

The Division of Humanities is a preeminent interdisciplinary research hub and a wellspring of innovative, interdisciplinary teaching that provides knowledge across a range of fields. Its core mission is to help shape independent judgment and personal expression. As such, the Humanities plays a central role in the well-rounded education of all students and contributes to the creation of informed, actively engaged global citizens, prepared for the realities of the 21st century.

Division of Life Sciences

From genetics to neurological disorders, developmental biology to state-of-the-art scientific and computational tools, the Division of Life Sciences’ quest is to develop the foundational knowledge to address the major biological and medical challenges of our time. These breakthroughs will touch all aspects of life as we know it and underpin solutions to scientific challenges that will present themselves in the future.

Division of Mathematical and Physical Sciences

The Division of Mathematical and Physical Sciences hosts world-class research and educational programs in six academic departments: Chemistry and Chemical Biology, Computer Science, Earth and Planetary Sciences, Mathematics, Physics and Astronomy, and Statistics.

Division of Social and Behavioral Sciences

The Division of Social and Behavioral Sciences includes the eight departments of Africana Studies, Anthropology, Economics, Geography, Latino and Caribbean Studies, Political Science, Psychology, Sociology, and the Program in Criminal Justice. Faculty in these varied departments are committed to understanding and teaching about the human world at many scales, from the mechanisms of individual behavior to the way groups interact, to the politics of states and nations.

School Facts

- 100+ majors and minors across the sciences and humanities
- 47 departments and programs
- 25+ Research Centers and Institutes
- 1,000 full-time faculty
- 200,000+ alumni network
- An [Honors Program](#) that offers the academic environment of a small arts and sciences college within one of the leading research universities in the nation
- [Signature Courses](#) led by award-winning faculty in state-of-the-art lecture halls exploring questions of enduring importance and new challenges of the 21st century to create a common basis for intellectual exchange outside the classroom
- Opportunities for one-on-one research with faculty through the [Aresty Research Center](#)
- [Internship](#) and [service-learning opportunities](#), both locally and abroad
- More than 40 [study abroad programs](#) in 20 countries
- More than 30 graduate degree and certificate programs and faculty connections to nearly 100 postgraduate programs university-wide
- Accelerated health professions programs, including joint degrees with medical, dental, and physician-assistant programs offered through Rutgers Biological and Health Sciences
- [SAS Excellence Award Program Scholarships](#) for incoming and continuing students
- [SAS Career Explorations in Arts and Sciences](#) helps students develop their sense of purpose and bring together their academic interests with career possibilities. A course, workshops, and meetings with successful alumni prepare students to find rewarding employment after graduation.

School of Arts and Sciences Diversity Commitment

The School of Arts and Sciences affirms its role as a leading liberal arts institution and engine of social mobility that serves one of the most diverse states in America and welcomes students and scholars from around the world.

The School of Arts and Sciences is committed to fostering an institutional environment where diverse faces, voices, and experiences are reflected so that all faculty, staff, and students feel safe, welcome, and valued.

The School of Arts and Sciences is committed to providing a comprehensive education that empowers students from all backgrounds and communities — including racial, ethnic, religious, gender identity, sexual orientation, socioeconomic status, and disability status—to reach their highest potential.

The School of Arts and Sciences is committed to providing teaching, research, and service that promote the public good and address pervasive societal problems including all forms of discrimination against underrepresented, vulnerable, and marginalized peoples.

The School of Arts and Sciences is committed to regular and thorough examinations of its policies and practices of diversity, equity, and inclusion with the goal of constantly improving its performance as a diverse institution.





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 **February 19, 2024**.

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

Nominations and inquiries can be directed to:

Alejandra Gillette-Teran, Kim Migoya, and Robin Mamlet
RutgersSASCOO@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



Executive Dean Juli Wade

Juli is a Distinguished Professor in the Department of Psychology. An academic leader and scholar, she has a clear understanding of the important role that public, land-grant, research-intensive institutions serve for their home communities, states, and the nation. Juli's research, funded by the National Institutes of Health and National Science Foundation, focused on understanding the hormonal and genetic factors that regulate brain structure and behavior.

Juli has served as Dean for the College of Liberal Arts and Sciences at the University of Connecticut, and previously worked at Michigan State University for nearly 25 years serving in many roles including Associate Provost for Faculty and Academic Staff Development and as Chair of the Department of Psychology.