Position Profile

Benjamin T. Rome Dean
Whiting School of Engineering

June 2013
The Opportunity
The Johns Hopkins University invites inquiries, nominations, and applications for the position of the Benjamin T. Rome Dean of the Whiting School of Engineering (WSE). The Dean is the chief executive and intellectual leader of the School, shaping its vision, generating resources in support of that mission, and managing operations. The Whiting School has approximately 172 full-time faculty (including full-time research faculty, research scientists and engineers), 1,600 undergraduate students, 1,000 full-time graduate students, and 2,300 part-time graduate students who participate in programs online and at several campus locations in the greater Baltimore-Washington area. The School covers a wide range of disciplines through its nine undergraduate and 10 graduate academic departments, 25 research and academic centers and institutes on the Homewood campus, and 16 part-time master’s and post-graduate certificate programs. Sharing the same campus and many of the same facilities, the Whiting School of Engineering and Krieger School of Arts and Sciences have a close and cooperative relationship; the Dean of the Whiting School also works collaboratively with each of the other academic divisions of the University. A member of the Association of American Universities (AAU), Johns Hopkins ranks first among U.S. universities in receipt of federal research and development funds.

The Johns Hopkins Institutions
At the time of their founding, the Johns Hopkins University and Hospital set the pace for American higher education and medicine. More than a century later, they remain leaders. The Johns Hopkins Hospital has been continuously ranked America’s No. 1 hospital for 22 of the past 23 years. With top-ranked schools of Medicine, Nursing, and Public Health, and ever deepening collaborations across the University, Johns Hopkins seeks to establish itself as the preeminent academic health sciences center in the world. Together, the Johns Hopkins Institutions, which comprise the University and the Johns Hopkins Health System, are the largest private employer in Maryland, employing 46,000 people, 40,000 of whom work in Baltimore City. The Johns Hopkins Institutions generate more than $10 billion annually in regional economic impact.

The Johns Hopkins University
The Johns Hopkins University was incorporated in 1867 under the terms of a $7 million bequest from Johns Hopkins, a Quaker merchant of Baltimore, who directed that the funds be used for the establishment of a university and a hospital. The Johns Hopkins University was America’s first research university, founded for the express purpose of expanding knowledge and putting that knowledge to work for the good of humanity. Today, Johns Hopkins is world renowned for undergraduate and graduate study, research, professional practice, and patient care. It attracts the finest undergraduate, graduate, and professional students and more federal research funding than any other university in the United States.

Johns Hopkins opened its doors in 1876 under the leadership of its visionary first president, Daniel Coit Gilman. President Gilman and his first board of trustees conceived of and brought
together for the first time in history the key elements of the American research university: a creative faculty given the freedom and support to pursue research; fellowships to attract the brightest students; education emphasizing original work in laboratory and seminar; and scholarly publication. The creation of this model and its later replication at other schools led to the American research university system as it exists today.

Today, Johns Hopkins has approximately 6,500 faculty, 6,200 undergraduate students, and 17,600 graduate students. The University currently offers approximately 230 degree programs at the baccalaureate, master’s, and doctoral levels.

Johns Hopkins comprises nine divisions: the Zanvyl Krieger School of Arts and Sciences, the Whiting School of Engineering, the Carey Business School, the Schools of Education, Medicine, and Nursing, the Bloomberg School of Public Health, the Peabody Institute, the Paul H. Nitze School of Advanced International Studies, and the Applied Physics Laboratory, as well as multiple centers, institutes, and affiliates. The University’s libraries hold approximately 3.7 million bound volumes.

Johns Hopkins continues to grow its faculty with the addition of a large cadre of renowned scholars, researchers, performers, and scientists, many of whom are members of the National Academy of Sciences, National Academy of Engineering, Institute of Medicine, and American Academy of Arts and Sciences, as well as the recipients of numerous other prestigious honors and prizes. Thirty-six individuals associated with Johns Hopkins—including four current faculty members—have won Nobel prizes in peace, physics, medicine, chemistry and economics.

For the past 33 years, Johns Hopkins has been ranked by the NSF as number one in terms of annual research expenditures. In the past five years, research awards and expenditures have grown from $1.8 billion to $2.51 billion. The University serves as the home for approximately 200 research centers. Johns Hopkins has experienced an incredible positive trajectory of increased academic excellence in the last decade, as a result of the work of the academic leadership, faculty and students, its innovative international programs, high level of collegiality, and exceptional interdisciplinary collaboration.

In fiscal year 2013 the University’s revenue is budgeted at $4.6 billion. The University’s endowment is approximately $2.87 billion. Additional financial information and the university financial statements for the past several years can be found online.

The Homewood campus, site of the schools of Arts and Sciences, Education, and Engineering, is located in north Baltimore. The East Baltimore campus is home of the schools of Medicine, Nursing and Public Health, as well as The Johns Hopkins Hospital. Additional locations include sites in downtown Baltimore, Montgomery County, MD, and Washington, D.C, as well as the 400-acre APL campus in Howard County, MD. In addition, the University has a strong international presence, including, but not limited to, centers in Nanjing, China and Bologna.
Ten by Twenty: A Vision For Johns Hopkins

President Ron Daniels has released the final version of the Ten by Twenty initiative, an articulation of ambitious priorities for the university through the remainder of the decade. The plan seeks to enhance Johns Hopkins’ stature and map out approaching challenges and opportunities for the university; such a vision is needed to confront higher education’s looming challenges, including the uncertainty of federal funding sources, a competitive global academic marketplace complicated by the emergence of nontraditional online learning environments, and the evolution of student expectations for campus life, among others. Ten by Twenty builds on four overarching themes: one university, individual excellence, a commitment to communities, and institution building.

The Whiting School of Engineering

Johns Hopkins School of Engineering was founded in 1912 to develop pragmatic solutions to real world problems and to ensure Maryland’s continued economic growth by providing the state’s burgeoning industrial sector with a workforce trained in the latest technologies. Since that time, the School’s activities in education, research and service have remained integral to the university’s mission. In 1966, the School merged with what is today the Krieger School of Arts and Sciences. In 1979, a gift from the estate of G.W.C. Whiting, co-founder of the Whiting-Turner Contracting Company, re-established Engineering as a standalone school— the G.W.C. Whiting School of Engineering.

Whiting School faculty and students have a proud history of breaking down traditional disciplinary boundaries within engineering and, more broadly, working collaboratively with investigators from across University divisions in pursuit of solutions to complex problems. The school’s culture of transformative, cross-disciplinary discovery has enabled the Whiting School to leverage the expertise and resources of the Johns Hopkins University and positioned it at the forefront of fields including biomedical engineering, data science, robotics and environmental engineering. Today, the Whiting School of Engineering is ranked No. 1 in Biomedical Engineering and No. 7 in Environmental Engineering, and its graduate programs are rated 25th overall in U.S. News and World Report’s 2014 ranking of engineering schools.

Located on Johns Hopkins University’s Homewood campus, the Whiting School occupies 300,000 square feet of space spanning 12 buildings, in addition to satellite campuses. Malone Hall—a 56,000 square foot facility dedicated to interdisciplinary research, including in systems engineering and the emerging field of individualized health—is scheduled to open in the summer 2014.
Academics

Hopkins Engineers: Deep Knowledge, Unbounded Innovation, Noble Purpose. This vision statement reflects the Whiting School’s goal to provide an education grounded in fundamental scientific principles—one that prepares students to delve deeply into the world of knowledge, to freely traverse the societal, cultural and disciplinary boundaries in the creative application of their skills, and to design solutions to the most important problems facing humanity, ensuring a prosperous future in the face of complex 21st century challenges.

Departments and Degree Programs. The school offers 12 bachelor’s degree programs, 14 master’s degree programs, and nine PhD programs to full-time students:

- Applied Mathematics and Statistics
- Bioengineering Innovation and Design (master’s only)
- Biomedical Engineering (BS and MS offered through WSE; PhD offered through the School of Medicine)
- Chemical and Biomolecular Engineering
- Civil Engineering
- Computer Science
- Electrical and Computer Engineering
- Engineering Management (master’s only)
- Financial Mathematics (master’s only)
- Geography and Environmental Engineering
- Materials Science and Engineering
- Mechanical Engineering
- Robotics (master’s only)
- Security Informatics (master’s only)

The Whiting School departments with the largest undergraduate enrollments are Biomedical Engineering (which spans the Whiting School and School of Medicine and is the only department to which students must apply directly), Chemical and Biomolecular Engineering, and Mechanical Engineering. Over the past five years, the school has seen significant growth in undergraduate enrollments in a number of departments, including Electrical and Computer Engineering, Applied Mathematics and Statistics, and Geography and Environmental Engineering. The Center for Leadership Education offers a minor in Entrepreneurship and Management, the most popular minor on the Homewood campus. In the past five years, the Whiting School has seen over 70% growth in its full-time master’s programs. This is, in part, a result of new Dean’s Fellowships, which cover half of students’ tuition during the fifth year for students pursuing 5-year concurrent bachelor’s/master’s degree. At the doctoral level, enrollments have increased 19% over the past five years, with the largest growth in departments including Mechanical Engineering and Materials Science and Engineering.
Building on Johns Hopkins’s 90-year tradition of providing continuing education for the technical workforce, the School’s Engineering for Professionals (EP) program is one of the largest continuing engineering education programs in the United States. EP offers engineering and applied science graduate programs in more than 15 disciplines to working students.

The Whiting School’s academic offerings benefit from many productive partnerships with the other nine divisions of the University. Chief among these is its close relationship with the Krieger School of Arts and Sciences, with which the School shares a campus, an undergraduate student body and a rich environment of collaboration on academic and administrative matters.

Research
The Whiting School includes more than 20 established research centers and institutes. They include:

- Center for Multi-Function Appliqué
- Center for Advanced Metallic and Ceramic Systems
- Center for Bioengineering Innovation and Design
- Center for Cancer Nanotechnology Excellence
- Center for Environmental and Applied Fluid Mechanics
- Center for Imaging Science
- Center for Language and Speech Processing
- Center for Materials Sensing and Detection
- Chemical Propulsion Information Analysis Center
- Engineering Research Center for Computer-Integrated Surgical Systems and Technology
- Environment, Energy, Sustainability & Health Institute
- Institute for Computational Medicine
- Center for Cardiovascular Bioinformatics and Modeling
- Hopkins Extreme Materials Institute
- Institute for NanoBioTechnology
- Johns Hopkins Engineering in Oncology Center
- Johns Hopkins Systems Institute
- Johns Hopkins University Information Security Institute
- Laboratory for Computational Sensing and Robotics
- Materials Research Science and Engineering Center

The Whiting School has numerous research connections and collaborations across Johns Hopkins. Many of the Whiting School’s most successful research ventures involve collaborations with clinicians and researchers at the School of Medicine, in areas including surgical robotics, biomedical engineering device design, medical imaging, cancer research, hospital efficiency, and tissue engineering. Engineering undergraduates and graduate students work in laboratories on the University’s East Baltimore campus. With the Bloomberg School of Public Health,
engineering faculty and students are engaged in exciting research initiatives ranging from global water to childhood obesity. Successful and growing research initiatives in areas including data science, K–12 STEM education, and wind engineering are being pursued with the Krieger School of Arts and Sciences.

Whiting School faculty also collaborate with many of the nearly 3,200 technical staff at the Applied Physics Laboratory, many of whom have appointments in the Whiting School, on a number of research programs, often involving PhD students. The School and APL partner in several Whiting School centers and institutes, most notably the Systems Institute, which brings together researchers of diverse medical, scientific, and engineering disciplines from across Johns Hopkins schools and divisions to address particularly challenging systems problems.

Research is a distinguishing characteristic of the undergraduate experience at Johns Hopkins. Approximately two-thirds of undergraduates engage in some form of research, facilitated by programs such as the Provost’s Undergraduate Research Awards and Woodrow Wilson Undergraduate Research Fellowships.

Entrepreneurship and technology commercialization are a major focus of the Whiting School and are woven into the educational experience at all levels and faculty and student research. A recent entrepreneurial initiative, FastForward, was launched in the spring of 2013. FastForward serves as a catalyst for the advancement and commercialization of Johns Hopkins innovations, turning JHU technologies into viable products for the benefit of society. Housed in a facility adjacent to the Homewood campus, FastForward includes a technology accelerator providing early-stage labs and administrative spaces for JHU startups, an education center that leverages the expertise of JHU faculty and industry mentors to guide JHU students, post-docs and faculty in the entrepreneurial process, and an innovation system, consisting of a comprehensive and proven process and management system that increases the probability of a startup’s success.

**Faculty**

In total, 118 tenured or tenure-track faculty hold appointments in the academic departments, with many holding secondary appointments in other engineering disciplines and in Johns Hopkins’ school of Medicine, Bloomberg School of Public Health and in the Krieger School of Arts and Sciences. Together, these faculty exercise collective responsibility for the quality of the academic programs offered at the undergraduate and graduate levels.

The excellence of the Whiting School faculty is recognized by many distinctions and awards and through their publications. While five WSE faculty are members of the National Academy of Engineering, the school’s younger faculty are recognized widely for their leadership in engineering research and education and over the past two years alone, have been honored with six NSF CAREER Awards, two Presidential Early Career Awards (PECASE), and four Office of Naval Research Young Investigator Awards.
While the Whiting School’s small size encourages interdisciplinary collaboration—faculty are naturally encouraged to look outside their departments and division for colleagues and collaborators—it also poses additional challenges. The quality of the school’s research and academic programs depend on a small number of critical faculty who are frequently recruited by institutions with greater resources. Similarly, each open position presents an opportunity of great strategic importance, with concomitant pressure to be competitive in salary and startup funds. Accordingly, faculty support is a major component in the school’s campaign fundraising goal. The Whiting School seeks to endow at least 10 new full professorships and at least five new faculty scholar awards, allowing the school to recruit and recognize the very best faculty whose research has the potential to make a global impact.

**Students**
The Whiting School currently enrolls approximately 1,600 full-time undergraduate students and 1,000 full-time graduate students. In addition, the school’s Engineering for Professionals programs offers part-time master’s degree and post-master’s certificates to approximately 2,300 students at regional campuses, including in the Dorsey, MD campus, in Montgomery County and at JHU’s Applied Physics Laboratory, through online courses and programs, and through industry partnerships in multiple states.

**Undergraduate Students.** Undergraduate applications to the Homewood schools (of Arts and Sciences and Engineering) increased 39% percent from 2009 to 2013, with applications to the Whiting School of Engineering growing from 4,489 to 6,258 during that time. Every year, WSE has seen the SAT math and verbal scores and GPAs of admitted students continue to trend upward. Today, 32% of WSE undergraduates are women. The School must continue to deploy its financial aid resources carefully and strategically in response to this new and shifting competitive environment and undergraduate financial aid is a major focus of the recently launched Johns Hopkins Rising to the Challenge campaign.

**Graduate Students.** Doctoral education is at the heart of the academic mission of the Whiting School, as it is in the University as a whole, and each department maintains an active and nationally visible graduate program. Johns Hopkins does not have a formal graduate school, so the provision of services to graduate students is integrated within the departments and the School, often in collaboration with the Krieger School of Arts and Sciences. While these doctoral programs are strong across the board, our ability to attract the best, most qualified doctoral students is threatened by increasingly competitive graduate stipends offered by our peers. Recruiting graduate students of the highest quality is critical to the recruitment and retention of the best faculty throughout the School, so graduate student funding is a critical challenge that must be met. Graduate fellowship support is also a major component in the Whiting School’s fundraising goal in the Rising to the Challenge campaign.
The Whiting School partners with APL in the administration and instruction of the Engineering for Professionals program, which currently enrolls 2,400 professional students in more than 15 masters and certificate programs. Students study disciplines ranging from computer science, mechanical engineering, and electrical and computer engineering to technical management and systems engineering—two programs pioneered by APL.

**Financial Overview**
The Whiting School’s operating revenue for FY13 was budgeted at $183 million, 54% of which came from tuition and fees, 36% sponsored research, and 10% from sources including gifts, endowment and Maryland State aid. The Engineering for Professionals programs represent 15% of the tuition revenue, or 28% of total tuition. The school’s endowment at the end of fiscal year 2013 is valued at approximately $110 million.

Research growth at WSE has averaged 7% over the past decade, with the National Science Foundation, the National Institutes of Health, and the Department of Defense as the major funders. Over the past few years, NIH funding has grown tremendously, in large part because of the research activities taking place in the Institute for NanoBioTechnology. In 2012, the school received a significant growth in defense funding in the form of a $92 million grant from the Army Research Laboratories to support the work occurring in the [Hopkins Extreme Materials Institute](#).

**Fundraising**
As part of the university’s recently-announced $4.5 billion Rising to the Challenge Campaign, the Whiting School of Engineering seeks to raise $275 million, including $81.5 million to support undergraduate financial aid, facilities, programs on the Homewood campus, and $193 million to support faculty, graduate fellowships, programs, and facilities at the Engineering School.

Among the school’s recent philanthropic accomplishments have been a $30 million gift from alumnus, John C. Malone, to support the construction of Malone Hall and a named professorship, two naming gifts for academic and research facilities, and a total of $162 million raised by the Whiting School as part of the university’s Knowledge for the World Campaign (2000 to 2008).

**Campus and Environment**
Johns Hopkins University’s [Homewood campus](#), where the Whiting School of Engineering is located, is situated on 129 acres of lush greenery, bounded by residential areas. It offers both a tranquil campus and an adjacent urban environment. The Whiting School Dean shares responsibility for the Homewood campus physical plant with other deans and with the University Administration. Less than four miles to the southeast is the [East Baltimore campus](#), home to the schools of Medicine, Nursing and Public Health. Homewood is a short drive from Baltimore’s Mt. Vernon cultural district, which includes the home of the Baltimore Symphony Orchestra, Walters Art Museum, Center Stage, and the University’s Peabody Institute, and just
three miles from the heart of downtown Baltimore. Oriole Park at Camden Yards and M&T Bank Stadium (home of the Baltimore Ravens) are just 10 minutes away. Washington, D.C., Philadelphia and New York City are easily reachable by train or car, and Baltimore-Washington International (BWI) Thurgood Marshall Airport is a short drive from campus.

**Role of the Dean**
The Benjamin T. Rome Dean of the Whiting School of Engineering is the chief executive and intellectual leader of the school. The Dean brings leadership and expertise to the tasks of shaping the School’s vision and managing its complex and extensive operations. The Dean has responsibility for setting direction, generating resources, and managing those resources. He or she authorizes all new appointments and plays an active role in recruiting prospective faculty. The Dean also plays a central role in the advancement of faculty, determining the promotion and tenure recommendations that go forward to the Academic Council for review.

The Benjamin T. Rome Deanship carries with it an endowment, established in 2008 with a $10 million gift by A. James Clark, named for his mentor, a 1925 graduate of Johns Hopkins Engineering. Income from the principal is for the unrestricted use of the dean. The intention is for funds to be used for programs or projects that are strategically important to the School.

The Dean reports to the Provost and Senior Vice President of Academic Affairs Robert C. Lieberman, and through him to the President, Ronald J. Daniels. The [Office of the Provost](#) provides leadership for matters of University-wide decision-making, including relations with the Board of Trustees, partnerships and interdisciplinary collaborations among the Schools, access to donors, and the system of taxation by which the Schools contribute to and are supported by the resources of the central administration.

The Dean’s leadership team includes the following direct reports:

- **Vice Dean of Faculty**
- **Vice Dean of Education**
- **Vice Dean for Research**
- **Senior Associate Dean of Finance and Administration**
- **Associate Dean for Development**
- **Associate Dean of Engineering for Professionals**
- **Director of Marketing and Communications**

The Whiting School Dean is an essential partner in the academic leadership of The Johns Hopkins University. He or she is a member of the Council of Deans, which meets regularly to set policy and procedures for academic, research and service missions. The Dean is expected to build informal relationships and appropriate collaborations with the Deans of the other Schools. In addition, the Dean works with the Office of Development and Alumni Relations to plan and coordinate fundraising and alumni relations activities. In all these endeavors, the Dean is both a
member of the University’s senior leadership and an advocate for the Whiting School of Engineering.

The tradition of faculty governance is firmly established at Johns Hopkins University and the Whiting School. A 12-member Academic Council, elected from the schools of Arts and Sciences and Engineering, serves as the primary mechanism for faculty governance on the Homewood campus, with responsibility for academic decisions including faculty appointments, promotion, and tenure, and program review. The Dean is an *ex officio* member of the Academic Council. Within departments, the faculty bear the primary responsibility for the content and rigor of academic majors, development of individual courses, and academic advising of students.

**Opportunities and Expectations for Leadership**

The next Dean of the Whiting School of Engineering will lead an organization that has a strong national and international reputation for excellence. The Dean will have competing demands, and he or she will be expected to prioritize initiatives in alignment with university priorities. The Provost and Search Committee have identified the following leadership opportunities for the next Dean of the Whiting School:

- **Provide leadership for undergraduate and graduate education.** Johns Hopkins students receive outstanding academic preparation in a stimulating environment. The Dean will work with the faculty to continually improve the curriculum and other educational experiences consistent with the school’s educational vision: “Deep Knowledge, Unbounded Innovation, Noble Purpose.” The Dean must maintain focus on expanding and integrating didactic and practical training with social and entrepreneurial experiences that bridge WSE departments and JHU Schools.

- **Strengthen the faculty and invest in quality throughout the School.** Johns Hopkins faculty are of exceptional caliber and, as a result, they are attractive recruiting targets for other institutions. The Dean will need to ensure that the School remains attractive to current and to prospective faculty, not only through financial incentives but by maintaining an atmosphere of collegiality and excitement in a community directed toward a common goal of high-impact research dedicated to the public good.

- **Provide leadership for critical academic decisions.** Such leadership must be exercised with a full understanding of the unique context of the Whiting School and Johns Hopkins University, where small departments present challenges but also encourage a culture of highly creative interdisciplinary research. The Dean will be asked to provide leadership for addressing a variety of critical academic issues, including the selective excellence within departments, the nature and extent of interdisciplinary programs, the configuration of departments and curricular offerings, and enrollment across the academic areas.
- **Build collaboration across JHU schools.** One goal in the Ten by Twenty (see page 4) is to strengthen Johns Hopkins’ capacity for faculty-led interdisciplinary collaboration and to launch a set of innovative cross-cutting initiatives. Bringing a systems engineering perspective to these initiatives would leverage capabilities not resident in other universities. The next Dean is expected to enhance existing collaborations, such as the Science of Learning Institute, the Institute for Water, and Hopkins inHealth, and to seek out and establish new, collaborative educational and research opportunities, effectively leveraging the excellence in the University’s other divisions.

- **Manage resources to insure a strong financial future.** The fulfillment of the Whiting School’s mission over the long term can only be accomplished if revenues are increased and costs are reduced. The Dean must continue to manage resources wisely, maintaining sound budgetary controls and engaging in significant fundraising.

- **Increase resources through fundraising.** The Dean will have to dedicate significant time and attention to raising funds from donors, both large and small, and help ensure successful completion of the Rising to the Challenge campaign. He or she will need to increase the depth of the donor pool, and ensure that the School is positioned to maintain those relationships in the years to come.

- **Serve as one of the University’s senior leaders, advocating effectively for the Whiting School in institutional settings.** Deans at Johns Hopkins have exceptional autonomy within their schools. Certain resources and decisions, however, are institutional, such as setting tuition and allocating prospective donors. The Whiting School Dean needs to be an effective advocate in University-wide settings.

- **Strengthen diversity.** The Dean is expected to enhance efforts to ensure that women and underrepresented minorities are represented among School leadership, faculty, and students. Efforts to diversify the faculty will require a focus on both recruitment and retention.

**Qualities and Qualifications**
The ideal candidate will have the following professional qualifications and personal characteristics:

- **Academic stature.** Distinguished academic accomplishments, commensurate with appointment at the rank of professor, and appropriate to the leadership of a School with a tradition of excellence in research, teaching, and service;

- **Academic leadership.** Commitment to the continued excellence of the educational and research programs of the University and the School, and respect for the dedication of an outstanding faculty;
• **Relationship management.** The Dean must excel at effectively building and stewarding relationships with both internal and external constituents, including alumni and friends, partners in industry, and others.

• **Effective communication.** Accessibility and the ability to communicate effectively with faculty, staff, students and other constituents across a broad range of disciplines.

• **Fundraising skill.** The ability and inclination to serve as the primary fundraiser for the Whiting School and to engage others in fundraising as well;

• **Management experience.** Experience with the management of complex organizational structures, and especially the ability to work effectively in a decentralized environment;

• **Financial sophistication.** Substantial sophistication and experience in financial management;

**Application/Nomination Procedures**
The Johns Hopkins University Whiting School of Engineering Dean Search Committee invites inquiries, nominations, and applications for the position of Benjamin T. Rome Dean of the Whiting School. Individuals nominated and those who wish to apply and be considered should provide an electronic version of their curriculum vitae. All nominations and applications should be sent electronically via e-mail (Microsoft Word or PDF attachments strongly preferred) to:

*Dr. Ilene H. Nagel*
*Consultant to the Search Committee*
*Russell Reynolds Associates*
*Leader, Higher Education Practice*
*JHU.Engineering@RussellReynolds.com*

To ensure full consideration, materials should be received as soon as possible. Review of nominations and applications will commence immediately and continue until the position is filled. References will not be contacted without the candidate’s prior knowledge and approval. All candidate information will be held in strict confidence until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

Johns Hopkins is an equal opportunity/affirmative action employer committed to recruiting, supporting, and fostering a diverse community of outstanding faculty, staff, and students. All applicants who share this goal are encouraged to apply.

The material presented in this profile should be relied on for informational purposes only; it has been copied, compiled, and/or quoted in part from Johns Hopkins documents and personal interviews and is believed to be reliable. Naturally, while every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.
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