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Memorandum to: Members of the Rutgers Community

From: Richard L. Edwards
Executive Vice President for Academic Affairs
and
Chancellor—New Brunswick

Subject: Recruitment Areas for Henry Rutgers Professorships
and Term Chairs

As you know, one of the initiatives announced by President Barchi as part of the implementation of the University Strategic Plan is the establishment of two initial groups of chairs to assist in the process of faculty recruitment and retention. The first group, the **Henry Rutgers University Professors**, will consist initially of five professorships created from central administration resources. These professorships will be used to recruit, or in some cases retain, preeminent senior scholars to our faculty. Priority for appointments will be given to areas and disciplines that align with the goals of the strategic plan, and that fall within the areas covered by the plan's Integrating Themes. Ideally, the interests of the proposed recruitment will span several disciplines and/or schools. As resources become available, the goal is that this initial group of five will be expanded to a total of 30 Henry Rutgers University Professorships over the next five years.

A second group of five new term chairs for mid-level faculty has also been created. These **Henry Rutgers Term Chairs** will be used to recruit and retain outstanding faculty who are entering the middle phase of their careers, and will be targeted at newly-tenured or comparably positioned individuals of equivalent stature with high potential for future development. Again, as resources are identified, the plan is that the initial five will be expanded to 25 Henry Rutgers Term Chairs over the next five years.

As outlined in the document announcing the University Strategic Plan's first 100 Days Initiatives, proposals for recruitment areas for both the Henry Rutgers University Professors and the Henry Rutgers Term Chairs were solicited during the Spring semester, and were subsequently evaluated and prioritized by a committee consisting of myself and Chancellors Cantor, Pritchett, and Strom. We are pleased to now announce the areas chosen for the first round of recruitment.

Recruitment Areas for the Initial Five Henry Rutgers University Professorships

Recognizing the need for enhancing our strength in the **arts and humanities**, a professorship in any of a range of areas that relate to the humanities would be of value. It has been determined that this professorship will be filled on the Newark campus by an individual who is an **outstanding poet**. Given that there was an exceptional individual available and that this represented a rare target of opportunity, permission has been given to use this professorship to enhance the chances for recruiting that individual. This professorship will address the integrating theme of “Creative Expression and the Human Experience,” and the foundational elements of “Strong Core of Sciences and Humanities” and “Inclusive, Diverse and Cohesive Culture.”

The University already has significant strengths in the areas of **earth, marine and coastal, and atmospheric sciences**, and a desire to move our strong research in these areas to world-class status. It has thus been determined to allocate a Henry Rutgers Professorship to these fields. This professorship relates to the integrating theme of “Creating a Sustainable World through Innovations, Engineering, and Technology,” as well as the foundational element of “Strong Core of Sciences and Humanities.”

Emergency and disaster preparedness has become a pressing national priority as well as a major concern in New Jersey. Whether we are confronted with natural disasters, or those resulting from accidents or terrorism, we must recognize threats and take steps to prevent when possible and ameliorate the effects when necessary. Rutgers has many faculty already working in these fields, but a Henry Rutgers Professorship will help us develop this area further as one of our signature strengths. Such a hire might come from the physical and life sciences, social sciences, computer sciences, cyber security, health sciences and/or professional schools involved in this broad range of areas. This professorship relates to the integrating themes of “Improving the Health and Wellness of Individuals and Populations,” and “Educating Involved Citizens and Effective Leaders for a Dynamic World,” as well the foundational element of “Strong Core of Sciences and Humanities.”

Recognizing the tremendous growth in the size, rate, and complexity of digital information, a professorship in **Big Data** will enhance our ability to manage and understand fast-moving developments in fields such as social computing, biology, medicine, neuroscience, and related areas. This professorship relates to the integrating themes of “Improving the Health and Wellness of Individuals and Populations” and “Creating a Sustainable World through Innovation, Engineering, and Technology,” and the foundational element of “Strong Core of Sciences and Humanities.”

The recent integration of UMDNJ into Rutgers has served to highlight the fact that we are seriously lacking in faculty with expertise in **bioethics**. There is a tremendous need for informed discourse and research in ethical dimensions and considerations in a variety of areas. Ethical issues are particularly pressing in the areas of medical and healthcare practice, policy, research,

clinical trials, and the law, as well as in issues regarding economic inequality and social justice. A new Henry Rutgers Professorship in this area will catalyze our development of research and teaching in this area, and could involve a number of disciplines in the arts and sciences, RBHS, and our professional schools. This professorship relates to the integrating theme of “Improving the Health and Wellness of Individuals and Populations” and “Educating Involved Citizens and Effective Leaders for a Dynamic World,” as well as the foundational element of “Strong Core of Sciences and Humanities.”

Recruitment Areas for the Initial Five Henry Rutgers Term Chairs

For maximum strategic impact, we felt that at least some of the Term Chairs should be in the areas targeted for the initial set of Henry Rutgers Professorships while others should be in areas not addressed by the chairs. Therefore, recruitment for the first five Henry Rutgers Term Chairs will be in the follow areas:

Big Data: We live in a world where the explosion of data is increasingly impacting all of our lives, in fields including but not limited to medicine, social computing, neuroscience, epidemiology, etc. We have already targeted one Henry Rutgers Professorship for recruitment in this field, but this is now such an all-encompassing area that we have also determined that one of the initial Henry Rutgers Term Chairs should be devoted to this area as well. We propose that this hire be made for the Rutgers University-Newark campus. This recruitment would fall under the integrating themes of “Improving the Health and Wellness of Individuals and Populations” and “Creating a Sustainable World through Innovation, Engineering, and Technology,” as well as the foundational element of “Strong Core of Sciences and Humanities.”

Ethics and Bioethics: Ethical reasoning is arising as a mandated essential educational goal, and appropriately so. There is a tremendous need for informed discourse and research in ethical dimensions and considerations in a variety of areas. As noted above, ethical issues are particularly pressing in the areas of medical and healthcare practice, policy, research, and the law. In addition to the Henry Rutgers Professor position in Bioethics, we propose a Henry Rutgers Term Chair recruitment in this area combining philosophical analysis of big questions regarding the nature of humanity, social justice and rights, gender and race, and the forms and obligations of community, along with practical expertise and engagement with ethical considerations in real life situations. This hire would fall under the integrating themes of “Educating Involved Citizens and Effective Leaders for a Dynamic World,” and “Cultures, Diversity, and Inequality—Local and Global.” It would also fall under the foundational element of “Strong Core of Sciences and Humanities.” We see this recruitment taking place for the Rutgers University-Camden campus.

Global Health: It is widely accepted that we live in a global society. It has also become abundantly clear that our interconnectedness has very immediate, at-home implications for our own health and that of our families. The integration of UMDNJ into Rutgers and the creation of RBHS presents us with a signal opportunity to combine our strengths in the sciences and social

sciences to create new research and teaching capacity in the field of global health, possibly encompassing behavioral health, health and migration, international epidemiology, health disparities, and other aspects of the physical and social environment that impact health internationally. We propose that this Henry Rutgers Term Chair recruitment take place within RBHS. It will encompass the integrating themes of “Improving the Health and Wellness of Individuals and Populations,” and “Cultures, Diversity, and Inequality—Local and Global,” and the foundational element of “Strong Core of Sciences and Humanities.”

Digital Filmmaking: Filmmaking is one of the most frequently asked about areas of study at Rutgers. Instruction in this area first became available two years ago with the establishment of the Rutgers Center for Digital Filmmaking within the Mason Gross School of the Arts, which has created several documentary films on science topics to critical acclaim. To date, the Center has worked with Marine and Coastal Sciences, the Climate Institute, the Bloustein School of Planning and Public Policy, the Veterans Affairs Office, the School of Engineering, the Office of Student Affairs, and the Institute for Food, Nutrition, and Health. The next step in the development of the Center would be the creation of a professional BFA Degree Program and the rapid growth of the Film Bureau. The recruitment of a Henry Rutgers Term Chair in this area would greatly assist in this effort. Such a recruitment would advance the integrating theme of “Creative Expression and the Human Experience,” and the foundational element of a “Strong Core of Sciences and Humanities.”

Hispanic and Latino/a Studies: The Hispanic and Latino/a population in the United States is one of the largest growing demographically, with implications for U.S. politics, economics, health care, culture, and other aspects of American life and thought throughout the 21st century. This population group is growing rapidly throughout New Jersey generally, and in New Brunswick, as well. While Rutgers has significant strength in Latino Studies already, our research and teaching in this area has not to date been organized in a way to enable us to achieve maximum impact. Further, the addition of colleagues from UMDNJ to Rutgers has brought us additional capacity that should be incorporated into this effort. The recruitment of a Henry Rutgers Term Chair in this field would further catalyze University growth in this important area. That recruitment would take place on the New Brunswick campus, and would advance the integrating theme of “Cultures, Diversity, and Inequality—Local and Global” and the foundational element of a “Strong Core of Sciences and Humanities.”

Process Going Forward

For each of these recruitments, four for the Henry Rutgers Professorships and five for the Henry Rutgers Term Chairs, we will contact the several faculty who submitted proposals related to or overlapping with each of the areas. In addition, we will also identify other faculty who are involved with research or teaching in that area, even if they were not involved in submitting a proposal. Those faculty will be brought together and given the task of developing a position description that will also illustrate the types of candidates we are seeking. At that point we will



establish broad-based search committees and begin the searches, in the fall of 2014. All of this will be carried out in collaboration with the relevant Deans and Chancellors.

On behalf of myself and Chancellors Pritchett, Strom, and Cantor, I want to thank all of the faculty who took the time to submit a proposal for either a Henry Rutgers University Professorship or a Henry Rutgers Term Chair. Even if your proposal or area was not selected in this first round, please rest assured that we appreciate your thoughts and input as we move forward with these recruitments, and we look forward to continuing to work with all of you at this very exciting time for Rutgers.

c: Robert L. Barchi, President
Wendell Pritchett, Chancellor – Camden
Nancy Cantor, Chancellor - Newark