POSITION PROFILE

Senior Vice President for Research
Rutgers, The State University of New Jersey seeks an accomplished individual to serve as its next Senior Vice President for Research (SVPR).

As the Senior Research Officer (SRO) for Rutgers, the SVPR is a member of the President’s senior leadership cabinet and interfaces directly with the four chancellors of the University, its administrative leadership, and research leaders across all of Rutgers’ many schools, centers, and institutes. The SVPR reports to the Executive Vice President for Academic Affairs (EVPAA), the second-ranking officer at Rutgers, and is charged with providing leadership and strategic direction to advance the research mission of the University.

In addition to providing institutional leadership and vision relative to Rutgers’ research mission, the SVPR oversees the Office for Research, which is responsible for all aspects of research grant administration including the development of large collaborative grant proposals, research cores, oversight and development of regulatory and compliance requirements, implementation of institutional policies, and efficient delivery of services and programs throughout the lifecycle of pre-award, post-award, and regulatory oversight that positively impact research activities, accountability and compliance across the University.

As a University leader and its Institutional Official, the SVPR advances Rutgers’ mission by serving in both a strategic and an operational/service capacity, contributing to vision and growth while also overseeing best-in-class support functions.

SENIOR VICE PRESIDENT FOR RESEARCH

The Senior Vice President for Research is charged with contributing vision to Rutgers’ research enterprise, fostering collaboration across the University, particularly in organizing the pursuit of transformative funding opportunities, and delivering efficient, customer-oriented services and systems that enable faculty research while protecting the University and its research subjects and sustaining compliance with sponsor requirements. The SVPR and their staff, working collaboratively with decentralized research leaders and administrative personnel across the University, identify opportunities to improve business processes, invest in systems, and update policy to enable the safe conduct of research that advances knowledge and practice.

As the head of the Office for Research (OFR), the SVPR ensures its work advances its mission, which is to empower the Rutgers community in creating knowledge and advancing discoveries that benefit the residents of New Jersey and the world. OFR is committed to providing timely, solution-focused services that foster research, and innovation with integrity and accountability. In leading OFR, the SVPR provides strategic direction, coordination, and oversight of the many institutional offices and resources that support Rutgers’ research activities.

Rutgers’ level of research funding and expenditures eclipses that of all other New Jersey Institutions of higher education combined. It has grown rapidly in the wake of the 2013 integration of the University of Medicine and Dentistry of New Jersey into Rutgers and the formation of Rutgers Biomedical and Health Sciences (RBHS) campus. This integration has added depth and breadth in biomedical and clinical research to Rutgers’ historic strengths in arts, engineering, humanities, and sciences.
In fiscal year 2020, more than $2.6 billion worth of proposals were generated by Rutgers researchers for submission. In FY 2020, sponsored research from all sources totaled $747 million awarded across 1,702 projects. Federal agencies constitute the largest source of research, awarding $405 million (54% of total). Of these, NIH and NSF provide the greatest levels of support. In FY 2020, Rutgers secured $159 million from state sources, $126 million from foundations, and $53 million in corporate research funding.

In FY 2020, Rutgers research generated 197 invention disclosures, 105 global and 57 US patents issued, and 67 licenses producing $16.2 million in revenue, most notably including a recent technology spin-out of Infinity Biologix for $44.4M.

Rutgers offers a vibrant landscape for research across the staggering breadth of virtually all major fields of academic scholarship. Researchers work at each of the University’s campus locations, in its departments and schools, and in its approximately 340 organized research programs, centers, and institutes that cross disciplinary and institutional boundaries, engaging researchers across fields and beyond Rutgers with partners elsewhere in academia, in industry and government. A comprehensive list of these centers, institutes, and programs is available here.

Key Responsibilities

The Senior Vice President for Research serves as the administrative leader and chief executive for the Office for Research (OFR; see details below), whose direction and management fall within the primary scope of their responsibilities.

The SVPR chairs or serves as a member of University committees focused on aspects of Rutgers research, including the recently formed Research Strategy Roundtable. They brief the University’s Board of Governors and Board of Trustees, and subcommittees of each, on research activities, investments, and policies, and serves as a member of the President’s Cabinet, the President’s Senior Leadership Team, the University Administrative Council, the EVPAA Cabinet, and the University’s Promotion Review Committee. Beyond Rutgers, board memberships include New Jersey’s Committee on Science Innovation & Technology.

In this multi-faceted role that combines vision, strategy, operations, and policy, the SVPR manages many responsibilities and balances multiple areas of accountability. The Rutgers research community is excited to support an SVPR who will

- Develop, secure support for, and implement a vision for the strategy, policy, and infrastructure that will position Rutgers as a leader among AAU members and its fellow Big Ten institutions;
- Promote and enhance a dynamic, ambitious, and collaborative research agenda across Rutgers that builds synergies among areas of the University in pursuit of greater impact and recognition;
- Work with the Executive Vice President for Academic Affairs and other leaders across Rutgers to realize this research vision and to create policies consistent with the University’s mission;
- Strategically support Chancellor-led units and schools in building their research programs by championing strategic shared investment in research infrastructure and support services and by identifying and helping to grow funding opportunities;
• Collaborate with each of the schools to define and execute a distinctive vision for research and innovation that enhances alignment between individual schools’ strengths and ambitions and Rutgers’ “One University” trajectory;
• Identify opportunities in emerging areas of research and promote interdisciplinary initiatives within Rutgers and between Rutgers and external stakeholders, including those in the arts, humanities, and social sciences as well as intersections among these disciplines and STEM fields;
• Champion further investment in research core facilities, establishing priorities for enhancement of current cores and emerging areas in which the creation of shared resources will leverage researchers; develop sustainable financial models for Rutgers’ research cores that secure buy-in from Chancellor-led units;
• Seed, grow, and support activities around innovation and entrepreneurship;
• Develop relevant industry and professional partnerships to increase Rutgers’ research funding and visibility;
• Represent Rutgers as its Senior Research Officer in the AAU, Big Ten Academic Alliance, and other relevant organizations to provide a public voice for the research mission of the University.

THE OFFICE FOR RESEARCH

The Office for Research (OFR) is a Rutgers-wide organization comprised of approximately 300 staff and technical, grant, and contract specialists, offering research support to Rutgers administration, faculty and students. The SVPR serves as the lead executive responsible for the oversight, direction, and both internal and stakeholder management of the OFR.

Directly reporting to the SVP Research are the VP, Research Administration; AVP, Innovation Ventures; AVP, Animal Care; ED, Finance & Operations; ED, Core Facilities; AVP Corporate Engagement Center; and the Senior Department Administrator, Office for Research. The SVP for Research also has joint supervisory responsibility for the AVP, Office of Advanced Research Computing (reporting also to the Senior Vice President & Chief Information Officer), and the AVP, Corporate Engagement Center, who reports also to the President of the Rutgers University Foundation.

The recent expansion of Rutgers’ research mission and scope following the post-merger creation of Rutgers Biomedical and Health Sciences has set the stage for the University to advance its goal of becoming the most dynamic research enterprise in the Big Ten. The University’s next SVPR has a unique opportunity to leverage the talent in OFR accruing from several years of investment in staff, systems, processes, and policies and to further strengthen OFR’s reach and impacts by virtue of a newer vision, a new level of drive in the pursuit of research excellence, and an eye toward fostering creative partnerships that leverage Rutgers research in exciting and powerful ways.

Structure and Services

Research Strategy and Development
OFR’s Research Strategy and Development unit, guided by the SVPR in close partnership with the Executive Vice President for Academic Affairs, convenes collaborative initiatives among transdisciplinary research leaders across the Chancellor units and catalyzes major extramural research projects for extramural support from federal and state agencies, advanced healthcare and technology industries, and
from philanthropic foundations. Research Strategy and Development disseminates major research opportunities to the faculty and offers training and development workshops for junior faculty and for targeted principal investigators. It also supports strategic cores and institutional matching for grant proposals that request research instrumentation to address infrastructure gaps in the institution and enable wider access to faculty and students pursuing advanced STEM and biomedical research.

Research Administration
Research administration infrastructure integrates the broadest array of support services that OFR provides to the University faculty and staff and comprises approximately 120 FTEs. In the wake of the merger between legacy Rutgers University and the University of Medicine and Dentistry of New Jersey in July 2013, pre- and post-award enterprise systems and processes were replaced and have now been harmonized across the entire research enterprise. Research Administration is currently completing the consolidation and improvement of the combined practices within research regulatory affairs – the Institutional Review Board, conflict of interest, research integrity, and responsible conduct of research. The Sponsored Research Information Systems team oversees the quality and accuracy of research awards and submissions and prepares reports for the President and Chancellors. It has created dashboards for leadership to interrogate research data in a granular fashion and will be completing similar dashboards for expense reporting in FY21. Research Administration leadership is committed to advancing the integration and optimization of its service offerings so as to provide a seamless continuum of services to researchers and their immediate support staff.

Innovation Ventures
The Innovation Ventures group supports all of the functions of technology transfer: patenting, marketing, negotiation and licensing intellectual property including technologies, software, and copyright. This activity involves close collaboration with external legal counsel and the necessary accounting and financial support for tracking, invoicing, and compliance. This group also provides fundamental support for innovation across Rutgers’ four campuses as well as the creation of startups from Rutgers University technologies. Innovation Ventures manages two commercialization funds: TechAdvance, which supports research directed towards commercializing existing Rutgers intellectual property, and an analogous HealthAdvance Fund, which is a core function of the REACH grant awarded to Rutgers by the NIH in August 2020.

Core Facilities
OFR continues its effort to support existing research cores and to stand up new cores in important emerging areas. In collaboration with University Finance and with broad faculty support, the objective of the core facilities group is to create robust and compliant processes for supporting and building out scientific cores across the University. Drawing from best practices of peer institutions, the core facilities team and faculty advisory committee will provide guidance and objectivity to the distribution of resources and financial support to appropriately organized cores beginning in FY2021.

Corporate Engagement Center
In order to diversify research funding sources beyond federal and state agencies, the University and its independent Rutgers University Foundation have launched the Corporate Engagement Center to house the resources and expertise that will foster long-term partnerships between businesses and the University community in sponsored research, technology commercialization, recruitment, and philanthropy. An example of such innovations is the recently launched $1 billion public-private partnership between
Rutgers and RWJBarnabas Health, which forms the largest academic health system in the state and one of the most comprehensive in the country. This partnership will significantly expand Rutgers’ biomedical research base over the next decade. The head of the Corporate Engagement Center reports jointly to the SVPR and the President of the Research Foundation.

Office of Advanced Research Computing (OARC)

OARC is the University’s central computing resource created for and dedicated to advanced academic research. Reporting to both the SPVR and the SVP & Chief Information Officer, Advanced Academic Computing, with some 30 staff, provides researchers with essential computing, networking, storage, and data-handling capabilities, along with specialized support services across all disciplinary areas, and gives students valuable exposure through centralized resources as well as educational and training opportunities. The staff, expertise, and resources that are now OARC began to take shape in 2011; in 2015, recognizing both the success of early initiatives and the growing importance of high-performance computing and data services to the research mission, the University invested further, enabling OARC to evolve into its current shape.

Resources for Comparative Medicine

Rutgers Animal Care is comprised of Research Core Services, Controlled Substances in Research, Comparative Medicine Resources, and IACUC. The team supports the research mission of Rutgers University in biomedical research areas including, but not limited to, genomic projects, pharmacokinetic and ADME studies, feasibility studies, surgical models, xenograft models and chemotherapeutic studies. The 110 staff in the Animal Care group are spread out across the 19 vivaria that are currently in place to support University research. Funding has been identified that is earmarked for upgrading these vivaria, and a five-year plan to renovate and consolidate facilities to create state-of-the-art animal research at Rutgers has been developed. In the last two years, the Animal Care team has designed and overseen the construction of a new vivarium on the Busch campus, reorganized the unit, and begun lean process initiatives that have resulted in significant improvements in both cost and quality of service. Improvements in performance and quality have led to excellent reviews by the accreditation agencies. The five-year animal care plan will enable the creation of centralized cage-wash capabilities and will give Rutgers increased future capacity for research at lower cost.

Operations & Finance

The operations and finance team consists of human resources, IT, communications, finance, and data integrity teams. The leadership position in this group is currently vacant and the team is being supervised by the SVPR. The new SVPR will have the opportunity to recruit the new leader for this team.

The Office for Research works closely with administrative staff across the University in departments, centers and institutes, and schools and in the Offices for Research sustained by each of the University’s four Chancellors. The operational budget directly managed by the SVPR is over $45 million. Chancellor-led units sustain local services that support their faculties’ research activities in various ways. A key goal for the SVPR’s team is to provide convergent leadership for steering new University-wide research directions and to facilitate and catalyze collaborative research across the various academic units.
The successful candidate will have a compelling record of leading complex organizations with judgment and creativity and a demonstrated ability to successfully motivate and direct diverse teams in a complex and evolving environment shaped by multiple internal and external dynamics. They will have an understanding of, and ability to provide leadership and guidance to, innovation and entrepreneurship, animal care, core facilities, research integrity, and initiatives that will position the University for growing success in research. Qualified candidates will possess a PhD, MD, or related degree(s), with scholarly credentials worthy of appointment as a full professor with tenure. They should have international stature and track record in a STEM or biomedical area of research.

Well-qualified candidates will also possess:

- Impeccable personal and professional integrity;
- Intellectual curiosity, creativity, and leadership to set the strategic vision for making Rutgers University research competitive with its peers among the AAU and Big Ten institutions;
- Significant leadership management and financial experience in complex research and administrative environments;
- The ability to thrive and be decisive in settings marked by complexity, ambiguity, and change;
- Demonstrated capacity to build interdisciplinary partnerships and bring together multiple constituencies to create cross-cutting research initiatives;
- Understanding and respect for the challenges of academic research and a commitment to engage with faculty in a positive and proactive manner;
- Measurable success advancing diversity, equity, and inclusion through hiring, promotion, organizational development, or other activities and initiatives;
- Experience in planning, growing, and diversifying research while fostering and promoting women and historically underrepresented groups;
- The ability to articulate the University’s research vision, goals, accomplishments and needs to a broad range of external constituencies including alumni, academic, government, and business and industrial communities;
- Familiarity with Responsibility Center Management (RCM) budget financial models is desirable.

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY

As the University of New Jersey®, Rutgers is dedicated to teaching that meets the highest standards of excellence, to conducting research that breaks new ground, and to providing services, solutions, and clinical care that help individuals and the local, national, and global communities where they live.

A leading national research university and the State of New Jersey’s preeminent, comprehensive public institution of higher education, Rutgers educates more than 71,000 students and employs 23,500 full- and part-time faculty and staff. The University has a broad presence across the State of New Jersey, with locations in all 21 counties; it also sustains academic and research enterprises around the world. It is a Research-I University in the Carnegie Classification of Institutions of Higher Education, and a member of the Big Ten Academic Alliance. On July 1, 2013 Rutgers University merged with the University of Medicine
and Dentistry of New Jersey (UMDNJ), folding two medical schools and six health-profession schools into the University. The New Brunswick campus and RBHS together hold Rutgers’ membership in the AAU.

The University’s comprehensive Fiscal Year 2021 budget is $4.5 billion, with revenue derived from tuition and fee income, housing and dining charges, clinical and healthcare revenue, state appropriations, and restricted funds including grants, contracts, and student aid.

Rutgers offers more than 100 undergraduate majors and more than 200 graduate programs and degrees, and sustains approximately 340 research centers and institutes. The University’s 31 undergraduate colleges and graduate and professional schools are housed in four divisions:

**Rutgers University – New Brunswick**

Rutgers New Brunswick is where Rutgers first originated as a colonial institution over 254 years ago. Today, as the state landgrant flagship campus, it is ranked among the top 25 public universities by the US News and World Report and is one of only 65 member institutions of the prestigious Association of American Universities (AAU). It is home to internationally acclaimed faculty and is an academic powerhouse. It is one of the Big Ten Conference’s most diverse universities, known for its focus on social mobility. Rutgers-New Brunswick is ranked among the Top 10% Best Value Public Colleges by *Money*, is in the Top 100 World Universities based on the Times Higher Education World Reputation Rankings (U.K.), and continues to be a leading producer of student honors and Fulbright Scholars. Several of the institutional research programs at New Brunswick are national and global leaders including programs in the humanities (notably in philosophy, history, English, gender and women’s’ studies); computing sciences, mathematics, physics and astronomy; microbiology and life sciences; earth, planetary, and climate sciences; neurosciences; and professional schools such as education, business, engineering, and public policy. The campus features 12 schools: Planning & Public Policy; Applied & Professional Psychology; Education; Arts; Engineering; Social Work; Communication & Information; Environmental & Biological Sciences; Arts & Sciences; Management & Labor Relations; Graduate Studies; and Rutgers Business School – Newark & New Brunswick. Rutgers – New Brunswick educates some 50,000 students annually across a broad array of majors, graduate, and professional programs.

**Rutgers University Biomedical and Health Sciences (RBHS)**

RBHS is the health sciences academic unit closely allied to Rutgers New Brunswick, which together constitute the AAU organization. RBHS was created through the 2013 integration of the relevant biomedical and healthcare academic units from Rutgers University and those from the former UMDNJ. RBHS engages in academic, research, and patient activities across the state and serves as the umbrella organization for eight schools and seven centers and institutes focused on improving human health and advancing translational and fundamental discovery. It also offers New Jersey’s largest behavioral health care network, one of the largest nationally. RBHS encompasses the research conducted at two major medical schools, Robert Wood Johnson Medical School and New Jersey Medical School, at the Rutgers School of Dental Medicine, and at several leading academic units including the Ernest Mario School of Pharmacy, the School of Public Health, the School of Health Professions, and the School of Graduate Studies. Additionally, RBHS includes New Jersey’s leading NIH-supported comprehensive cancer care and research center, the Rutgers Cancer Institute of New Jersey (CINJ). RBHS’s clinical programs, which have expanded significantly in the wake of the 2017 affiliation agreement with RWJBarnabas Health, involve 7 million annual patient visits to faculty practices, centers, clinics, and institutes and 350 clinical trials supported at any given time.
Rutgers University – Newark
Rutgers Newark is a diverse, urban research University located in New Jersey’s largest city. Rutgers University – Newark is the premier higher education institution in northern New Jersey, with professional staff committed to advancing its research, pedagogy, and social impact within an inclusive campus culture focused on excellence. Rutgers – Newark supports six schools: Arts & Sciences – Newark; Law; Public Affairs & Administration; Criminal Justice; Public Affairs & Administration; and Rutgers Business School – Newark & New Brunswick. Over 500 full-time faculty lead students through over 65 undergraduate, graduate, and professional programs.

Rutgers University - Camden
Situated just across the Delaware River from historic Philadelphia, Rutgers University – Camden is a rising leader among urban public research universities emphasizing civic engagement. Its campus sustains five schools: School of Business – Camden; Rutgers Law School; Graduate School – Camden; School of Nursing – Camden; and Camden College of Arts & Sciences. Students at Camden focus on nearly 40 undergraduate majors and 29 graduate programs including Ph.D. programs in public affairs, computational and integrative biology, and childhood studies (the first such program in the nation). In 2015, Rutgers - Camden was recognized by the Carnegie Foundation for Advancement of Teaching as a Community-Engagement Classified Institution.

Each of the four divisions described above is led by a Chancellor appointed by and accountable to the University’s President. Services and functions that report to the President’s organization are generally referred to as University Administration. Resources and services funded and managed by each division are generally referred to as Chancellor-led campus units. Rutgers has adopted a Responsibility-Center Management budget model whose framework provides the underpinning to ensure functional relevance and alignment and value-added performance norms for the scope of services that advance the mission of the academic campus units. Rutgers’ new president, Dr. Jonathan Holloway, has strongly espoused an already-established concept of “One Rutgers” that calls for alignment, synergy, and cross-fertilization in all mission areas, research being an important pillar among them.

RUTGERS UNIVERSITY LEADERSHIP

Jonathan S. Holloway, President

Jonathan Holloway, a U.S. historian, took office as the 21st president of Rutgers, the State University of New Jersey, on July 1, 2020. He also serves as a University professor and distinguished professor. Prior to accepting the Presidency of Rutgers, Dr. Holloway was provost of Northwestern University from 2017 to 2020 and a member of the faculty of Yale University from 1999 to 2017.

As Northwestern University’s chief academic officer, Dr. Holloway supervised the University’s educational policies and academic priorities, oversaw preparation of the University’s annual budget, acted on faculty appointments and promotions, and directed the allocation of resources and space to academic units. At Yale, he served as Dean of Yale college and the Edmund S. Morgan professor of African American studies, history, and American studies.

Dr. Holloway, who began his academic career at the University of California, San Diego, received a bachelor’s degree with honors in American studies from Stanford University and a Ph.D. in history from Yale University. He serves on boards of the Smithsonian's national museum of African American History and Culture and the Andrew W. Mellon Foundation. He previously served on the executive committee of the Organization of American Historians and the boards of the Chicago Botanic Garden, Illinois Humanities, the National Humanities Alliance, and the Society for United States Intellectual History. In April 2020, New Jersey Governor Phil Murphy appointed him to the Governor’s Restart and Recovery Commission, and in May 2020, New Jersey assembly speaker Craig Coughlin appointed him to his Economic Advisory Council.

A comprehensive articulation of President Holloway’s early perspective on Rutgers and his emerging strategic foci – the pursuit of academic excellence and new recognition, the ideal of the University as a beloved community, and the call for strategic clarity about Rutgers’ ambitions and the alignment of its structure and resources in pursuit of those ambitions – is available here. The continued advancement of research excellence and expansion of the Rutgers research portfolio is a top priority for President Holloway and is an integral component of the pursuits of academic excellence.

**Prabhas V. Moghe, Executive Vice President for Academic Affairs**

Prabhas V. Moghe is Rutgers’ Chief Academic Officer and Executive Vice President for Academic Affairs (EVPAA). In this second-ranking position as officer at the University, Dr. Moghe reports to President Jonathan Holloway and is charged with forging strategies and developing initiatives to strengthen the academic enterprise at Rutgers. He serves as the President’s chief adviser on academic matters, leads all University-wide faculty support programs, and coordinates academic priorities across the central administrative offices and chancellor-led units. In this role, he works closely with both the chancellors and their provosts and gives voice to a collective vision that will propel Rutgers among its finest peer institutions. Among other key University-wide functions, the EVPAA manages Rutgers tenure and promotion processes and has oversight for the Libraries, Rutgers Global, Continuing Studies, Enrollment Management, Student Veterans Services, Institutional Research, and Rutgers University Press. The EVPAA also oversees and supports the SVPR in leading the Office for Research.

Dr. Moghe holds the title of Distinguished Professorship in the School of Engineering. He has made many contributions to interdisciplinary graduate education, biomedical and health sciences, and nanomedicine.
His research has led to innovations in cancer detection and nanotechnology therapeutic technologies for brain degenerative disorders like Parkinson’s disease. Dr. Moghe’s research program has secured nearly $20M funding, trained over 25 PhDs, published over 100 peer-reviewed journal articles, and produced over 300 podium and plenary talks. He has directed two National Science Foundation-sponsored graduate training programs spanning 12 years, in biologic interfaces and in stem cell science and engineering. He has served as an adjunct professor of surgery at Robert Wood Johnson Medical School since 2008 and is Full Member of the Rutgers Cancer Institute of New Jersey. He is a fellow of the Biomedical Engineering Society, the American Institute of Medical and Biological Engineering, and the International Union of Societies for Biomaterials Science and Engineering. Immediately before becoming EVPAA, he served as Provost and Executive Vice Chancellor for Research and Academic Affairs for Rutgers–New Brunswick.

In his work to date, Dr. Moghe has championed academic excellence and academic innovation, strongly supported undergraduate and graduate education, and strengthened faculty recruitment and development. As EVPAA, he has been an advocate for elevating cross-disciplinary research at Rutgers in the humanities and the arts, information and computing sciences, and environmental, life, and health sciences. A recipient of the University’s Leadership in Diversity Award, Dr. Moghe has also launched programs to promote the advancement of women in STEM fields and programs to foster a more vibrant, innovative, and creative mindset among Rutgers students. Appointed as the first Vice Chancellor for Research and Innovation for Rutgers-New Brunswick, Dr. Moghe established a number of institutional initiatives and partnerships to nurture and expand research across a broad spectrum of fields, including the humanities, data sciences, life and health sciences, and advanced manufacturing.

C O N T A C T

Rutgers University has engaged Opus Partners in December 2020 to assist this search. To seek additional information, nominate qualified candidates, or apply, please contact Craig Smith, Partner, or Marisea Rivera, Senior Associate: craig.smith@opuspartners.net / marisea.rivera@opuspartners.net.

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 University’s Non-Discrimination Statement.