



Associate Dean for Academic Affairs, School of Social Work

Rutgers, The State University of New Jersey
Camden, New Brunswick, and Newark, New Jersey

THE SEARCH

Rutgers School of Social Work ("RSSW," "the SSW," or "the School") seeks an accomplished and visionary academic leader to serve as its next Associate Dean for Academic Affairs. Building upon Rutgers's strong commitment to scholarship, research, community engagement, and public service, the Associate Dean will play a pivotal role in facilitating communication and collaboration across a complex multi-campus school, shaping academic programs that equip future social work leaders for community impact, and creating an environment where all stakeholders can thrive.

Rutgers, The State University of New Jersey, is a Big Ten research university and the nation's eighth-oldest institution of higher learning, serving close to 70,000 students. Ranked number 12 by *U.S. News and World Report*, among the top 10 public universities, Rutgers School of Social Work serves a passionate and engaged cohort of more than 2,000 students across its undergraduate and graduate programs. The School's mission is to develop and disseminate knowledge through social work research, education, and training that promotes social and economic justice and strengthens individual, family, and community well-being in the diverse and increasingly global environment of New Jersey and beyond.

Reporting to the Dean, the Associate Dean for Academic Affairs is tasked with streamlining the SSW's complex internal processes and creating structures that advance excellence in teaching and learning while supporting future growth. With a focus on fostering a culture of continuous enhancement and improvement, the Associate Dean will actively work towards refining and optimizing work processes and communication channels within the School of Social Work and its academic programs, increasing efficiency and enhancing inclusivity in workspaces and educational settings. A visible, accessible leader and transparent communicator, the Associate Dean will foster and develop collaborative teams and engage faculty and staff in the cultivation of academic programs that promote positive student outcomes.

The incoming Associate Dean joins the School of Social Work at a pivotal moment as it strives for greater national and global impact. The successful candidate must be an experienced administrative leader who understands and values contemporary social work practices and is comfortable working across a large, complex, and interdisciplinary environment. Skilled at communicating and collaborating with a variety of

stakeholders and senior leaders, the Associate Dean will support the implementation of innovative academic programs and practicum opportunities that are aligned with workforce and community needs, leveraging a visionary and data-driven approach. The incoming Associate Dean will support effective strategic planning efforts, navigate organizational change with acuity while promoting clarity for stakeholders across the School, and cultivate relationships that support measurable gains in enrollment and retention while facilitating meaningful academic outcomes and professional growth for students.

Rutgers University has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment effort. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

ABOUT RUTGERS UNIVERSITY

Rutgers University—New Brunswick is the flagship home of Rutgers, The State University of New Jersey, a leading national research university committed to excellence in teaching, innovative research across a broad spectrum of subjects, and service that improves local, national, and global communities. Rutgers is a member of the Association of American Universities, the Big Ten Athletic Conference, and the Big Ten Academic Alliance. Founded in 1766, Rutgers is one of America's nine original colonial colleges and one of America's first land-grant institutions.

The distinct identity of Rutgers is created by the eclectic atmosphere across five campus centers. The Raritan River divides the large campus that spans New Brunswick and Piscataway, New Jersey. A free intercampus bus service keeps the Rutgers community connected between locations. Students enjoy the mix of eateries, housing, and study and academic spaces at all of the five campus locations: Busch, College Avenue, Douglass, George H. Cook, and Livingston.

Rutgers University—New Brunswick comprises more than 43,000 undergraduate, graduate, and professional students, approximately 10,000 faculty and staff, 12 degree-granting schools, over 175 research centers, a premier honors college, and Douglass Residential College for women. The Rutgers faculty includes members of the National Academies of Sciences, Engineering, and Medicine; winners of the Nobel Prize, the Pulitzer Prize, the National Medals of Science and Technology; MacArthur “Genius” Fellows; Guggenheim Fellows; and Fulbright Scholars.

Leadership

Dr. George Leibowitz, an interdisciplinary researcher and licensed clinician specializing in adult and adolescent mental health and substance abuse treatment as well as an expert on opioid addiction, was [appointed dean for the School of Social Work at Rutgers University—New Brunswick](#) on July 1, 2024.

Prior to his role as Dean and Distinguished Professor at Rutgers School of Social Work, Dr. Leibowitz served Stony Brook University as Professor in the School of Social Welfare, Director of the PhD Program in Social

Welfare, and Chair of the Appointment, Promotion, and Tenure Committee with cross-appointments as Professor in the School of Nursing and Professor of Psychiatry in the Renaissance School of Medicine. He also served as Chair of the School's Psychopathology and Psychopharmacology Sequence and was Founding Chair of its Forensic Social Work program and the Integrated Health: Physical, Psychological, and Social Well-Being specialization in the MSW Program.

ABOUT THE SCHOOL OF SOCIAL WORK

As the nation's 12th-ranked school of social work, Rutgers School of Social Work is among the largest and most diverse social work programs in the United States, offering BA in Social Work, MSW, DSW, and PhD degrees to over 2,000 students across three campuses in Camden (Philadelphia metropolitan area), Newark (New York metropolitan area), and New Brunswick, the flagship campus. The School's externally funded portfolio exceeds \$50 million, and the SSW's research and practice centers include the [Center for Research on Ending Violence](#), the [Center for Prevention Science](#), the [Center for Gambling Studies](#), the [Hub for Aging Collaboration](#), and the [Institute for Families](#), a multi-million-dollar partnership with NJ's Departments of Human Services and Children and Families.

Fully accredited by the [Council on Social Work Education \(CSWE\)](#), the school has experienced impressive enrollment growth and an expansion in its research portfolio, sponsored projects, and federal awards, steadily propelling the school through the rankings for the past 15 years. School of Social Work students have ample hands-on experience in a variety of settings, leveraging the school's affiliation with more than 900 agencies throughout the New Jersey/New York/Philadelphia metropolitan areas. BA in social work students are required to complete 450 hours of practicum learning, while MSW students complete 900 placement hours.

With an increasingly global and interdisciplinary focus, SSW's global programs offer students the incredible opportunity to examine social welfare policy and social work practice in other countries, while gaining a deeper understanding of another culture. Currently, the SSW offers study abroad opportunities in Romania, Mexico, India, Puerto Rico, and Taiwan.

Academic Programs

Bachelor of Arts in Social Work

The Bachelor of Arts degree in Social Work is offered as a major within the School of Social Work and in partnership with the Camden College of Arts and Sciences and the New Brunswick School of Arts and Sciences. The program emphasizes building solutions to social problems and strengthening individuals, families, groups, organizations, and community well-being. Students in the program acquire the knowledge, skills, and values associated with the social work profession to serve various populations with a specific focus on underserved, marginalized, and oppressed groups. Upon graduation, students are

adept at the generalist intervention model and proficient in engagement, assessment, innovation, and evaluation on the micro, mezzo, and macro levels.

Accelerated Bachelor of Arts to Master of Social Work Program

Rutgers University offers a unique 4 + 1 Baccalaureate and Master of Social Work program in which students are able to complete their BA in Social Work and Master of Social Work (MSW) degrees in just five years. Freshman and sophomore students complete general education coursework in their first two years and may also select from a number of social work electives. Students then move on to required undergraduate social work courses in their junior and senior years. After earning a BA in social work, students are then eligible to apply to an accelerated one-year MSW degree program.

Master of Social Work Programs

The School of Social Work offers a variety of modalities for its *U.S. News and World Report* (USNWR) number-12-ranked MSW, including a traditional, on-campus program, a blended online program, a 100% online program, and an intensive weekend MSW. Offered in Camden, Newark, and New Brunswick, the traditional program allows scholars to complete their degree on campus in two-to-four years.

The blended online program offers the convenience of asynchronous learning combined with a traditional classroom setting. This part-time program can be completed in three years. The 100% online MSW is designed for self-directed learners who seek the flexibility of online learning and can be completed in two or three years.

The Intensive Weekend program is specially designed for those working in human services and seeking an MSW while remaining employed. Classes are conveniently held one weekend a month at four locations throughout the state, and coursework is supplemented with asynchronous readings, activities, and assignments in between the monthly in-person classes. The program can be completed in just under two years.

The SSW is also home to a host of interdisciplinary master's programs including dual degrees in the Master of Social Work and the Master of Arts in Criminal Justice, Master of Public Policy, Master of Public Health, Juris Doctor, and Master of Divinity.

Doctorate of Social Work

The Doctorate of Social Work program transforms seasoned clinicians into scholar-practitioners and positions graduates to excel in leadership roles, teach at higher educational institutions, and collaborate across multi-disciplinary environments. Students develop and disseminate clinical knowledge through peer-reviewed journal articles, national and international conference presentations, teaching, supervision, and innovative digital projects. DSW students attend in-person weekend residencies once a month for nine months during the academic year, and the program can be completed in three years.

PhD in Social Work

The PhD in Social Work program prepares doctoral students to become leaders in social work research. Graduates of the program are prepared for careers as faculty, research scientists, and policy analysts in academic settings, think tanks, non-profit organizations, and government. Courses are offered in person in a seminar-style format with six to seven students per class. Full-time students are provided with generous financial support to conduct research with faculty. Funding is guaranteed for five years and covers a stipend, tuition and fees, and health insurance. The SSW also offers both part-time and combined MSW/PhD program options.

Students

The School of Social Work is home to 2,000+ passionate, dedicated, and engaged students who reflect the diversity of the state of New Jersey. In Fall 2025, the SSW welcomed 590 new students to its Master of Social Work programs and 13 new students to its Doctor of Social Work (DSW) program, and there are 29 current PhD students. The student body is ethnically and economically diverse. Many students are recent college graduates, while others are looking to change careers or enhance their social work education. SSW students are united by their pursuit of a rigorous academic experience and commitment to social change.

Faculty and Staff

SSW faculty members consist of a dynamic group of over 200 tenured and tenure track professors, professors of teaching, professional practice, and research, and lecturers who are committed to advancing the field of social work through original published research and active community engagement, which fosters experiential learning opportunities for students. PhD faculty are ranked third nationally in research productivity, including publications, citations, and awards, by Academic Analytics. The School's dedicated staff members work on cutting edge research, training, student support, continuing education, alumni support, and are integral to supporting the school's day-to-day operations.

ROLE OF THE ASSOCIATE DEAN FOR ACADEMIC AFFAIRS

Reporting to the Dean and a member of the Dean's leadership cabinet, the Associate Dean of Academic Affairs oversees a team of 52, currently with six direct reports. As a key member of the Dean's Advisory Committee, the Associate Dean will support the implementation of the SSW strategic plan while providing strategic leadership for curriculum assessment and management, admissions, student affairs and academic integrity, practicum learning, and lecturer development. The Associate Dean will also provide oversight for admissions and enrollment, course scheduling, and deployment of full and part-time faculty, innovative learning technologies, and CSWE accreditation processes and annual surveys and activities. The Associate Dean will serve on school, campus, and university committees, and will represent the school and its programs in internal and external settings. A system-oriented thinker and leader, the incoming

Associate Dean will help solidify the School's structure and communications, shoring up the foundation for continued growth and global impact.

Direct reports to the Associate Dean include the MSW Program Director, the Assistant Dean for Undergraduate Education, the Assistant Dean for Admissions & Recruitment, the Assistant Dean of Student Affairs, the Executive Director of Practicum Learning, the Assistant Dean for Lecturer Development, and the Director of Instructional Design & Innovative Technology. As the School remains poised for growth, the incoming Associate Dean will have the opportunity to add a small group of additional direct reports to their team.

KEY OPPORTUNITIES AND CHALLENGES FOR THE ASSOCIATE DEAN

The successful Associate Dean will address the following opportunities and challenges that are central to the sustained growth, global impact, and success of the School of Social Work:

Stabilize SSW's administrative foundation to accelerate growth and fuel innovation

The School of Social Work is one of the largest schools of its kind in the nation and remains poised for continued growth at the cutting edge of curricular innovation. To better position the school as it continues along its growth trajectory, the incoming Associate Dean will be tasked with streamlining internal processes that promote efficiency and enhance the student experience. The Associate Dean will minimize siloing by improving communication and maintaining accessibility between units, ensuring that all stakeholders understand where and how to access critical information and resources. Leveraging the expertise of an experienced suite of assistant deans and directors, the Associate Dean will pave the way for further innovation in student recruitment and retention, academic programming, and practicum learning.

Assess programmatic impact and enhance innovative academic offerings

With keen attention to detail and deep consideration for shared governance, the Associate Dean will review the school's academic offerings, leveraging data to appropriately resource and identify programs that are attractive to students and future employers while positively impacting surrounding communities. Recognizing potential areas for growth and collaboration, the Associate Dean will partner across the institution to identify interdisciplinary teaching, research, dual degree, and practicum opportunities. As the Dean continues to expand the School's international profile and presence, the Associate Dean will ensure appropriate standardization between the local Camden, Newark, and New Brunswick campuses, as well as abroad.

Develop and lead high-impact teams to maximize administrative efficiency

The incoming Associate Dean will inherit a team of passionate and experienced Assistant Deans and Directors and will empower this group to take ownership of their respective leadership areas while

supporting their growth and development. The Associate Dean will promote opportunities for professional development and advancement while ensuring that institutional knowledge is preserved. Building upon the SSW's student-oriented culture, the Associate Dean will enhance strong customer service delivery, promote transparency, and minimize barriers that impede student success. As the school continues to expand, the Associate Dean will have the opportunity to assess team structure and consider expanding the team to enhance effectiveness.

Leverage technology to position SSW for success in priority areas

As social work continues to evolve as a discipline, priority areas for the School include data science, artificial intelligence, child welfare, integrated behavioral health, forensic social work, and the intersection between policy and social work. The Associate Dean will keep their finger on the pulse of disciplinary trends and innovations, ensuring that the school is well positioned to adopt novel technologies and leverage them to position SSW graduates for success in the field. This leader will also utilize technology to drive the evaluation and assessment of programmatic outcomes.

QUALIFICATIONS AND CHARACTERISTICS

The School of Social Work seeks candidates with strong administrative and management skills and a deep understanding of the impact and importance of contemporary social work practices. While few candidates will possess all the qualifications and characteristics the search committee is seeking, the ideal candidate for the Associate Dean role will have many of the following:

- Terminal degree preferred; minimum of five years of academic leadership, curriculum development, student affairs, practicum education, evaluation and assessment, and/or team supervision experience required;
- A record of distinguished scholarship and teaching requisite for an appointment as a tenured or non-tenure track full professor faculty role within the Rutgers School of Social Work;
- A deep appreciation for and understanding of contemporary social work practices and the ability to articulate the vision, mission, achievements, and ambitions of the School of Social Work to a variety of audiences;
- A deep understanding of the educational value of a community that encompasses many backgrounds and perspectives;
- A collaborative, relatable approach; a demonstrated ability to work effectively across a large, complex unit and to engage a broad range of constituencies;
- Significant and successful administrative experience, and a track record of working closely with faculty and senior academic administrators in ways that acknowledge their strengths;
- A leadership and management style that is present, accessible, and transparent; a commitment to empowering and valuing the contributions of every member of the community;
- Proven skills as a senior manager; a demonstrated ability to lead, motivate, and supervise staff and support organizational change while facilitating a collaborative environment;

- The ability to motivate, inspire, and retain talented faculty and staff. A commitment to engage collaboratively with faculty and respond effectively to their concerns;
- A record of synergizing internal departments and academic programs;
- Strong listening skills and a high degree of emotional intelligence; a commitment to an internal culture of trust, flexibility, and balance;
- A strong sense of intellectual curiosity and appreciation for an interdisciplinary approach to education and research.

COMPENSATION

The projected salary range for this position will be \$175,000 to \$250,000.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent electronically via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/rutgers-state-university-new-jersey-school-social-work/associate-dean-academic>.

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*For additional information, please see the Non-Discrimination Statement at the following web address:
<http://uhr.rutgers.edu/non-discrimination-statement>.*

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