



ABOUT THE OPPORTUNITY

Rutgers University–Camden invites nominations and applications for the position of Executive Vice Chancellor for Academic Affairs and Provost. Rutgers–Camden seeks a bold, energetic, creative, and inspirational leader with a proven track record of accomplishment as a successful scholar and administrator. The next Provost will be a visionary who is passionately committed to Rutgers–Camden’s educational access, public service, and teaching and research missions, with a particular dedication to advancing DEI, belonging, anti-racism, and social justice at the institution. The ideal candidate will be an innovative, strategic, and collaborative leader with a strong fiscal acumen, who can continue to elevate Rutgers–Camden’s academic and research profiles. The Provost will also uplift and advance the institution through inclusive efforts that build bridges internally and externally between the institution and its partners in South Jersey and the region.

INSTITUTIONAL OVERVIEW

Founded in 1926 as the South Jersey Law School, and joining Rutgers in 1950, Rutgers University–Camden is a leader in education and research. Rutgers–Camden enrolls roughly 6,700 undergraduate and graduate students, employs more than 1,300 faculty and staff, and has more than 55,000 alumni. Rutgers University–Camden offers [39 undergraduate majors](#) and [29 graduate programs, across four schools and colleges](#), with an average class size of 24 students and a 10:1 student to faculty ratio. An R2 university with high research activity, the institution comprises the [College of Arts and Sciences](#) and its [Graduate School](#), the [School of Business](#), [Rutgers Law School](#), the [School of Nursing](#), and the [School of Social Work](#).

An R2 university, Rutgers–Camden boasts a unique student body, 55 percent of whom are first-generation students and more than 50 percent are from underrepresented racial or ethnic backgrounds, [classifying them as a Minority Serving Institution](#). This designation not only recognizes the unique culture and population of the campus, it also opens them up opportunities for unique funding mechanisms. Rutgers–Camden is uniquely positioned as the only MSI in South Jersey, and the closest to Philadelphia. Rutgers–Camden’s fall 2021 enrollment includes 607 first-year undergraduates, 323 of whom are first-generation, 157 who identify as Latinx, and 135 who identify as African American. Despite the pronounced challenges in student recruitment that colleges and universities across the nation are experiencing, Rutgers–Camden is on track to sustain its undergraduate and graduate enrollment.

During the fall 2020 semester, Rutgers–Camden [received national recognition](#) as a research university that provides great value and opportunity for its students. [U.S. News and World Report](#) gave strong marks to Rutgers–Camden in its 2021 rankings. Among national universities, Rutgers–Camden posted solid rankings in the following categories: Top Performers on Social Mobility (18), Top Public Universities (67), Best Colleges for Veterans (86), Best Value (148), and Overall (148). *Washington Monthly* magazine again [ranked Rutgers–Camden in its “Best Bang for the Buck” category](#) as a university that provides social mobility opportunities for its students.

THE CITY OF CAMDEN

The institution is located in the University District of Camden, a city nationally known for its determination and resilience, in the heart of the metro Philadelphia region directly across the river and easily connected via subway. The [City of Camden](#) has recently benefited from a [\\$2.5 billion influx of public and private investment](#), the goal of which is to transform the city and the campus's immediate neighborhood. In the past few years, new construction on the Camden Waterfront – two blocks from the Rutgers campus – has attracted the corporate headquarters of [American Water](#), [NFI Industries](#), [The Michaels Organization](#), and [Conner Strong & Buckelew](#). Camden's first hotel in decades – the [Hilton Garden Inn](#) – opened in December 2020 and is immediately adjacent to the campus. Additionally, a new apartment complex opened in the past year, providing comfortable housing options for Rutgers–Camden students. [Subaru](#) and the [Philadelphia 76ers](#) relocated their corporate headquarters to Camden, adding to the roster of existing assets such as the [Adventure Aquarium](#) and the [Freedom Mortgage Pavilion, a LiveNation concert venue](#).

Camden's revitalization is part of the "[Camden Rising](#)" initiative that has been active in the city for several years and continues to take a holistic public/private approach to address public safety, K-12 education, and economic development. Rutgers anchors an emerging "[eds and meds](#)" corridor linking the Camden campus with that of [Cooper University Hospital](#). The city's commitment to community public safety has been applauded by [President Barack Obama](#) and others nationally. It also drew plaudits from around the country for the way the [Camden police demonstrated solidarity](#) with the community during the nationwide protests in the summer of 2020.

As the southernmost campus of Rutgers, The State University of New Jersey, Rutgers University–Camden is an important anchor institution for the City of Camden and for southern New Jersey. It offers off-site courses across the region, most notably at [Camden County College](#) and [Atlantic Cape Community College](#). Under the auspices of the [Senator Walter Rand Institute for Public Affairs](#), Rutgers University–Camden provides policy analysis for South Jersey. It also is actively engaged with business leaders and organizations across the state and in Philadelphia.

The University remains an important partner in championing the work of building and improving the social and physical infrastructure of its city, with students, faculty, and staff enthusiastically involved in [civic engagement work](#) in the community.

STUDENTS

Rutgers University–Camden attracts, retains, and graduates a talented and diverse student population, many of whom are the first generation in their family to attend college. Many of its students come from lower-income backgrounds. While this has been true throughout the history of Rutgers–Camden, the diversity of its undergraduate student population now aligns much more closely with the demographic profile of New Jersey, making Rutgers–Camden a true place of educational access and social mobility for all students. Student success is of critical importance to the University. Through targeted academic [support programs](#) such as academic and success coaching, tutoring and academic workshops, and a host of other academic supports and services, Rutgers–Camden works to help students achieve their fullest potential.

Although tuition assistance programs, such as [Bridging the Gap](#), along with a more strategic enrollment management plan, have increased the number of students enrolling from across New Jersey, the undergraduate population primarily draws from the state's southernmost six counties. Graduate

programs largely recruit on a national scale, while the PhD and MBA programs recruit globally. Rutgers–Camden students earn renowned awards and honors including the prestigious Fulbright award, as well as numerous other prominent grants and fellowships.

In recognition of its commitment to serving student-veterans, in 2016 [Rutgers University–Camden was named New Jersey’s first Purple Heart University](#). Designated as a [Yellow Ribbon School](#) by the Department of Veterans Affairs, Rutgers–Camden recently secured a U.S. Health Resources and Services Administration (HRSA) grant up to \$1.5 million to launch the [Veterans Serving Veterans Nursing Fellowship Program](#), which is training veterans to become nurses who will then serve other veterans.

Students at Rutgers–Camden are involved in a rich and engaging set of student life activities including [more than 60 clubs and organizations](#), a [vibrant Greek life](#), and [numerous community service opportunities](#). Approximately 90 percent of the student population commutes from across southern New Jersey and the greater Philadelphia region, with a growing number choosing to live in private off-campus housing options near campus.

During the last four academic years, there has been a notable increase in undergraduate and graduate students receiving competitive and prestigious fellowships and scholarships. These awards include Fulbright Summer Institute, Fulbright, Coro Fellows, NYC Urban Fellows, Boren fellowship, several Benjamin Gilman Scholarships awardees, among others.

FACULTY AND STAFF

Rutgers–Camden proudly employs more than 850 faculty members. Several leading faculty are engaged in trailblazing academic initiatives and pioneering research. Further, an increasing percentage of faculty at Rutgers–Camden receive grants from such leading funders as the [National Institutes of Health](#), the [National Science Foundation](#), the [National Endowment for the Humanities](#), the [National Endowment for the Arts](#), the [U.S. Department of Energy](#), the [Robert Wood Johnson Foundation](#), the [Knight Foundation](#), and the [U.S. Army Research Office](#). Additionally, they are finalists in the running to receive DEI funding from the Driving Change initiative via the [Howard Hughes Medical Institute \(HHMI\)](#). The Driving Change initiative is intended to drive genuine and lasting culture change on university campuses so undergraduate students from all backgrounds, particularly those who belong to historically excluded groups, will excel in STEM and graduate from college well prepared to pursue advanced degrees and eventually assume leadership roles in STEM. Their research is published by leading trade and scholarly presses, and they publish in and edit top scholarly journals. They are fellows of leading professional societies, such as [the American Association for the Advancement of Science \(AAAS\)](#) and the [American Academy of Nursing](#).

The Provost will help oversee a research portfolio that has been growing steadily over the past three years because of an impressive array of faculty, graduate, and undergraduate research ventures. In fact, Rutgers–Camden is the only university in New Jersey offering a [MARC Program](#) for undergraduate research. With a mission of increasing diversity in the biomedical sciences this [\\$1.2 million grant](#) from the National Institutes of Health partners students with faculty mentors who support and prepare them for doctoral study. During FY2021, Rutgers University–Camden received \$19.5 million in research funding through 160 awards, representing a COVID-related decrease from FY2020, when 163 campus projects secured \$20.4 million, but an increase from FY2019 when 140 projects secured \$15.9 million.

A few recent examples of the achievements of Rutgers–Camden faculty include:

- Dr. Evan Jewell, Assistant Professor of History, was recently awarded the Rome Prize ([A Place in the Pantheon \(rutgers.edu\)](#))
- Dr. Grace Brannigan, Associate Professor of Physics, was recently awarded a \$2 million grant from the National Science Foundation ([Five Rutgers–Camden Faculty Members Earn 2022 Chancellor’s Award for Outstanding Research and Creative Activity | Rutgers University-Camden](#))
- Dr. Susan Mokhberi, Associate Professor of History, was awarded the 2022 Iran World Book Award ([Professor of History Wins Prestigious Iran World Book Award : Rutgers-Camden Campus News](#))
- Rutgers-Camden is also home to winners of the Pulitzer Prize for Poetry ([Gregory Pardlo - Author](#)), the Presidential Early Career Award for Scientists and Engineers ([White House Recognizes Rutgers Researchers for Leadership in Science and Technology | Rutgers University](#)), and numerous other distinguished fellowships, grants, and awards.

Over 750 full-time staff members and administrators make up the committed and essential administration of Rutgers University–Camden. Their enthusiasm, talent, and dedication to the University’s mission, its students, and the surrounding community are vital to ensuring the smooth and effective daily operations of Rutgers–Camden. Staff members impact every aspect of life at the University, from supporting the infrastructure of the academic life of the institution, to maintaining a functional, safe, and beautiful campus, to implementing smooth running and engaging athletics programs. Staff members also serve on various University-wide committees. In recognition of their essential contributions, the University offers a wide range of [benefits](#) to employees.

Rutgers University–Camden is powered by its talented and dedicated staff who – at every level – are passionate in their delivery of excellence in service to all constituent groups. Staff colleagues are characterized by a “can-do” spirit and a general eagerness to contribute to the common good. Many staff members represent Rutgers as thought leaders at professional conferences and are frequently invited to share their best practices and experiences with their counterparts across the higher education landscape. They serve Rutgers on University-wide governing and advisory bodies. Following Rutgers–Camden’s mission for civic engagement, they advance New Jersey and the region as leaders on nonprofit boards, as volunteers in their communities, and as elected public servants.

ALUMNI

Rutgers–Camden boasts over 55,000 living alumni who, upon graduation, become “[Scarlet Forever](#)” signifying their lifelong and meaningful relationship with their alma mater, which itself has a global alumni body of more than 572,000. The [Rutgers University Alumni Association](#) (RUAA) and Office of Alumni Engagement engage alumni from every Rutgers school and keep them connected in order to instill pride, create a sense of belonging, and provide meaningful engagement through Rutgers. [The Rutgers University Alumni Association](#) is integrated with Rutgers University Foundation, which generates philanthropy on behalf of the University and advances Rutgers’ pursuit of excellence in education, research, and public service. It provides the bridge between donors and the schools and programs, faculty, and students, matching caring people with satisfying and meaningful opportunities to make gifts that have an impact on Rutgers. The foundation is a tax-exempt organization registered under section 501(c)(3) of the Internal Revenue Code and is governed by a Board of Directors. Likewise, the RUAA has a

Board of Directors, consisting of a board chair, officers, and members who serve three-year terms. Both boards partner with alumni engagement and development staff to further Rutgers' goals and mission..

GOVERNANCE

Rutgers, The State University of New Jersey is under the authority of the [Rutgers Board of Governors and the Rutgers Board of Trustees](#). Rutgers University-Camden also has a [Board of Directors](#) and participates in the [Rowan University/Rutgers–Camden Board of Governors](#), an external board that promotes life and health science partnerships between Rutgers–Camden and Rowan University; both of these entities were created as part of the [New Jersey Medical and Health Sciences Education Restructuring Act of 2012](#).

Rutgers is a globally respected and recognized research institution and is New Jersey premier public university. Founded in 1766 as Queen's College, Rutgers is the land-grant university for the state of New Jersey. It is one university with three major geographic locations across New Jersey: in New Brunswick/Piscataway, in Newark, and in Camden. Dr. Jonathan Holloway serves as President of Rutgers. Rutgers University–Camden is led by its Chancellor, Dr. Antonio D. Tillis. Rutgers faculty and other members of the University play a major role in guiding university policy and procedures through shared governance with the administration.

COMMUNITY CONNECTIONS

Rutgers University–Camden prides itself on service to its community through the work of its students, faculty, staff, and alumni with programs that enhance collaboration, foster neighborhood revitalization, and drive economic growth. An intrinsic part of the institution's mission is to lead the educational, economic, and cultural development of the region it serves. Rutgers–Camden has a wide variety of offices charged with providing leadership, resources, assistance, and administrative services for the entire campus and the surrounding community.

In 2020, Rutgers University–Camden celebrated the 10-year anniversary of the creation of the [Office of Civic Engagement](#), capping a decade in which Rutgers–Camden rose to national prominence for its success in incorporating civic learning into the curricula of its schools and colleges. The Office of Civic Engagement connects Rutgers to communities beyond the campus. Working with community partners, the office supports initiatives that meet the challenges facing its host city, county, and region through engaged civic learning, volunteerism and service, community-based research, and integrated efforts and partnerships. The institution champions initiatives on [civic learning](#), [K-12 education outreach](#), and a whole host of [other civic engagement programs](#). During the past decade, Rutgers–Camden's civic engagement office has served thousands of Camden children and families in afterschool, summer, and college access programs. In 2015, [Rutgers–Camden earned Community Engagement Classification from the Carnegie Foundation](#).

In its host city, Rutgers–Camden is the lead institution among a coalition of colleges, universities, and secondary schools to boost college enrollment among Camden families. Rutgers–Camden was a lead partner in "[A New View](#)," a \$1 million Bloomberg Philanthropies grant to the City of Camden to transform illegal dumping sites across the city into community centers defined by public art. The [Rutgers School of Nursing–Camden](#) partners with the Camden Housing Authority to provide direct patient primary care services in three health centers within housing complexes in the city, as well as one health center at St. Paul's Episcopal Church. The [Law School](#) clinics offer an array of *pro bono* legal assistance to citizens who might otherwise not be able to access such support; the clinics are also leading change in state policies in order to better protect and serve vulnerable populations in New Jersey and across the nation. The

[Rutgers–Camden Center for the Arts](#) provides an array of programs to children and adults, including Camden Art Gardens, the [Writer’s House](#), the [Mid-Atlantic Regional Center for the Humanities \(MARCH\)](#), parent workshops, after-school art programs and summer arts and performance programs. Additionally, the [Center for Urban Research and Education \(CURE\)](#) is a research center that convenes major conferences, monthly seminars, and research projects of interest to urban scholars across multiple departments. CURE has partnered with the [Philadelphia Federal Reserve](#) and local nonprofit agencies on projects that connect the campus with the community.

The [Rutgers School of Business–Camden](#) is home to the [Ragone Center for Excellence in Accounting and Professional and Executive Education at Rutgers](#) and offers opportunities for professional development and education for individuals, as well as corporate and community partners. Its [Small Business Development Center](#) offered over \$19M in support to local businesses in the South Jersey area and actively collaborates with lenders, county governments, and legislators to spur economic and startup activity in South Jersey.

LEADERSHIP

The Provost will report to the Chancellor of Rutgers University–Camden, [Antonio D. Tillis](#). Chancellor Tillis joined Rutgers–Camden in July 2021 and has recently announced the [“Chancellor’s Strategic Initiatives: 15 in 5”](#) highlighting several Chancellor-level competitive grants and awards to advance the student educational experience and to support the advancement and development of faculty and staff at Rutgers–Camden. Prior to joining Rutgers, he served as Interim President of the [University of Houston–Downtown](#), a comprehensive urban institution offering more than 50 degree-granting programs and serving more than 15,000 students. Also, at the University of Houston, he served as Dean of the College of Liberal Arts and Social Sciences, the largest of the 15 academic and professional colleges at the University.

Rutgers University 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 both a University Professor and a Distinguished Professor at the institution. 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 is an elected member of the [American Academy of Arts and Sciences](#) and the [Society of American Historians](#), and he was recently [appointed](#) to the Mellon Foundation’s Board of Trustees.

ACADEMICS AND RESEARCH

The relatively small size of Rutgers University–Camden is one of its greatest strengths, enabling it to provide exceptional opportunities for undergraduate and graduate students to thrive and to succeed. Students begin participating in cutting-edge faculty research from as early as their sophomore year, and they receive mentoring from faculty who are recipients of Pulitzer Prizes, National Science Foundation CAREER Awards, fellows of the Center for Advanced Study in the Behavioral Sciences, and hundreds of other honors. [Undergraduate research](#) is a hallmark of the student experience across the curriculum and a signature success of the campus. One-hundred and sixty grants were awarded in 2021, totaling \$20.3 million in grant funding, and more than 100 undergraduate and graduate students were engaged in that research.

Students participate in career-building activities at every level that develop them as the next generation of leaders, ranging from internships to international travel (often supported by donors and academic units) to civic engagement opportunities and [Business Leaders Development Program](#). The new Experiential Learning Fund (ELF), housed in the Provost's office, provides undergraduate students with funding to engage in transformative educational experiences such as internships, research, and study abroad classes. Rutgers University–Camden has three interdisciplinary PhD programs: [childhood studies](#) (the first in the United States), [computational and integrative biology](#), and [public affairs/community development](#). Each program was developed by leveraging and amplifying traditional campus academic strengths. Additionally, the [Office of Scholar Development and Fellowship Advising](#) helps students identify and apply for prestigious awards and national fellowships that fund scholarly training, public service internships, laboratory and field research, study abroad experiences, and professional opportunities.

DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM

Rutgers University–Camden has a long history of providing first-generation and non-traditional college students with access to a Rutgers degree and the support they need to succeed in college and in their careers and lives. That tradition continues as Rutgers–Camden serves a student body that reflects New Jersey's—and the nation's—rich diversity.

Since his arrival at Rutgers in July 2020, President Holloway has set forth a vision for building a [beloved community](#) that embraces – and is empowered by – its rich diversity among the students, faculty, and staff. In November 2020, the role of [Vice Chancellor for Diversity, Inclusion, and Civic Engagement](#) was created to provide Rutgers University–Camden with campus-wide strategic direction in this critical area. A [strategic plan](#) was recently created to drive and sustain a culture of equity, access, and inclusion for members of the campus community and the larger external community who engage with Rutgers–Camden.

The Vice Chancellor for Diversity, Inclusion, and Civic Engagement leads the DEI Council which is the campus body of faculty, staff, and students who are leading the implementation of the campus diversity, equity, and inclusion strategic plan. Through the [Division of Student Affairs](#), the [Office of Social Justice and Belonging](#) provides a support space that offers initiatives, programs, training, and advocacy for all identities of Rutgers–Camden students, while raising awareness of inequity and social justice concerns and creating a sense of belonging for all students. Across the campus, signature programs exist to promote equity and access, including the [Minority Student Program](#) in the law school, the [Rutgers University Student Executive program](#) in the business school, and the university-wide [Rutgers Future Scholars program](#), which provides mentoring and college access for hundreds of Camden teenagers and their families.

Fostering a culture of inclusive excellence, diversity, belonging, and anti-racism remains one of the highest priorities of the institution and the next provost. The Provost will invest time and resources to recruit, support, and retain increasingly diverse and representative bodies of students, faculty, and staff. The Provost will also share the core values of Rutgers–Camden and foster a culture of inclusive excellence, respect, and a beloved community.

FINANCES

Rutgers University–Camden's total budget in FY2021 was \$203.5 million. Revenues were \$181.1 million, of which \$111.2 million were derived from tuition and fees and \$17.7 million represented appropriations from the State of New Jersey.

During FY2020, Rutgers–Camden secured more than \$7 million in private donations from alumni, corporations, friends, and non-research-related foundations. That amount came from nearly 2,400 donors. Alumni contributed slightly more than \$1.6 million from 1,767 donors, with a 3.4 percent participation rate among all of Rutgers University–Camden’s graduates.

Of the total 2021 fall enrollment of 6,570 graduate and undergraduate students at Rutgers–Camden, most received financial aid. The campus recently was certified as eligible for Title III and V grant funding through the Higher Education Act.

STRATEGIC PLANNING

In February 2022, Chancellor Tillis announced a five-year strategic initiative, “[15 in 5](#)”, which focuses on competitive grants and awards to advance the student educational experience and to support the advancement and development of faculty and staff. The goal is to implement and sustain these initiatives within five years. The strategic initiatives align with the core mission and values of Rutgers University–Camden as an urban research institution dedicated to excellence and committed to its community. Areas of focus include funding for scholarships and internships, interdisciplinary faculty and student research, grant funding for scholarship, as well as staff and faculty professional development. The institution remains continuously open to new priorities, and it is constantly evaluating its progress. In concert with the Chancellor, the Provost will spearhead strategic planning initiatives that align with institutional priorities and advance the scholastic mission at Camden.

THE EXECUTIVE VICE CHANCELLOR FOR ACADEMIC AFFAIRS AND PROVOST

Reporting directly to the Rutgers University–Camden Chancellor and serving as a member of the Chancellor’s executive leadership team, the Executive Vice Chancellor of Academic Affairs and Provost is the Chief Academic Officer for the University, providing leadership and vision in planning, developing, and implementing academic programs and ensuring the quality and growth of educational offerings and academic support functions. The Provost is the top advisor to the Chancellor on academic matters, is responsible for assessment and oversight of instructional programs and academic policies, and accepts the responsibility of the office of the Chancellor in their absence. Additionally, the Provost works in conjunction with the Chancellor to enhance the effectiveness of the academic and research reputations of Rutgers University–Camden.

The Provost oversees the executive functions and duties of the Deans of the Faculty of Arts and Sciences (FASC), School of Business–Camden (SBC), the School of Nursing–Camden (SNC), as well as the co-Dean of the Rutgers School of Law and works to develop unit-specific priorities and plans that are aligned with the strategic direction of the campus at large. In addition, the Provost will develop strategies that lead to student enrollment, retention, progression, and completion of degree requirements, as well as the implementation of initiatives that advance scholarly and creative pursuits among faculty, students, and post-docs.

The Provost will join an enterprising and engaged leadership team and a vibrant campus community. The Provost’s direct reports include:

- Dean of the Faculty of Arts and Sciences
- Dean of the School of Business
- Co-Dean of the Rutgers–Camden School of Law

- Dean of the School of Nursing
- Associate Provost for Faculty Affairs
- Director of the Honors College
- Director of Student Success Initiatives
- Special Assistant for Academic Partnerships
- Associate University Librarian

The Provost has a unique opportunity and responsibility to leverage the platform of the city of Camden and the South Jersey and Philadelphia metro areas to drive advocacy for Rutgers–Camden. Rutgers University–Camden is an anchor institution in the area, and the Provost will play a role in the continued revitalization of Camden and southern New Jersey, serving as a partner with other institutions and businesses in promoting the economic, social, and cultural development of the fastest-growing region in New Jersey.

OPPORTUNITIES AND CHALLENGES

The next Provost will join the University in a moment of potential advancement and growth. Enduring through the challenges of the Covid-19 pandemic, while rethinking the future of higher education and its service to society, Rutgers University–Camden seeks a leader who can help the institution implement an agenda that is intellectually exciting, focused on civic engagement, student-centric, builds community and ownership, thinks strategically about the future of enrollment and curriculum, and promotes and supports faculty and student research. The Provost will empower and engage all members of Rutgers’ diverse community—including students, faculty, staff, leadership, alumni, friends, trustees, local community members, and business, educational, and governmental partners—in an ongoing dialogue about continuous engagement, service, and growth. Embodying this spirit of innovation, tenacity, and inclusive excellence, the next Provost will:

- **Create and support a strong culture of grantsmanship and advance the scholarly agenda and profile of Rutgers–Camden.** The Provost will shape the scholarly vision of Rutgers–Camden for the future. The Provost will collaborate with internal and external constituents and stakeholders to advance the research and teaching mission of Rutgers–Camden by supporting the scholarly and creative activities of faculty, students, and post-docs. They will work collaboratively with deans and faculty to increase and support research productivity and innovative pedagogical initiatives and to increase extramural funding opportunities and awards.
- **Support the implementation of the 15-in-5 strategic plan initiatives.** The Provost will coordinate with the campus leadership and its community to collaboratively and inclusively develop policies and implement high-impact practices to foster student and faculty success and engagement, in accordance with the strategic initiatives of the institution. In addition, the Provost will serve as an advocate for faculty and deans in engaging with these initiatives internally, within the broader Rutgers community, and externally in the region.
- **Collaboratively foster the creation of new degree granting programs at the undergraduate and graduate levels in order to build enrollment.** The Provost will lead in the promotion and advancement of academic excellence through innovative degree program assessment, planning, development, and evaluation. This includes undergraduate, graduate, professional, and certificate granting programs. Opportunities exist for exciting new programming in areas of prevention science, inter- and multidisciplinary scholarship, cyber security, and urban or civically

engaged pedagogy. These efforts will benefit not only the institution, but the surrounding community. The Provost will work across Rutgers' campuses and collaborate with fellow provosts at New Brunswick, Newark, RBHS, and partner institutions in the region.

- **Seek to understand the needs of the Rutgers–Camden community and lead collective, innovative cultural change.** The Provost will have a nuanced, sophisticated, and highly collaborative and inclusive stance in approaching change where appropriate, and they should have experience with navigating and leading cultural shifts and changes in campus communities. The evolving role of the Provost at Rutgers–Camden provides an opportunity to build upon the strengths of the position and to deepen the connection between the Provost and the academic community. Of additional importance will be strengthening the relationship and communication between the academic units and the University's administration.

Additionally, the next Provost will also:

- Possess a record of demonstrated and quantifiable commitment to diversity, equity, inclusion, and anti-racism both on-campus and within institutional communities;
- Bring ideas about diversifying the faculty through innovations in hiring practices;
- Be highly innovative in helping develop and implement new academic programs which will help drive student interest and enrollments;
- Work to cement the Camden campus as *the place* for education and scholarly research in South Jersey and help to make the campus a launching pad for its students and community;
- Bring visionary leadership and a strong acumen for finances in higher education as well as an outstanding track record of strong financial management;
- Make meaningful connections with students, faculty, and staff, and foster an inclusive community on an intimate campus;
- Be a transparent and inspiring leader, working closely with the Chancellor and the campus community on its strategic goals;
- Nurture the professional growth, advancement, and scholarship of Rutgers–Camden's faculty; and,
- Prioritize and establish mutually beneficial scholarly partnerships within Rutgers and with other institutions in the community.

QUALIFICATIONS AND PERSONAL CHARACTERISTICS

The next Provost will embody Rutgers University–Camden's core values, including:

- A dedication to growing and fostering a vibrant, diverse, and inclusive community;
- A respect for—and support of—students, faculty, staff, administrators, alumni, and community members;
- A passion for creating opportunity and accessibility in education; and,
- A visionary, innovative, and transparent approach to leadership that addresses the challenges and opportunities facing higher education now and in the decades to come.

The ideal candidate will possess the following qualities and characteristics:

- Substantive fiscal and personnel management experience and a strong business sensibility (knowledge of the RCM budgetary model is very helpful);
- A high level of cultural competency and a demonstrated commitment to the values of equity, inclusion, and social justice;
- Successful experience with the accreditation process and working with accrediting agencies;

- Exceptional servant leadership, management, and people development skills;
- Experience with both undergraduate and graduate program administration;
- Experience with strategic planning implementation, organizational assessment and alignment, and policy development;
- A strong level of personal scholarship, including a track record of securing extramural funding;
- A passion for the advancement of research at all levels, including undergraduate scholarship;
- An ability to break down silos and build bridges across academic disciplines and units;
- A significant understanding of the landscape of graduate and professional education;
- Expertise collaboratively engaging with myriad constituencies including faculty, staff, students, alumni, community members, donors, etc.;
- A high EQ and high energy and stamina;
- A robust and extensive record as a seasoned administrator in the academy;
- Outstanding communication and perceptive interpersonal skills;
- A record of supporting and retaining diverse and talented faculty and staff;
- The highest level of personal and professional ethics and integrity;
- A foundational understanding of—and deep respect for—shared governance and faculty and student engagement; and,
- A notable record of accomplishment engaging with and supporting local and regional urban communities.

An earned Doctorate is required, as is significant experience in higher education, academic instruction, and administration. Academic credentials commensurate with the rank of Full Professor, along with a distinguished record of scholarly publications/research and teaching that exhibits exemplary academic and pedagogical excellence, are also required. In addition, a history of progressively more responsible academic administration experience, at that of the Dean level or equivalent or above, is required.

For more information, please visit <https://camden.rutgers.edu/>.

For best consideration, please send all nominations and applications—electronically and in confidence—to:



Shelly Weiss Storbeck, Global Education Practice Lead and Managing Director

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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](#).