

Senior Director for Employee and Labor Relations

Leadership Profile

July 2026



Executive Summary

New Jersey Institute of Technology (NJIT) seeks a seasoned, collaborative, and relationship-centered labor relations executive to serve as its next Senior Director of Employee and Labor Relations. This is a distinctive opportunity to elevate the impact of employee and labor relations at one of the nation's leading public polytechnic research universities, strengthening systems, deepening relationships, expanding institutional knowledge, and positioning the function as a trusted strategic partner at the intersection of strategy, culture, operations, and institutional trust within a complex and highly unionized environment.

NJIT is one of only 35 polytechnic universities in the United States and stands as New Jersey's leading producer of technological talent and innovation. The University is the only institution in the nation designated by the Carnegie Classification as an R1 research university, a tech-focused institution, and an opportunity college. With more than 12,300 students across six schools and colleges, approximately \$171 million in annual research expenditures, and a \$2.8 billion economic impact on New Jersey, NJIT plays a vital role in advancing research, economic mobility, and workforce development. The University is also distinguished by its highly diverse student body and is designated as a Minority-Serving Institution, including as an Asian American and Native American Pacific Islander Serving Institution and a Hispanic Serving Institution.

Reporting to the Senior Vice President for Human Resources and Institutional Access, the Senior Director will serve as a key member of the Human Resources leadership team and the University's lead expert on employee and labor relations. The Senior Director will guide a workforce of approximately 2,200 employees represented by eight collective bargaining units and will provide vision, judgment, and expertise across collective bargaining, contract interpretation, dispute resolution, workplace investigations, policy development, faculty and staff relations, and labor-management partnership.

This leader will join NJIT at a pivotal moment of opportunity and institutional transformation. With major collective bargaining activity on the horizon, significant HR systems modernization underway, and growing institutional momentum around HR stability and service excellence, the Senior Director will help strengthen labor relations strategy, build organizational capability, improve consistency, and position employee and labor relations as a proactive, trusted, and solutions-oriented partner across the University. The role requires a leader who can balance strategic perspective with hands-on execution, build credibility with union leaders and campus stakeholders, invest in relationships before problems emerge, and help institutional leaders navigate complex workforce matters with clarity, diplomacy, resilience, and sound judgment.

The successful candidate will bring significant progressive experience leading employee and labor relations functions within complex organizations, preferably in higher education, the public sector, healthcare, or other highly unionized, mission-driven, or matrixed environments. In addition, the new executive will bring demonstrated first-chair collective bargaining experience, including experience serving as lead spokesperson, developing bargaining strategy, building internal consensus, negotiating agreements, discerning when to compromise and when to hold firm, and managing contract administration. The new Senior Director will also bring extensive experience interpreting and applying collective bargaining agreements, labor laws, employment regulations, policies, and contractual obligations, along with the ability to translate complex labor and employee relations matters into practical guidance for managers, HR colleagues, employees, faculty stakeholders, and institutional leaders. Familiarity with faculty environments, shared governance, and the resolution of complex personnel matters in academic settings will be important. Success will require technical depth, strategic judgment, emotional intelligence, resilience, and the ability to serve as a steady and trusted advisor to senior leaders through complex and sensitive matters. A bachelor's degree is required; an advanced degree, J.D., or other relevant graduate degree is preferred, and equivalent combinations of education and directly relevant experience may be considered.

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 Senior Director for Employee and Labor Relations

Reporting to the Senior Vice President for Human Resources and Institutional Access, the Senior Director of Employee and Labor Relations serves as a key member of the Human Resources leadership team and a trusted strategic advisor to institutional leaders across NJIT. The Senior Director provides vision, leadership, and expertise for all employee and labor relations matters, guiding a complex and highly unionized workforce environment of approximately 2,200 employees represented by [eight collective bargaining units](#), while advancing the University's mission, strategic priorities, and commitment to fostering a positive workplace culture.

The Senior Director is responsible for shaping labor relations strategy, leading collective bargaining efforts, advising senior leaders on complex workforce matters, and cultivating productive relationships with union leadership and key campus stakeholders. The role serves as a critical bridge between institutional priorities and contractual obligations, helping leaders make informed decisions while promoting trust, collaboration, and organizational effectiveness.

As the University's foremost resource on labor and employee relations, the Senior Director provides leadership in contract interpretation, dispute resolution, workplace investigations, policy development, organizational problem-solving, and labor-management partnership.

Leading a dedicated team of two employees and labor relations partners, the Senior Director will foster a culture of collaboration, accountability, continuous improvement, and service excellence while positioning the function as a trusted strategic partner to the University community.

Key responsibilities and strategic priorities include:

- As a senior member of the Human Resources team, works to integrate employee and labor relations into all areas of HR while building collaboration, understanding, and a culture of compliance with the Collective Bargaining Agreements.
- Responsible for the interpretation and application of laws, procedures, policies, precedents, and collective bargaining agreement provisions across the University.
- Ensures appropriate communication and training are provided for employees and supervisors in the areas of campus policy, employee relations, labor relations, collective bargaining issues, etc.
- Serves as the lead negotiator and directs the collective bargaining process with labor unions while ensuring collaboration and buy-in by senior university leaders and other key stakeholders.
- Assesses and recommends appropriate human resource policies and processes, to include department, university, and university system policies and procedures, and provides guidance as to how legal and policy changes interact with collective bargaining agreement language.
- Ensures effective representation of the University at hearings and other administrative processes involved with employee and labor relations matters.
- Oversees investigations and reports on complaints from employees to ensure fair and equitable treatment.
- Develops strong relationships with managers and line supervisors; serves as a coach in managing difficult labor-related issues; works with colleagues to identify and create innovative solutions to solve and prevent problems.

- Mentors the employee and labor relationships team and forges authentic, collaborative relationships with other HR leaders to ensure a highly effective team-oriented culture.
- Partners closely with the Senior Vice President for Human Resources and Institutional Access as a senior thought partner and visible HR leader, helping to advance institutional priorities, strengthen collaboration across the HR function, and provide steady leadership on complex employee and labor relations matters that carry significant organizational impact.



Opportunities and Expectations for Leadership

This role presents a distinctive opportunity to elevate the impact of employee and labor relations at a growing, increasingly sophisticated university. NJIT seeks a technically strong, collaborative, and emotionally intelligent leader who can strengthen systems, deepen relationships, expand institutional knowledge, shape workforce strategy, and position the function as a trusted partner in advancing the University's mission, culture, and long-term success.

The Senior Director will join NJIT at a pivotal moment of institutional transformation. As the University modernizes operations, implements new technologies, and strengthens workforce partnerships, this leader will help establish the employee and labor relations team as a strategic, collaborative, and campus-wide resource that advances organizational effectiveness, labor-management partnership, and institutional trust. Success will require technical depth, sound judgment, resilience, diplomacy, and the ability to translate complex labor and employee relations matters into practical guidance for leaders across the institution.

Lead a Strategic Negotiations Agenda: Several important labor negotiations and contract administration priorities lie ahead within a complex environment that includes eight unions and a workforce that is more than 80 percent unionized. The Senior Director will serve as both strategist and practitioner, providing first-chair leadership for collective bargaining efforts and partnering closely with institutional leaders to develop bargaining approaches that support workforce needs, contractual obligations, broader university objectives, and the long-term financial security of the institution. While labor-management relations have generally been positive, NJIT's unions are active and engaged, and the institution must be prepared for increasingly complex negotiations and high-pressure moments.

The successful candidate will bring the confidence and credibility to operate as lead negotiator, coupled with the diplomacy and strategic judgment to navigate complex contractual issues, build consensus among diverse stakeholders, discern when to compromise and when to hold firm, and establish credibility with union leadership through thoughtful, transparent, and relationship-driven engagement. This leader will need to keep financial pressures and institutional sustainability top of mind throughout the bargaining process, helping NJIT pursue fair, practical, and responsible outcomes that protect the University's ability to advance its mission over time. This role offers the opportunity to strengthen alignment among campus stakeholders, improve consistency in contract interpretation and administration, and help establish a more coherent long-term labor relations strategy across multiple bargaining units and agreements.

Build Engagement, Collaboration, and Credibility for the ELR Function: Employee and labor relations sit at the intersection of many critical university functions. It will be critical for the successful candidate to strengthen partnerships across Human Resources, including HR Operations, Compensation, HRIS, Talent Management, and HR Generalists, while also building productive relationships with faculty leaders, administrators, and union representatives. Close collaboration with Compensation and HRIS will be particularly important as the institution continues to refine Workday processes, maintain contract compliance, and align workforce practices with collective bargaining agreements. The University seeks a leader who can convene diverse stakeholders, foster shared ownership, and build consensus around complex challenges. The preferred approach is one that views unions as partners rather than adversaries, invests in relationships with union leaders before problems emerge, and builds trust and credibility through ongoing engagement rather than crisis management.

Rebuild Trust and Increase Visibility Across Campus: The University seeks a dynamic, highly visible, and relationship-oriented leader who can help strengthen confidence in Human Resources and Employee and Labor Relations across the campus community. Following a period of significant organizational change and turnover within Human Resources and the ELR function, NJIT has entered a more stable chapter and is positioned to build stronger partnerships with faculty, staff, administrators, and union leaders. The successful candidate will be expected to cultivate trust through regular engagement, proactive outreach, responsiveness, accessibility, partnership, and a genuine understanding of campus perspectives. This leader will serve as a trusted advisor and recognizable presence across the institution, reinforcing Employee and Labor Relations as a strategic resource, building relationships before issues arise, listening carefully to understand the perspectives of faculty and other stakeholders, and fostering a culture of transparency, mutual respect, shared ownership, and constructive accountability. In doing so, the next Senior Director will have the opportunity to leave a lasting institutional imprint by strengthening relationships, improving organizational capability, promoting a proactive and solutions-oriented approach to complex issues, and helping the University navigate an increasingly complex higher education landscape with confidence and consistency. The successful candidate will be expected to leverage their expertise in building strong collaborative partnerships with the Office of General Counsel, the Department of Institutional Access, and outside counsel.

Develop Institutional Capacity and Contract Fluency: NJIT's collective bargaining agreements are complex and highly consequential, creating an opportunity for the next Senior Director to become a critical educator, translator, and strategic advisor to the broader institution. The successful candidate will be charged with advancing labor relations expertise beyond a small group of specialists and building a broader organizational understanding of collective bargaining agreements, labor law requirements, contractual obligations, and the practical implications of negotiated provisions. Beyond interpretation, this leader will help managers,

administrators, HR colleagues, and institutional leaders confidently navigate complex labor environments by developing tools, guidance, training programs, and communication strategies that increase institutional knowledge, reduce reliance on institutional memory, and ensure newly negotiated contract provisions are implemented consistently and effectively across the University. Success will require a collaborative and relationship-driven leader who can provide sound advice, help leaders think through complex issues, recommend practical approaches that reflect both contractual requirements and institutional priorities, and foster more consistent decision-making across the University.

Strengthen Faculty Relations and Workplace Investigations Processes: The University also seeks to enhance its approach to employee and faculty relations matters, including workplace investigations and the management of complex personnel issues. The Senior Director will have an opportunity to establish greater clarity regarding roles, responsibilities, and decision-making processes while strengthening collaboration with key campus partners, including the Vice Provost for Faculty Affairs. Success will include developing clear guidelines for engagement, ensuring consistency in the handling of faculty and staff matters, and building a collaborative framework that supports fairness, accountability, and effective resolution of workplace concerns. The successful candidate should bring a strong understanding of faculty environments, an ability to listen across constituencies without reacting prematurely, and the judgment to absorb input, conduct analysis, and respond strategically in emotionally charged situations.

Guide Workforce Strategy During a Period of Institutional Transformation: Like many higher education institutions, NJIT continues to navigate evolving financial realities, external pressures, and organizational change. The Senior Director will play a key role, in close partnership with the Senior Vice President for Human Resources and Institutional Access, in helping leaders understand the labor, legal, contractual, and workforce implications of strategic decisions. This individual will be expected to provide thoughtful guidance during periods of organizational transition, balancing institutional priorities with employee considerations while identifying practical and sustainable workforce solutions. The successful candidate must be comfortable advising an interim and, eventually, a new president, a provost, and other senior leaders through complex labor and employee relations matters. Strong implementation skills will be essential, including the ability to establish clear accountability, communication plans, risk mitigation strategies, and effective execution frameworks while maintaining composure and effectiveness under pressure.

Modernize and Elevate the Employee and Labor Relations Function: NJIT seeks a leader who can assess and enhance the systems, processes, and infrastructure that support Employee and Labor Relations. Building upon recent investments in technological modernization, including the implementation of Workday and the transition to Nexus (ServiceNow) for case management, the successful candidate will establish consistent, sustainable approaches to case tracking, records management, contract administration, and documentation. This individual will help reduce reliance on historical practices and institutional memory by developing clear processes, creating greater operational consistency, and ensuring the function is positioned to effectively support the evolving needs of the University. Equally important, this leader must be able to build capability across HR and the broader institution, translating complex labor agreements and employment matters into actionable guidance that managers, administrators, and HR partners can apply with confidence and consistency.

Contribute to the Ongoing Workday Implementation and Institutional Process Design: Following the launch of Workday on July 1, 2026, NJIT is seeking a proactive and strategic partner who can ensure labor and employee relations considerations are integrated into future system enhancements, workflow redesigns, business process refinements, and operational decision-making. The Senior Director will have the opportunity to influence how institutional systems support contractual obligations, workforce policies, and operational effectiveness. Rather than reacting to challenges after implementation, this leader will help establish Employee and Labor Relations as an essential voice in enterprise-wide planning, anticipating issues before they become problems and ensuring labor considerations are incorporated early and effectively into institutional initiatives.

Develop a High-Performing and Service-Oriented Employee and Labor Relations Team: The Senior Director will lead a small but highly influential and dedicated Employee and Labor Relations team and will have the

opportunity to elevate its effectiveness while shaping its culture, reputation, and impact across the institution. Success will require fostering an environment characterized by accountability, engagement, collaboration, service, team cohesion, and continuous growth, while modeling steadiness, resilience, and emotional regulation in a high-pressure environment where challenging moments can occur frequently. The University seeks a leader who is accessible, supportive, and committed to coaching, mentorship, and professional development while setting clear expectations for responsiveness and stakeholder service. Particular focus will be placed on strengthening partnerships with the HR Generalist Team, clarifying responsibilities across HR functions to create a more seamless experience for campus stakeholders. Success will be measured not only by operational outcomes but also by the development, engagement, and long-term effectiveness of the team.

Professional Qualifications and Personal Qualities

NJIT seeks a seasoned employee and labor relations leader with the expertise, judgment, and interpersonal sophistication to operate successfully within a highly unionized, complex research university environment. The successful candidate will bring a demonstrated record of strategic labor relations leadership; substantial experience with collective bargaining, contract administration, workplace investigations, and employee relations practices; and the ability to build trusted relationships across diverse stakeholder groups.

The successful candidate will be a highly trusted and visible leader who combines technical labor relations expertise with strategic clarity, emotional intelligence, resilience, and a genuine commitment to partnership and service. This individual will bring judgment to advise senior leaders through complex and sensitive matters, steadiness to navigate high-pressure situations, and a collaborative orientation to position Employee and Labor Relations as a proactive, strategic, and trusted institutional partner. In addition, the new leader will possess the following qualifications and personal characteristics:

Education

- Bachelor's degree required; advanced degree, J.D., or other relevant graduate degree preferred (equivalent combinations of education and directly relevant experience may be considered).

Labor Relations Knowledge and Experience

- Significant progressive experience leading employee and labor relations functions within complex organizations, preferably in higher education, public sector, healthcare, or other highly unionized, mission-driven, or highly matrixed environments.
- Demonstrated first-chair collective bargaining experience, including serving as lead spokesperson, developing thoughtful bargaining strategy, building internal consensus, negotiating agreements, discerning when to compromise and when to hold firm, and managing contract administration.
- Extensive experience interpreting and applying collective bargaining agreements, labor laws, employment regulations, policies, and contractual obligations.
- Proven ability to translate highly complex contractual language, labor agreements, policies, and employment matters into practical guidance for managers, administrators, HR colleagues, employees, and institutional leaders.
- Experience advising executive leaders through sensitive labor and employee relations matters requiring sound judgment, discretion, political awareness, and a balanced understanding of institutional priorities, contractual obligations, and employee considerations.

- Knowledge of grievance administration, arbitration preparation, dispute resolution, workplace investigations, and disciplinary processes.
- Experience preparing for and navigating mature, active, and assertive union environments, including complex negotiations and high-pressure moments.
- Experience managing relationships with multiple bargaining units, including sophisticated and influential employee groups, while preserving productive relationships throughout the negotiation process.
- Familiarity with faculty and professional staff labor environments and the distinctive dynamics of shared governance and academic organizations is preferred.

Strategic Leadership and Organizational Effectiveness

- Demonstrated ability to align labor and employee relations strategies with broader organizational priorities and institutional goals.
- Experience establishing, improving, and documenting policies, processes, workflows, and operational practices that strengthen consistency, sustainability, and institutional effectiveness.
- Success in building internal capability by developing tools, training programs, and educational resources that increase organizational understanding of labor relations issues, contractual obligations, and employee relations practices.
- Ability to assess complex organizational challenges, identify root causes, and develop practical, sustainable solutions.
- Demonstrated ability to build systems, strengthen processes, improve consistency, and expand institutional capacity so that labor and employee relations practices are well understood and applied consistently across the University.
- Experience partnering closely with areas such as HR operations, compensation, talent management, compliance, legal affairs, and HR technology functions.
- Understanding of how labor relations considerations intersect with HR systems, organizational design, workforce planning, classification structures, and compensation practices.
- Ability to serve as a proactive and strategic advisor to senior leaders, helping them anticipate issues, think through complex labor and employee relations matters, and identify practical approaches.
- Appreciation for the distinctive culture and governance dynamics of higher education, including the ability to strengthen approaches to faculty relations, workplace investigations, and the resolution of complex personnel matters.

Leadership Skills & Competencies

- **Collaboration:** A service-oriented approach to employee and labor relations, with a demonstrated commitment to building trust, responsiveness, and credibility with leaders, managers, employees, union representatives, faculty, administrators, HR partners, and senior leadership.
- **Communication:** Excellent written and verbal communication skills, including the ability to explain complex policies, contractual provisions, labor agreements, and employment matters clearly and effectively to varied audiences.

- **Interpersonal Relationships:** Exceptional interpersonal, listening, facilitation, and consensus-building skills; demonstrated ability to establish credibility and trust with employees, managers, faculty, union leaders, senior administrators, and governing stakeholders; experience navigating highly sensitive situations with diplomacy, professionalism, emotional intelligence, and strong emotional regulation.
- **Proactive Relationship-Building:** A visible, engaged, and relationship-oriented leadership style, with the ability to invest in relationships before problems emerge, foster mutual respect and productive dialogue, and approach unions as partners in advancing shared institutional goals.
- **Transparent & Engaged Leadership:** Leadership style characterized by transparency, accessibility, responsiveness, and a willingness to engage directly in both strategic and day-to-day work; ability to establish clear expectations, foster accountability, and create an environment that promotes engagement, collaboration, and continuous learning.
- **Influence Management:** Ability to influence outcomes through relationships, collaboration, and credibility rather than positional authority.
- **Resilience and Judgment:** Resilience, agility, steadiness, diplomacy, and sound judgment in a demanding environment where difficult issues may arise frequently and require careful navigation.
- **Solution Orientation:** Demonstrated ability to bring creative, practical problem-solving to complex workplace and labor relations matters, balancing functional expertise and accountability with a highly collaborative, team-oriented approach.
- **Team Management:** Demonstrated success leading, mentoring, and developing professional staff within employee and labor relations or related human resources functions; experience developing high-performing teams that are viewed as trusted institutional resources and strategic partners.
- **Organizational Change:** Experience leading organizational change initiatives while balancing stakeholder interests, operational needs, labor considerations, and institutional priorities.
- **Personal Characteristics:** Strong interpersonal judgment, integrity, discretion, emotional intelligence, and composure, with the ability to absorb input from multiple constituencies, listen without reacting prematurely, analyze complex facts and dynamics, and respond in a measured, strategic, fair, and solutions-oriented manner.

About New Jersey Institute of Technology

Overview

Since its founding in 1881, the New Jersey Institute of Technology (NJIT) has been committed to academic excellence and is now one of the nation's leading polytechnic universities. With approximately more than 12,300 students across six schools and colleges, NJIT has seen significant growth in both enrollment and strategic metrics, thanks to new programs, innovations in research, and campus development. The University's multidisciplinary, computing-intensive curriculum prepares students to lead in the technology-dependent economy of the 21st century by providing technological proficiency, business acumen, and leadership skills.

NJIT is ranked among the top universities in the United States. It is an "R1" research university, the highest designation for research activity, conducting approximately \$171 million in research annually and generating a \$2.8 billion economic impact. U.S. News & World Report ranks NJIT among the Top 50 Public National Universities (#80 overall) and is recognized for its strong return on investment. With over 125 degree programs, including 20 Ph.D. offerings, and more than 140 research institutes, NJIT offers students an immersive education that combines hands-on experience, research, and industry-relevant knowledge.

The University has a student-to-faculty ratio of 17:1 and has invested over \$700 million in infrastructure in the past decade to provide sophisticated classrooms, labs, technology, and student support facilities. NJIT is recognized as a Minority-Serving Institution (MSI) by the U.S. Department of Education, including as an Asian American Native American Pacific Islander Serving Institution (AANAPISI) and a Hispanic-Serving Institution (HSI). This commitment to diversity helps prepare students to thrive in and lead the modern workforce.

NJIT's new Center for Translational Research and Center for Student Entrepreneurship support new revenue streams through the commercialization and licensing of NJIT innovations to established companies and university spin-offs, and through new university-industry R&D collaborations. Looking ahead, NJIT is adapting its strategic plans to address challenges such as advancements in artificial intelligence, changing student demographics, and the evolving impact of the global pandemic. NJIT's 2030 initiative aims to transform the University experience through unparalleled education, innovation, and applied research, cultivating a diverse community of leaders and professionals prepared for the future, and creating an "Innovation Nexus."

Academics

NJIT is home to six schools and colleges. Each has a distinct identity while contributing to NJIT's overall mission. As the University has grown and evolved, care has been given to ensure that each college augments the others. An interdisciplinary approach to learning allows students to study across the full breadth of NJIT. The University works actively to constantly develop new educational opportunities designed to meet the changing needs of the



marketplace. Learning communities, undergraduate and graduate research, hands-on experiences, internships, and co-op programs complement the classroom and laboratory experience. In this same spirit, NJIT looks to integrate student life with academics and believes that engagement with athletics, student clubs, and other activities is a part of a successful, holistic curriculum.

NJIT is committed to the challenge of preparing students to compete and excel in the quickly changing landscape of the high-tech industry. The

immersive, multi-dimensional educational experience students receive in preparing them to be well-rounded citizens of their communities is a central component of meeting that challenge.

Colleges and Schools

- Newark College of Engineering
- Hillier College of Architecture and Design
- Jordan Hu College of Science and Liberal Arts
- Martin Tuchman School of Management
- Albert Dorman Honors College
- Ying Wu College of Computing

Research

Mirroring the growth evolution of the institution itself, NJIT has steadily increased its research output and, in 2019, was designated an R1 research university. NJIT has approximately 175 research institutes, centers, and laboratories, up from 41 in 2010. NJIT has continually grown its research enterprise with \$167 million in annual research expenditures in FY2023 and a total of \$180 million in NSF Awards received since 2005. The University aims for national and international prominence in research areas ranging from bioscience and engineering, data science and management, environment and sustainability, material science and engineering, and robotics and machine intelligence.

Housed within NJIT is also the New Jersey Innovation Institute (NJII), a 501(c)(3) organization. As a unique NJIT corporation, NJII is exceptionally positioned to be agile, entrepreneurial, and opportunistic. NJII is focused on accelerating technology and fostering innovation among industry, academia, and government to have a positive economic impact in New Jersey.

Students

NJIT embraces and takes its purpose as a public university seriously, and students are at the heart of that mission. More than 35 percent of undergraduate students are the first in their families to attend college, and about 45 percent receive Federal Pell Grants. In a typical year, more than 90 percent of undergraduate students have federally demonstrated financial need. Qualifications of incoming students have risen significantly in recent years as first-year applications have more than doubled since 2014. Students come to NJIT with an uncommon seriousness of purpose and willingness to work hard. This work ethic and drive manifest themselves through successful careers and an inordinate amount of prestigious national honors.

Some 62 percent of students are from New Jersey, but more than 1,743 international students hail from over 100 countries. NJIT has earned a minority-serving institution (MSI) designation from the U.S. Department of Education. Under the umbrella MSI designation, NJIT has qualified as an Asian American and Native American Pacific Islander Serving Institution (AANAPISI), with more than 18% of undergraduate students identifying as Asian American or Pacific Islander (AAPI). It is also a Hispanic Serving Institution (HSI) with 29% of the undergraduate student population being of Hispanic origin. Students of color make up 58% percent of the student body, and NJIT has been nationally ranked by *Diverse* among the top 20 universities in the nation for graduating minority engineers.



As a polytechnic university with about 90 percent of our students studying in a STEM area, NJIT students can find others who share similar passions around science and technology with ease. Many students choose NJIT for the opportunity it provides, and there is a professional focus on campus. Students recognize their time at NJIT as the first step in a greater journey with the power to be transformational for both them and their families. The sense of opportunity is palpable. They are cognizant of student outcomes while on campus and excited about entering the workforce on the cutting edge.

Students are engaged as leaders on campus and are part of a diverse campus life. More than 50 percent of first-year students, and 25 percent of students overall, live on campus. Over 150 student clubs exist, and with a robust Student Senate, Graduate Student Association, a network of Greek organizations, and a culture of community service, student engagement in campus leadership positions is high. The NJIT Theater Arts Program offers students degree opportunities in the arts and boasts several theater and musical performances each year, while the NJIT E-sports team is nationally ranked.

Athletics

NJIT competes at the Division I level in 19 varsity sports as a member of the America East Conference. Student athletes are dedicated scholars in their own right, with incoming SAT averages that mirror the class at large and a current streak of 30 consecutive semesters in which the student-athletes averaged above a 3.0 GPA. This past semester, 68 student-athletes achieved a 4.0 GPA. Additionally, the Joel and Diane Bloom Wellness and Events Center hosts intramural sports, fitness facilities, and a significant conference space.

Leadership

John D. Pelesko, Ph.D. Interim President



Following the announcement that NJIT President Teik C. Lim will retire on August 3, 2026, the University's Board of Trustees unanimously appointed Dr. John A. Pelesko, NJIT's provost and executive vice president for academic affairs, to serve as interim president starting August 4, 2026. The decision was made during a public session of the Board on June 11, 2026, reflecting strong confidence in Pelesko's leadership and institutional knowledge. Dr. Pelesko is a New Jersey native and NJIT alumnus, earning his Ph.D. in mathematical sciences from the University. He has held numerous academic and leadership

roles throughout his career, including professor, department chair, associate dean, and dean at various institutions. Since 2023, as NJIT's provost, he has overseen the University's academic enterprise, including its colleges and schools, research initiatives, enrollment management, graduate and undergraduate studies, global initiatives, and career development services. During his tenure as provost, Pelesko has strengthened NJIT's research activity and helped shape the University's strategic plan. He has also led the AI@NJIT initiative, aimed at preparing students and academic programs for an AI-driven economy.



William ("Bill") Brady, Senior Vice President of Human Resources and Institutional Access

William ("Bill") Brady serves as Senior Vice President for Human Resources and Institutional Access at New Jersey Institute of Technology, where he provides strategic leadership for the University's human resources and institutional access functions. Under Brady's leadership, the division has grown significantly and has recently added additional functions, including payroll, civil rights compliance, student disability accommodations, and student employment. As a member of the University's senior

leadership team, he serves as a trusted advisor to campus leaders on workforce strategy, organizational

development, and human capital priorities that support NJIT's mission as a leading public polytechnic research university.

Brady arrived at NJIT in 2024 and has almost 20 years in public higher education HR. Prior to NJIT, Brady served as Chief Human Resources Officer at both Boise State University and the University of Massachusetts Amherst, where he led efforts to modernize HR operations and transform human resources functions into strategic, data-informed partners to campus leadership. Prior to his CHRO roles, Brady focused primarily on employee and labor relations with a focus on academic labor relations. Brady earned a Juris Doctor from the University of Toledo College of Law and a Bachelor of Arts in Political Science from Washington College.

Newark, New Jersey

Newark is New Jersey's largest city, with a population of over 300,000, and is undergoing revitalization through significant corporate investment in its downtown Central Ward and residential neighborhoods. The city is home to cultural landmarks such as the New Jersey Performing Arts Center (NJPAC) and the Prudential Center, which hosts the NHL's New Jersey Devils. Newark is also a hub for major corporations, including Prudential Financial, Panasonic, Audible.com, and PSEG.

Newark boasts several parks of historical significance, such as Branch Brook Park, which hosts the country's largest collection of cherry blossoms, and Weequahic Park, which features a natural lake and golf course. Both parks were designed by the Olmsted Brothers. Weequahic Park was once a venue for horse and car racing and even hosted President Ulysses S. Grant.

Located in the vibrant University Heights district, NJIT is just 20 minutes by train from New York City. Newark's transportation network, including Newark Penn Station and Newark Liberty International Airport, makes the city highly accessible. The University shares the neighborhood with other academic institutions, including Rutgers University-Newark and Seton Hall Law School.

Newark continues to experience a cultural renaissance, with attractions such as NJPAC, Newark Symphony Hall, and the Newark Museum of Art, as well as a growing restaurant scene, especially in the Ironbound District. The district is known for its Portuguese restaurants and shops. The Prudential Center, also known as "The Rock," hosts over 175 events annually, including concerts and professional hockey games.



Procedure for Candidacy

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

This search is led by Sarah Palmer and Tyler Workman of WittKieffer. Applications will be reviewed on a rolling basis. To receive the fullest consideration, candidate materials should be received by **August 31, 2026**. Application materials and nominations should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries may be directed to **Tyler Workman** (tworkman@wittkieffer.com) and **Sarah Palmer** (spalmer@wittkieffer.com).

NJIT reasonably expects to pay within the range of \$200,000 - \$225,000.

As an EEO employer, NJIT is committed to building a diverse and inclusive teaching, research, and working environment and strongly encourages applications from individuals with disabilities, minorities, veterans, and women.