



Search for the Provost and Executive Vice Chancellor for Academic Affairs

Rutgers University–Newark

Newark, New Jersey

THE SEARCH

Rutgers University–Newark (RU–N,) seeks a bold, creative, collaborative, and dynamic leader to serve as its next Provost and Executive Vice Chancellor for Academic Affairs (“Provost”). Reporting to the Chancellor, [Dr. Tonya Smith-Jackson](#), the Provost and Executive Vice Chancellor for Academic Affairs serves as the University’s chief academic officer by leading faculty, curricula, and academic excellence while also acting as the principal deputy to the chancellor, with broad executive authority to align academic priorities with institutional strategy, operations, and resource allocation. The Provost will harness Rutgers University–Newark’s considerable momentum and help accelerate the institution’s continued evolution by building upon its academic and scholarly excellence, supporting the campus as it embarks upon a vitally important strategic planning process, while advancing RU–N’s commitment to community engagement with the city of Newark, the state, and beyond.

Rutgers University–Newark proudly stands out as one of the most diverse, research-intensive campuses in the nation, and a vehicle for social mobility, serving as a model for other urban universities across the country. Since its consolidation with Rutgers University in 1946, Rutgers University–Newark has evolved into a thriving academic powerhouse, ranked #75 in National Universities and the 4th best University in New Jersey, #36 among Top Public National Universities, #5 in Social Mobility nationwide, and #1 in New Jersey and the Northeast by *U.S. News & World Report*. *The Wall Street Journal* also ranks RU–N #1 in the Northeast for student diversity. With 56% of its student population being Pell-eligible, the University ranks #12 nationally in graduation rates for Pell recipients, underscoring its leadership in advancing student success and opportunity.

In close collaboration with vice chancellors and deans, the Provost will advance student success and inclusive excellence; strengthen master’s and doctoral programs to expand scale and interdisciplinary depth; and enhance program distinctiveness, strategic partnerships, and research impact, leveraging RU–N’s existing strength in STEM while expanding research in criminal justice, law, and arts and humanities. A strategic and accomplished academic leader with a demonstrated commitment to social justice, engagement, and belonging, as well as a proven record of leadership

and impact at a comprehensive institution of higher education, the Provost will help elevate the University's national and global reputation.

Rutgers University–Newark has retained Isaacson, Miller, a national executive search firm, to assist with this important search. All inquiries, applications, and nominations for this opportunity should be directed in confidence to the search firm as indicated at the end of this document.

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY

Established in 1766 as Queen's College, Rutgers evolved into a public university and became New Jersey's land-grant college in 1864. The University's commitment to public service has been a core value since its inception, reflected in its mission to provide accessible education and groundbreaking research. Throughout its history, Rutgers has continually responded to societal needs, from its participation in the American Revolution to its involvement in the development of key scientific advancements such as the cure for tuberculosis. Today, Rutgers is led by President [Dr. William F. Tate](#) and comprises four semi-autonomous chancellor-led units, including campuses in Camden, Newark, and New Brunswick as well as Rutgers Biomedical and Health Sciences in New Brunswick, Newark, and Piscataway. Leveraging a centralized administrative structure, the University is governed by [the Rutgers Board of Governors and the Rutgers Board of Trustees](#), which administer shared resources and set overarching policies and procedures.

Recognized as one of the nation's most distinctive public research institutions and combining the strengths of an AAU institution, a land-grant university, and a comprehensive academic health system, Rutgers features more than 27,000 faculty and staff members and serves over 70,000 undergraduate and graduate students. The University offers over 150 undergraduate majors, more than 400 graduate programs, and over 300 research centers and institutes. Rutgers' expansive alumni network is made up of over 600,000 graduates worldwide, with over 300,000 residing in New Jersey. As a leader in research, innovation, and public service, Rutgers is known for its diverse student body, top-tier academic programs, and emphasis on community engagement. Rutgers–New Brunswick (now joined by Rutgers Biomedical and Health Sciences) joined the Association of American Universities (AAU) in 1989 and, in 2013, became a member of the [Big Ten Academic Alliance](#), a consortium of 18 leading research-intensive universities. The Rutgers Edge is defined by a relentless drive to push boundaries, solve real-world problems, and empower communities through knowledge and discovery. More information about Rutgers University can be found [here](#).

RUTGERS UNIVERSITY–NEWARK: A CAMPUS IN THE CITY

As the largest city in New Jersey and one of the most diverse and cosmopolitan cities in the United States, Newark is a leading commercial, civic, and cultural center in the country. Deeply rooted in the city of Newark's cultural and economic landscape, Rutgers University–Newark is more than an academic institution—it's a community cornerstone that has empowered generations of students to

shape their futures and improve society. Rutgers University–Newark has received the Seal of Excelencia and is a federally designated Hispanic-Serving Institution (HSI) and Minority-Serving Institution (MSI). The institution has established a strong reputation for civic engagement and social justice, collaborating with local partners to tackle urban challenges and drive economic growth in the city. The next Provost will continue to strengthen RU–N’s standing as a model of academic and research excellence and impactful civic engagement.

The urban environment and rich cultural history of Newark enrich the academic experience, transforming the city into a living classroom and fostering partnerships with local corporations and non-profits that provide invaluable real-world learning opportunities. The University is home to several distinguished schools and colleges, including: School of Arts and Sciences–Newark, School of Criminal Justice, Rutgers Law School, Rutgers Business School, School of Public Affairs and Administration, and the Graduate School–Newark (See Appendix). They provide specialized programs and resources that cater to a diverse range of academic interests and career paths, ensuring students receive a well-rounded education that prepares them for success in their chosen fields.

Offering 46 undergraduate and 45 graduate and professional degree programs across its schools and colleges, Rutgers–Newark provides multiple pathways for students to engage with local and global challenges that motivate them to change the world. Programs like the [Institute of Jazz Studies](#), the [Center on Law, Inequality & Metropolitan Equity \(CLiME\)](#), [Rutgers Center for Immigrant Justice](#), the [Immigrant Rights Clinic](#), and [Express Newark](#) exemplify RU–N’s role in activating social change in the city. Students, alongside passionate faculty, engage in groundbreaking academic research within top centers like the [Rutgers Center for Operations Research](#) and the [Collaborative for Tech Entrepreneurship and Commercialization](#), connecting their education to the University’s anchor mission to develop the knowledge and skills to tackle the great challenges that face the nation, Newark, and the global communities that make up this vibrant city. As the city of Newark continues its upward trajectory, Rutgers University–Newark plays an essential role in shaping the city’s future while maintaining its identity as a pillar of innovation and public service.

As one of Newark’s anchor institutions, Rutgers University–Newark prides itself in being "In and Of Newark" and contributes to the city’s cultural and economic growth through dynamic civic and community partnerships. Initiatives like the [Center for Urban Entrepreneurship & Economic Development \(CUEED\)](#), a first of its kind in the nation, integrate scholarly work with private capital to develop citywide resources to renew economic growth through urban entrepreneurship. Signature programs and initiatives such as [RU–N to the Top](#), [Honors Living-Learning Community](#), and [Newark City of Learning Collaborative](#) are designed to enhance community well-being, expand educational access for underserved populations, and amplify community voices, thereby contributing to a more equitable society. As a result of its partnerships with the mayor’s office and other anchor institutions in the city, Rutgers University–Newark has significantly improved college-going rates among residents. Learn more about the city of Newark [here](#).

Students

In the Fall of 2025, the total student enrollment at the University was over 11,000, including 7,989 undergraduates and 3,326 graduate students. Fifty-three percent of students identify as women, and 47% identify as men. Ninety-six percent of students are New Jersey residents, and approximately 36% are first-generation. RU–N partners closely with local public and charter schools to create dual enrollment opportunities, summer programs, and clear pathways to higher education, leveraging the [Center for PreCollege Programs](#) and Federal TRIO Programs. Student diversity is a hallmark of Rutgers–Newark. It remains a priority for the University, embodying a profound commitment to academic excellence and social responsibility and reflecting the University's dedication to accessibility and community engagement.

Students participate in over 100 clubs and organizations, including professional clubs, honor societies, and cultural organizations. As an NCAA Division III school and founding member of the New Jersey Athletic Conference, Rutgers–Newark offers sixteen varsity sports, in addition to a range of intramural and recreational programs in which students, faculty, staff, alumni, and the local community can participate.

Faculty and Staff

The faculty at Rutgers University–Newark is comprised of a distinguished group of 1,600 scholars and educators, including 655 full-time and 463 part-time and adjunct faculty. Dedicated to advancing academic excellence and fostering a culture of inclusivity and innovation, RU–N's 13:1 student-faculty ratio helps to foster close mentoring relationships between students and faculty and ensures a deep investment in students' success. RU–N faculty bring a wealth of expertise across various disciplines, enhancing the University's commitment to research, public service, and Newark's growth and revitalization. Rutgers University–Newark is proud to be home to some of the most distinguished and renowned faculty in the nation, including National Book Award and Pulitzer Prize winners, MacArthur Fellows, and others.

Rutgers–Newark faculty, graduate workers, and post-doctoral associates are represented by Rutgers AAUP-AFT, one of the oldest higher education unions in the country. In 2023, AAUP-AFT approved new contracts that included raises for part-time lecturers and job security provisions for graduate workers. These advancements reflect the union's commitment to fair compensation and job security while strengthening the academic environment and fostering a more supportive and equitable community; negotiations for new contracts are currently underway in 2026.

The 800-member staff at Rutgers University–Newark plays a crucial role in creating a supportive and dynamic educational environment and actively contributes to the University's mission. They are mission-critical contributors to RU–N's overall success, providing leadership and support across many areas, such as recruitment and student success, human resources, police and facilities, IT,

and institutional research, amongst many others. Since 2007, RU–N’s administrative staff have been represented by the Union of Rutgers Administrators (URA-AFT Local 1766).

Shared Governance

Shared governance is important across Rutgers. The university-wide [University Senate](#) includes active representation from RU–N as well as Rutgers’ other campuses. Shared governance groups also play an important role on the Newark campus. The Newark Faculty Council (NFC) was formed in 1991 and provides a forum for RU–N’s faculty. The NFC determines and expresses Newark faculty opinions on issues of concern and provides a means to report those concerns regularly and directly to the Provost, chancellor, and other administrators as appropriate. The NFC engages with faculty on actions being taken to address issues of concern. As such, the NFC plays a significant role in shared governance at Rutgers University–Newark.

The Newark Staff Council, established in 2018, is comprised of senior administrators and support staff alike. This body serves as a key communication channel between staff and the administration and meets regularly with the chancellor’s team to ensure that staff voices and concerns are heard and addressed. Professional development and retention strategies are central to the council's goals as they work to create a supportive environment for staff.

RU–N student governance associations include: the Student Governing Association (SGA), a council of elected student leaders who serve the interests of all undergraduates, part-time and full-time, on the Newark campus; the Graduate Student Government Association (GSGA), which promotes the interests of all graduate students on the Newark campus.

The New Jersey state legislature established the Rutgers University–Newark Advisory Board in 2013 with a clear mandate: to collaborate with campus leadership to advance RU–N's mission, engage with the local community and the state, and support the University's commitment to academic excellence, access, and diversity. The board meets at least once each semester to review updates on projects aligned with RU–N’s strategic plan priorities and to advise the Chancellor and the RU–N leadership team accordingly. The advisory board consists of 12 influential community leaders, dedicated alumni, and committed staff, faculty, and students, all collaborating to drive positive change and innovation within the University and the City of Newark. This diverse representation includes leaders from Rutgers University’s Board of Governors, Newark Public Schools, the New Jersey Performing Arts Center, Prudential Financial, Rutgers University union representatives, and student government bodies.

Academics

Rutgers University–Newark actively seeks out untapped talent, fostering an environment where diverse learners can thrive academically. The University challenges and supports students while

fostering a high-touch environment, providing personalized mentoring, drop-in counseling, and courses designed using evidence-based pedagogy and technology to inspire individuals to reach their fullest potential. Students benefit from small class sizes and a wide array of academic options, fostering a dynamic and engaging learning environment that supports student success, as evidenced by a first-year retention rate of 84% and a six-year graduation rate of 64%, which exceeds the predicted rate by USNWR.

Graduate and professional programs include advanced degrees like the M.F.A. and PhD, and the University emphasizes interdisciplinary studies, exemplified by programs such as the Liberal Studies M.A. and Women's Studies concentration. Unique dual degree options, such as the [Future Leaders M.B.A.](#), allow students to seamlessly transition from undergraduate to graduate studies, enhancing their educational journey. Rutgers–Newark also offers cross-registration with nearby schools, including Essex County College and New Jersey Institute of Technology.

Research and Scholarship

Rutgers University–Newark is dedicated to cultivating a robust research portfolio and received more than \$30.7 million in external research dollars last year. Notable in this regard are the [Institute for Data, Research, and Innovation Science \(IDRIS\)](#) and the [Center for Molecular and Behavioral Neuroscience](#). IDRIS is an interdisciplinary hub for applied ethical scholarship and practice in data science and emerging technologies, focusing on data-driven solutions to address difficult problems facing urban communities. The Center for Molecular and Behavioral Neuroscience is home to 14 research laboratories that span molecular, cellular, systems, cognitive, and computational neuroscience and is on the cutting edge of exploration into the brain's structure and function. RU–N has also received recent national recognition for research and education in quantum technologies, machine learning, and quantum information science, much of which has been generated by the [Quantum Sensing Lab](#).

[The Rutgers Advanced Institute for the Study of Entrepreneurship and Development \(RAISED\)](#) is another research institute that combines research, teaching, and community engagement surrounding entrepreneurship projects. The Urban Solutions Lab germinated from RAISED and combines a creativity studio and a collaboration garage to foster cross-disciplinary and cross-sector collaborations that drive urban entrepreneurship and help entrepreneurs accomplish their goals. The [Newark Public Safety Collaborative \(NPSC\)](#) uses data and analytics to empower community organizations to enhance public safety. The research at Rutgers–Newark has had a significant impact on the city of Newark and other urban areas, tackling the challenges of our time.

ROLE OF THE PROVOST AND EXECUTIVE VICE CHANCELLOR FOR ACADEMIC AFFAIRS

The Provost provides overall leadership, administrative oversight, and coordination for all aspects of RU–N’s academic enterprise, including its full portfolio of degree programs. As the University’s chief academic officer and executive vice chancellor, the Provost is responsible for shaping and advancing the academic vision, including developing and implementing forward-looking strategies for online, hybrid, and lifelong learning, while ensuring strong alignment between academic and student affairs. Overseeing a team of 13 Direct Reports, including deans, vice provosts, and directors of some centers/institutes, and in close collaboration with vice chancellors, unions, and other key stakeholders, the Provost sets academic priorities, guides operations and budgeting, and advances strategic initiatives in support of the University’s goals. The role requires an agile, cross-functional leader who can represent Rutgers–Newark externally and strengthen its academic position and reputation.

Working in close partnership with the Chancellor, the Provost will clearly define and operationalize the role of the office within the broader leadership structure. This includes establishing appropriate working relationships with deans and key administrative stakeholders and ensuring that the Provost functions as an effective chief academic officer with both authority and accountability. This leader will balance empowering deans to lead their units with providing institution-wide direction, ensuring that academic priorities are aligned with the Chancellor’s agenda and executed consistently across schools.

Building credibility as both a strategic leader and an operational partner, an effective Provost serves as the primary bridge between academic units and executive leadership. Leveraging excellent listening skills, clear communication, strong decision-making, and a visible presence across the institution, the Provost drives a culture of alignment and transparency, advancing academic priorities with clarity and cohesion.

To sustain and further elevate RU–N’s trajectory toward becoming an R1 institution, the Provost must promote alignment, accountability, and strategic focus across academic, financial, and community engagement priorities. Reporting to the Chancellor and cultivating a culture of innovation and collaboration, the Provost must leverage technology to connect institutional strengths to emerging fields while deepening partnerships with industry and community organizations. As a leading anchor institution, RU–N’s relationship with the city of Newark is central to its identity; by championing community-engaged scholarship, supporting the expansion of research and experiential learning opportunities, particularly in STEM, and advancing initiatives that strengthen the regional economy and civic life, the incoming Provost ensures that the University and the city continue to thrive together.

KEY OPPORTUNITIES AND CHALLENGES

Rutgers University–Newark seeks a Provost with the experience and commitment to work collaboratively to further elevate the University’s academic distinction and impact as a premier public research institution. The next Provost will:

Develop an innovative academic strategy to further advance Rutgers University–Newark’s academic excellence and research enterprise while preserving its mission.

RU–N’s continued ascent as a leading research university will be accelerated by a Provost who can partner with the Chancellor to align academic priorities with the University’s emerging strategic plan. While Rutgers and Rutgers University–Newark are impacted by the many pressures on higher education and the challenging research funding environment in particular, the University remains steadfast in its goals. Well-versed in identifying emerging academic disciplines, workforce trends, and market opportunities, the incoming Provost will collaborate closely with deans and faculty to redesign existing academic programs where needed and inform new degree, certificate, and microcredential offerings. Through keen engagement of the campus community and by harnessing forward-looking strategies that enhance online, hybrid, and lifelong learning, the Provost leads efforts to develop and execute an innovative, forward-looking academic vision that advances scholarly excellence, expands the research enterprise, and strengthens institutional impact while remaining firmly grounded in the University’s mission supporting student success.

Strengthen research infrastructure, operational effectiveness, and resource alignment to advance the R1 agenda.

Tasked with strengthening both the research enterprise and the institutional infrastructure that supports it, the Provost must partner closely with research leadership to drive progress towards R1 status. This includes removing operational barriers that hinder faculty productivity, improving coordination with central administration, increasing doctoral programs, and ensuring that systems related to grants, hiring, procurement, and academic operations function efficiently and predictably, allowing faculty and staff to focus on high-impact work rather than administrative complexity.

Operating with both authority and urgency, the Provost sets clear expectations for execution, uplifting decanal autonomy while holding units accountable for progress. A successful Provost must support strategic center and institute leadership, prioritizing investments, weighing tradeoffs, and ensuring that systems, staffing, and financial decisions are aligned to support interdisciplinary research growth and institutional goals of societal impact, academic innovation, and community-engaged scholarship. Over time, success will be reflected not only in increased research activity but in a more responsive, efficient, and well-coordinated academic enterprise capable of sustaining momentum and competing at a higher level.

Advance a coordinated, student-centered academic experience and strengthen holistic student support.

Establishing a more unified and consistent academic experience for students across the institution, ensuring that advising, academic policies, and student support services operate as a coherent, centralized system, is critical to student success. Aligning structures and practices across schools will enable students to navigate their academic pathways with clarity and confidence. Core processes such as advising, course sequencing, and academic support must be consistent and reliable, while still allowing for appropriate differences across disciplines.

Beyond advising, this leader will ensure that the broader student experience is structured to support persistence, belonging, and success. The Provost will partner closely with institutional research, enrollment management, student experience, and student affairs to leverage data-informed strategies that improve access, retention, and post-graduate outcomes. This includes reducing unnecessary bureaucratic barriers, improving communication, and ensuring that students feel seen, supported, and able to access the resources they need. Taken together, this work should result in a more seamless, high-functioning academic environment that strengthens recruitment, retention, and overall student outcomes.

Foster a collaborative institutional culture.

Serving as a central integrator, the Provost brings together stakeholders who operate in different parts of the organization and ensures that efforts are connected rather than duplicative or isolated. By creating clearer institutional direction, strengthening coordination across units, and ensuring that academic priorities are pursued in a cohesive, mutually reinforcing way, the Provost will seed a culture of collaboration and innovation.

This work will require intentional structures and expectations for collaboration, including mechanisms that support interdisciplinary teaching and research, as well as improved communication across the institution. The goal will be to create a more unified academic enterprise in which collaboration is the norm and institutional priorities are advanced through shared effort.

Reinforce faculty support, governance, and academic leadership.

The Provost is tasked with strengthening RU–N’s academic foundation by clarifying processes, enhancing faculty support, and reinforcing structures for faculty engagement in governance. This includes ensuring that tenure and promotion processes are clearly defined and consistently communicated, and that faculty have meaningful opportunities to contribute to academic decision-making. This leader will collaborate closely with the Newark Faculty Council to drive efforts to establish a more transparent and predictable academic environment that enables faculty to succeed and advance their work.

In parallel, this leader will elevate faculty recognition, support faculty development across career stages and appointment types, and foster a stronger academic community. Visible and consistent engagement with faculty, as well as deliberate efforts to build a culture of respect and recognition, will help to cultivate a shared responsibility for institutional progress.

Expand external engagement, partnerships, and institutional impact.

Playing a key role in expanding Rutgers University–Newark’s external engagement and strategic partnerships, the incoming Provost is tasked with maximizing overall institutional impact. This includes strengthening connections between academic programs, research initiatives, and regional workforce and economic development, as well as advancing opportunities in technology transfer, research commercialization, and interdisciplinary innovation.

Leading the charge to further elevate and leverage existing relationships, the incoming Provost must ensure that community-engaged scholarship remains central to the academic mission. There is also a significant opportunity to better engage alumni, amplify the University’s story, and more clearly communicate its impact. By aligning and integrating these efforts into a cohesive strategy, the Provost enhances RU–N’s visibility, resource base, and long-term institutional influence.

EXPERIENCE AND QUALIFICATIONS

The next Provost and Executive Vice Chancellor for Academic Affairs will be a distinguished educator and scholar who holds an earned doctorate or equivalent terminal degree and brings a record of scholarship, research, and teaching commensurate with appointment as a tenured full professor. This individual will be a proven leader with extensive academic leadership experience, with significant experience in budget stewardship and personnel management. The ideal candidate will exemplify many of the following qualifications and attributes:

- Evidence of setting priorities within an academic unit seeking input from the bottom up and helping to put in place the systems and structure to fulfill those priorities;
- Demonstrated success as a dean, department chair, or other senior academic administrator leading faculty, curricula, and programs;
- Demonstrated performance in teaching, research, and service.
- Knowledge of accreditation, shared governance, and national academic organizations such as ACE, APLU, USU, and AASCU;
- Demonstrated experience in conducting the promotion and tenure process;
- Experience with strategic planning and the ability to engage diverse stakeholders;
- A clear track record of promoting inclusive excellence and engagement. A passion for students and the belief in the power of education and research to change lives. A commitment to work with undergraduate, graduate, and professional student body governments to keep students’ unique needs, concerns, and well-being at the forefront when considering university priorities and decisions;

- A leader committed to meaningful community engagement and partnership, ensuring that the University's mission generates equitable and measurable community benefit; dedicated to the dissemination of knowledge and the advancement of scholarship to the city of Newark and beyond;
- An astute understanding of university finances and the relationships among academic priorities, budgeting, and the ability to marshal relevant information and data to inform and align decision-making.
- A superb communicator and enthusiastic advocate for the University's academic mission, for its faculty, staff, and students, and for their commitment to excellence and well-being, with a passion for education, research, and broad humanistic values;
- Demonstrated commitment to enhancing the teaching and learning of a genuinely student-centered institution that supports student success and values the institutional mission, academic standards, and measurable outcomes;
- Unimpeachable ethics and integrity, with a demonstrated commitment to leading responsibly;
- Authenticity, empathy, and energy; an inclination to collaborate;
- A proven and tested administrative leader with demonstrated experience in financial, operational, and strategic administration;
- Experience navigating and successfully responding to crises;
- Experience leading a public institution within a larger institutional structure is preferred;
- Knowledge related to working within a public institution that is unionized is a plus;

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 via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/rutgers-university-newark/provost-and-executive-vice-chancellor-academic-affairs>. Electronic submission of materials is strongly encouraged.

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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](#).

APPENDIX

Rutgers University–Newark Schools and Colleges

[School of Arts & Sciences \(SASN\)](#)

Composition and Mission

With 21 academic units offering more than 2,000 courses per year, nearly 50 undergraduate majors and minors, 13 master's degree programs, and 9 doctoral programs, the School of Arts and Sciences–Newark (SASN) provides an outstanding liberal arts and science curriculum. SASN offers opportunities for academic exploration across studio art, psychology, neuroscience, environmental science, and urban education, and is home to an Honors College that uses transdisciplinary and design-thinking pedagogy. The school also offers accelerated degree programs, including a BA/MD track, and strong pre-professional pathways in medicine and health, law, engineering, and social work, supported by pre-law, pre-health, and data science learning communities.

SASN faculty generate \$15 to \$20 million per year in federal and private research grants. The faculty includes winners of the Pulitzer Prize and the MacArthur “Genius” Award, patent holders in cancer and physics research, Grammy- and Oscar-nominated scholars and artists, and multiple national book award winners across poetry, fiction, history, and political science.

Academic Programs

Among SASN's most distinctive and fastest-growing programs are neuroscience (combining psychology and biology), data science and computer science, social work, urban education and disability studies, and design — alongside the Honors College's transdisciplinary, experiential model.

SASN highlights several signature, mentorship-driven programs as particular points of pride: Pathways for Junior Scientists, which places undergraduates in mentored biomedical research labs at the New Jersey Medical School; the Paul Robeson Elite Pre-Law Academy (PreP-Law), offering intensive legal analysis training and Moot Court exposure; Lives in Translation, which certifies students in translation while meeting the linguistic needs of local families and organizations; and the Capitol Hill Leadership Fellows program, which places students in paid summer internships with elected leaders in Washington, D.C.

Research Centers and Scholarly Strengths

SASN highlights the following centers and areas as its strongest, most distinctive research investments:

- Center for Molecular and Behavioral Neuroscience (CMBN) — applied neuroscience research and training.

- The Sheila Y. Oliver Center for Politics and Race in America — scholarship and public engagement at the intersection of politics and race.
- Lives in Translation — community-engaged humanities and applied translation studies.
- The Design Consortium — collaborative research and practice in visual arts and design.
- Hub for Innovation and Interactive Virtual Engagement (HIIVE) — integration of virtual and augmented reality into instruction across anatomy and physiology, the humanities, and the arts.

Students

SASN enrolls more than 4,300 undergraduate students and over 400 graduate students engaged in transformational research and community-based practice. A growing number of students participate in mentored research, resulting in co-authored journal articles and conference papers, and in policy work through programs such as the Capitol Hill Leadership Fellowship. SASN students in data science and computer science have secured positions at Fortune 100 companies, while students in digital humanities and environmental justice initiatives partner directly with local organizations and urban farms — experiences that prepare graduates for both advanced study and employment across a range of industries.

[School of Criminal Justice \(CSJ\)](#)

Composition and Mission

The Rutgers School of Criminal Justice is the only standalone school of criminal justice in New Jersey and a nationally recognized leader in criminology and criminal justice scholarship. Founded in 1974, SCJ combines rigorous research, policy engagement, and professional training to address pressing issues of crime, public safety, and social justice. The school serves undergraduate, master's, and doctoral students, with an academic identity built on a dual emphasis on scholarly excellence and real-world impact — producing research that informs justice policy at all levels of government while preparing graduates for leadership in both academia and practice.

A defining feature of SCJ is its commitment to policy-relevant, interdisciplinary, and globally engaged research, coupled with strong ties to the City of Newark, New Jersey state agencies, and partners beyond.

Academic Programs

SCJ offers a comprehensive suite of undergraduate, master's, and doctoral programs, with particular distinction at the doctoral level: its PhD program has consistently ranked among the top ten nationally by U.S. News & World Report. At the graduate level, SCJ is expanding its offerings to meet evolving professional demand, including a newly developed executive-style master's track for experienced criminal justice leaders (with plans for a standalone Executive MA), a growing set of

specialized MA certificates in areas such as cybercrime, policing, artificial intelligence, and community-engaged justice, and joint interdisciplinary programs with social work, public policy, and law. Strong application volume and competitive doctoral admissions reflect continued enrollment momentum and national visibility.

SCJ also serves as the degree-conferring institution for students enrolled in NJ-STEP, supporting educational pathways for individuals who begin their studies while incarcerated and complete their degrees on campus.

Research Centers and Scholarly Strengths

SCJ's research enterprise is defined by high productivity, policy relevance, and measurable impact. The school highlights the following as its strongest pride points:

- Newark Public Safety Collaborative (NPSC) — SCJ's flagship research and engagement initiative, integrating spatial crime analysis with community partnership to address public safety challenges in Newark. NPSC convenes dozens of cross-sector organizations and has produced measurable outcomes, including substantial reductions in specific crime categories in targeted areas, supported by external funding and partnerships.
- Corrections Leadership, Evidence, and Advancement for Reform (CLEAR) Institute — a new center under development to strengthen research infrastructure in corrections reform, alongside additional emerging initiatives focused on community well-being and international research.
- Faculty research productivity — SCJ faculty publish significantly more peer-reviewed articles than peer institutions on average and are widely recognized through editorial leadership roles and national awards.
- Interdisciplinary and global reach — faculty research spans criminology, sociology, public health, policy, law, and psychology, with strong international and comparative dimensions, positioning SCJ at the forefront of data-driven public safety, inequality, and global justice scholarship.

Students

SCJ enrolls a diverse and mission-driven student body across all levels: approximately 800 undergraduate majors annually across criminal justice and justice studies programs; a competitive master's program of roughly 75 students with flexible pathways, including accelerated and dual-degree options; and a selective doctoral program with small cohorts, high completion rates, and strong placement into academic and research careers. As part of a Minority Serving Institution, a large majority of SCJ students identify as people of color, and the school serves a significant proportion of first-generation college students. SCJ highlights strong graduate retention, increasing

doctoral completion efficiency, and deep student engagement in research, teaching, and community-based work as outcomes of particular pride.

[Rutgers Business School](#)

Composition and Mission

Rutgers Business School (RBS) serves as the flagship business school of Rutgers University and the State of New Jersey. Established in 1929 and significantly expanded through a 1996 merger of the School of Business (New Brunswick), the Graduate School of Management/Faculty of Management (Newark and New Brunswick), and the Department of Business Administration and Accounting (Rutgers–Newark SAS), RBS today stands as one of the nation's largest, most comprehensive, and most diverse business schools, with campuses in both Newark and New Brunswick.

The mission of RBS is to create positive change in the world through scholarly work that addresses emerging business challenges, innovative curricula and pedagogy that prepare future leaders, and social impact that makes local and global communities better places for all.

RBS has approximately 11,000 students, 225 full-time faculty, 164 adjunct faculty, 188 full-time staff, and 21 research and outreach centers and institutes. Faculty hold offices on both the Newark and New Brunswick campuses, and the school maintains six academic departments — Accounting Information Systems; Finance and Economics; Management and Global Business; Marketing; Management Science and Information Systems; and Supply Chain Management — along with additional teaching facilities in Jersey City and Piscataway.

Academic Programs

RBS offers a strong portfolio of degree programs, including two undergraduate programs based in Newark (about 2,800 students) and New Brunswick (about 6,700 students), four MBA programs, twelve specialty master's programs, a Doctorate in Business Administration (DBA), and a PhD program with 88 doctoral students.

National recognition for RBS programs includes a top-25 ranking among public MBAs nationally for the Part-Time MBA (U.S. News & World Report, 2025), a 10th-place ranking for the Full-Time MBA among public business schools (LinkedIn, 2025), the #1 Executive MBA in the U.S. (CEO Magazine, 2026), and a #1 ranking in the Northeast for the Part-Time MBA (U.S. News & World Report, 2025). The Supply Chain Management MBA and undergraduate program were ranked #5 in North America (Gartner, 2022 and 2024), and the Financial Engineering program ranked #1 in the Big Ten (QuantNet, 2025).

Research Centers and Scholarly Strengths

In keeping with the prospectus's emphasis on evidence-based highlights, RBS draws attention to the following pride points:

- Research productivity: Since 2018, RBS faculty have secured 51 federal grant awards totaling \$43.1 million and 62 industry grant awards totaling \$3.8 million.
- National research rankings: #62 in North America in the 2025 UTD Top 100 Business School Research Rankings; #1 in the U.S. in Accounting Information Systems research for twelve consecutive years (BYU Accounting Rankings); and #26 worldwide for Supply Chain Management empirical research output (2025 SCM Journal List).
- Scholarly publishing infrastructure: RBS is home to twelve academic journals, including the Rutgers Business Review (established 2016), with faculty holding more than 100 editor-in-chief, editor, associate editor, and editorial board positions.

Faculty distinction: RBS faculty have been named fellows of AAAS, IEEE, INFORMS, and ACM, among other national and international honor societies, alongside numerous lifetime achievement awards.

[Rutgers Law School](#)

Composition and Mission

Rutgers Law School expands access to legal education, fosters academic excellence, and empowers students to practice with integrity, lead with purpose, and champion justice. New Jersey's flagship public law school — one of the largest in the northeast — provides educational experiences of exceptional quality and value to a diverse student population. RLS is one of only two law schools in New Jersey and one of two schools on the Rutgers–Newark campus that operates at two Rutgers locations. Tuition is about half the cost of other law schools in the region. This reflects the law school's proud tradition of breaking down barriers to legal education and building on its long history of advancing diversity, equity, and inclusion in legal education and the legal profession.

Academic Programs

Minority Student Program (MSP) — MSP supports Rutgers Law students who have faced socioeconomic or educational disadvantages regardless of race or ethnic background. This nationally acclaimed program is designed for individuals from underrepresented groups in the legal profession who have encountered discrimination or overcome social or socioeconomic challenges. MSP takes a proactive approach to ensure the success of its students by providing essential resources such as legal skills development, academic support, mentoring, networking opportunities, internships, and more.

Clinics — Ranked #11 in the 2026 U.S. News & World Report, Rutgers Law School is a pioneer in clinical education with more than 20 clinics across the Newark and Camden campuses. Clinics provide students with real-world experience by working on actual cases and policies that address significant issues.

New Jersey Innocence Project (NJIP) — RLS houses New Jersey’s first and only chapter of the National Innocence Project, which advocates for the exoneration, release, and restoration of innocent people incarcerated in New Jersey.

Legal Writing — Ranked #8 in the 2026 U.S. News & World Report, Rutgers Law also pioneered this field of legal education, teaching students how to master skills in precise legal writing, conduct in-depth research, and build compelling arguments.

Rutgers Law Associates (RLA) — The first of its kind, this award-winning program is a unique one-year residency that launches new law school graduates from any ABA-accredited law school directly into practice while delivering affordable legal services to low- and moderate-income New Jersey residents. Modeled after medical residencies, this boutique law firm operating at the law school allows fellows to manage real cases under the close supervision of seasoned attorneys. Alongside a full scholarship and stipend for the year, fellows receive intensive mentoring, collaborate closely with experts, and attend weekly seminars on litigation, ethics, and firm management. RLA has been awarded more than \$2 million in grants since its inception.

Advocacy Skills — Rutgers Law offers a variety of advocacy skill programs not found at most other law schools. Participants learn strategies, processes, and styles to develop into masterful oral advocates in different legal contexts. They are also coached by respected, well-established legal professionals. National Mock Trial, Appellate Moot Court, Mediation, Negotiation, and Arbitration teams consistently win or place in national competitions.

Research Centers and Scholarly Strengths

RLS has 12 academic centers and institutes. Rutgers Law faculty are among the most cited authors in the U.S. across multiple legal disciplines in the latest HeinOnline Scholarly Impact Rankings. Rutgers Law ranks #22 of the most cited ABA-accredited institutions nationwide by author affiliation (2026). Three RLS faculty are in the top 15: Professor Michael Carrier is the #3 most cited expert for Food and Drug Law, Professor Rose Cuison-Villazor is the #10 most cited scholar in Immigration Law, and Professor Reid Weisbord is the #13 most cited expert in Estates & Trusts.

Students

2025 Entering Class:

- 46% students of color
- 91% first-generation law students
- 56% female
- 35 countries represented

Class of 2025 Outcomes:

- More than 92% passed the New York Bar
- More than 93% employed after graduating

[School of Public Affairs and Administration](#)

Composition and Mission

The School of Public Affairs and Administration (SPAA) at Rutgers University–Newark is a nationally ranked and globally recognized school dedicated to preparing students for ethical, evidence-based public service leadership. Located within one of the nation's most diverse and civically engaged urban universities, SPAA serves undergraduate, graduate, executive, and doctoral students pursuing leadership roles across government, nonprofit, international, and private-sector settings.

SPAA's academic identity is grounded in public administration, public management, nonprofit leadership, urban policy, public finance, governance, transparency, and community-engaged problem solving. The school distinguishes itself within Rutgers University–Newark and nationally through its combination of scholarly excellence, public-service values, and deep engagement with Newark, New Jersey, and broader public and nonprofit institutions. Its mission emphasizes diversity, competence, knowledge, service, and ethical practice, with a particular focus on the effective, equitable, accountable implementation of public policy.

Academic Programs

SPAA offers a focused portfolio of programs aligned with the needs of emerging, mid-career, and executive public-service leaders, including the BA in Public Administration, Master of Public Administration, Executive Master of Public Administration, accelerated BA/MPA and BS/MPA pathways, the PhD in Public Administration, and a suite of certificate and professional-development programs.

The MPA remains SPAA's flagship professional degree, offered in both on-campus and online formats and supported by NASPAA accreditation. The program prepares students in ethical leadership, evidence-based decision-making, public management, policy development and evaluation, finance and budgeting, nonprofit management, and effective engagement with diverse communities and workforces. The Executive MPA provides an accelerated, online cohort model for experienced professionals in public, nonprofit, and government sectors, while the accelerated MPA pathways create momentum for Rutgers undergraduates seeking a seamless transition into graduate public-service training.

SPAA's distinctive academic strengths are reflected in strong national recognition. In the 2026 U.S. News & World Report rankings, Rutgers SPAA is ranked #25 overall among Best Public Affairs Programs, with especially strong specialty rankings in Public Management and Leadership (#8), Nonprofit Management (#8), Urban Policy (#9), Local Government Management (#14), Public Finance and Budgeting (#19), and Public Policy Analysis (#36).

Research Centers and Scholarly Strengths

SPAA's research profile is strongest where public administration scholarship meets applied governance, nonprofit leadership, transparency, community engagement, and public-sector innovation, with the school serving as a bridge between scholarship and practice across public agencies, nonprofit organizations, local communities, and international policy networks. The school highlights the following as its strongest pride points:

- National and global research standing: the 2025 Global Ranking of Academic Subjects by ShanghaiRanking placed Rutgers SPAA #3 nationally and #12 globally in Public Administration, positioning the school as one of Rutgers–Newark's strongest scholarly assets in the social sciences.
- Transparency and Governance Center — focused research on public-sector transparency and governance.
- Center for Nonprofit Leadership and Development — supports New Jersey's nonprofit sector through leadership education, research, philanthropy, and volunteerism.
- Center for Health Excellence and Community Engagement — advances work with public, nonprofit, and private entities to engage underrepresented urban communities in health research, policy, decision-making, and service delivery.
- Emerging research initiatives in experimental and behavioral public administration, anti-corruption studies, smart and connected cities, philanthropic behavior, and state policy analysis, creating strong opportunities for interdisciplinary investment and external partnership.

Students and Outcomes

SPAA serves a diverse student body across undergraduate, master's, executive, doctoral, certificate, and professional-development programs. Its MPA program enrolled 330 students in Fall 2025. Across programs, SPAA estimates that 62 percent of enrolled students are female and 38 percent are male, with 84 percent of students from New Jersey and 16 percent from out of state; about 70 percent are first-generation college students and Pell eligible.

Student outcomes reflect SPAA's role as a training ground for public and nonprofit leadership: in academic year 2024–2025, SPAA conferred 104 MPA degrees. Representative employers of MPA graduates include federal, state, and local government agencies; Rutgers University; the State of New Jersey; the Metropolitan Transit Authority; the U.S. Department of Labor; the U.S. House of Representatives; Boys & Girls Club of Newark; Newark Trust for Education; Newark Beth Israel Hospital; and Hackensack University Medical Center, among others. Graduate job titles include director, program coordinator, city administrator, senior funds manager, human resources director, research associate, project manager, assistant dean, social services coordinator, and IT program manager — outcomes that align closely with SPAA's mission of strengthening public and nonprofit institutions through evidence-based leadership.

[Rutgers–Newark Graduate School](#)

Composition and Mission

The Graduate School–Newark (GSN) serves as the administrative home for 12 doctoral programs and 16 master's programs in the arts and sciences across Rutgers–Newark. A relatively small but vital unit housed in Dana Library and led by its dean, senior associate dean, two assistant deans, and three administrative staff, GSN combines the rigor of a major research institution with a strong ethos of access, inclusion, and social impact. Its mission is to prepare graduate students to be both scholars and practitioners in fields that matter for the advancement of knowledge and for the public good.

GSN administers and confers graduate degrees, awards special fellowships and grants, and provides a comprehensive range of graduate student services. These include regular writing workshops, one-on-one coaching, and professional development training at all stages of the degree program. GSN also serves as the academic decision-making body and resource hub for graduate program directors and graduate faculty across the campus.

Academic Programs

GSN's portfolio of 28 programs reflects Rutgers–Newark's distinctive strengths across the natural sciences, social sciences, and humanities, including doctoral and master's programs in American Studies, Biology, Chemistry, Creative Writing (MFA), Criminal Justice, Earth and Environmental Sciences, Economics, English, Global Urban Studies, History, Management, Mathematical Sciences, Neuroscience, Physics, Political Science, Psychology, Public Administration, and Urban Education, as well as a Master of Business and Science.

Among GSN's most distinctive offerings is its fully funded MFA in Creative Writing, housed in a campus townhouse and rooted in Newark's vibrant arts scene and proximity to New York City. Students work closely with award-winning faculty across fiction and poetry, with intensive mentorship in the thesis year, producing graduates who have gone on to significant literary careers and publications.

Research Centers and Scholarly Strengths

Rutgers–Newark hosts 46 research centers and institutes spanning all five schools, several of which are especially closely engaged with graduate education and doctoral training. GSN highlights the following as its strongest pride points:

- Center for Molecular and Behavioral Neuroscience (CMBN) — a flagship research enterprise with significant NIH and federal support, conducting high-impact interdisciplinary work across neuroscience, psychology, and biology. CMBN provides advanced doctoral training and anchors Rutgers–Newark's national distinction in the life sciences. It is home to the

Rutgers Aging and Brain Health Alliance, one of the nation's largest programs on aging and Alzheimer's risk in older African Americans.

- Institute for Data, Research, and Innovation Science (IDRIS) — launched in 2025, an interdisciplinary hub using data science and AI to address real-world challenges in health, policy, and environmental issues, with a strong emphasis on ethical, community-engaged research and graduate student involvement in applied projects.
- Joseph C. Cornwall Center for Metropolitan Studies — brings Rutgers–Newark's intellectual resources to bear on improving quality of life in urban communities across New Jersey, with a focus on education policy, urban governance, and community-engaged applied research.
- Clement A. Price Institute on Ethnicity, Culture, and the Modern Experience — a flagship humanities institute focused on public scholarship, urban culture, and civic engagement in Newark and beyond.
- Institute of Jazz Studies (IJS) — widely regarded as the world's largest and most important jazz archive and research library, used by scholars, musicians, and historians worldwide.

Students

Rutgers–Newark enrolls approximately 3,300 graduate students overall, with roughly 550 in GSN — approximately 400 doctoral and 150 master's students — and the remainder in professional programs in business, law, and public affairs. The GSN student population is notably diverse: approximately 40 percent international, 35 percent from New Jersey, and 25 percent from elsewhere in the United States. Enrollment has declined over the past decade, largely due to the rising cost of supporting doctoral students and increased competition in the master's market. Expanding the doctoral pipeline and master's enrollment is an area of strategic opportunity for incoming academic leadership.

Rutgers University–Newark Finances

Rutgers University–Newark's annual operating budget is approximately \$550 million, with 65% of funding from tuition and fees and 35% from state and other funding. Rutgers University operates under a Responsibility Centered Management (RCM) budget model. Certain administrative functions, such as facilities, information technology, and advancement, are managed through Rutgers Central. Most of the costs of these services are allocated back to each campus and funded with RU–N's revenues. The budget is developed collaboratively through a process in which Rutgers–Newark works with the central administration to evaluate revenues, expenses, and investments.

This document has been prepared based on the information provided by Rutgers University–Newark. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Rutgers University–Newark would supersede any conflicting information in this document.