Position Specification

University of Rochester

Robert L. and Mary L. Sproull
Dean of the Faculty of Arts, Sciences & Engineering
The University of Rochester seeks applications and nominations for candidates for the position of Robert L. and Mary L. Sproull Dean of the Faculty of Arts, Sciences & Engineering (“Dean of the Faculty”). Reporting to the Provost, the Dean of the Faculty plays a unique role leading the School of Arts and Sciences, the Hajim School of Engineering and Applied Sciences, and the undergraduate College.

ABOUT ARTS, SCIENCES & ENGINEERING

Arts, Sciences & Engineering (AS&E) is the intellectual hub of the university. As its leader, the Dean of the Faculty oversees the Dean of the College, Dean of the School of Arts and Sciences, Dean of the Hajim School of Engineering and Applied Sciences, Dean of Research, and Dean of Graduate Studies.

AS&E offers 24 Ph.D. programs among 24 academic departments which cover a full range of fields from the natural sciences, mathematics, and engineering to the social sciences and humanities. Many of these programs are ranked at the top echelons of their disciplines by National Research Council rankings and other metrics. Combined, these generate more than $126 million in annual research funding, inclusive of the Laboratory for Laser Energetics. AS&E faculty have garnered numerous prestigious fellowships, including those from the National Endowment for the Humanities, John Simon Guggenheim Memorial Foundation, Woodrow Wilson Center, Alfred P. Sloan Foundation, and the MacArthur Foundation. The faculty includes fellows of the National Academy of Sciences, the National Academy of Engineering, the Institute of Medicine, and the American Academy of Arts & Sciences, as well as recipients of medals and awards in virtually every major field. A strong faculty is an important part of the long-term success of AS&E and a key to maintaining this strength is attracting the most talented and diverse faculty possible. The University is committed to creating an inclusive community (http://www.rochester.edu/diversity/). During the past decade, AS&E has grown tenure-track faculty by 20%, and more importantly having key demographics of women and underrepresented minorities growing faster than the whole at 44% and 57% respectively.

With 357 tenure-track faculty, 5,293 full-time undergraduate and 1,231 full-time graduate students, it is one of the smallest universities in the American Association of Universities (AAU). This makes the distinguished quality of its strongest departments all the more remarkable. AS&E’s departments are defined by a high degree of focus, and most graduate programs naturally specialize in particular approaches or subfields to the discipline and have hired their faculty to provide unusual strength in these fields. AS&E also sponsors a number of outstanding interdisciplinary centers and institutes.

Undergraduate life in the College is residential. All freshmen and sophomores live on campus, and more than 80 percent of the students live in University housing. Nearly everything that affects undergraduate life—from admissions and financial aid to residential life to student affairs to athletics—is part of the College. The College also hosts nearly 300 student organizations that run the gamut from club sports to community service, from academic honor societies to performing and fine arts.

The University is decentralized, using a responsibility centered management system under which all revenues and expenditures are attributed to the programmatic divisions (e.g., schools, hospitals, art gallery, and so forth). AS&E is the largest academic unit with annual revenues from tuition, research, endowment and other sources exceeding $400 million. The University’s comprehensive annual budget is over $3 billion when including all divisions, the medical center, and healthcare enterprise.
ABOUT THE UNIVERSITY
The University of Rochester, founded in 1850, is one of the nation’s leading research universities. Its motto, Meliora (“ever better”), symbolizes the continuous change and improvement that have defined the University for more than 160 years. Inspired by the intellectual vision and philanthropic generosity of George Eastman, the University of Rochester is the cultural, artistic, and educational leader of the region. With 28,617 full- and part-time employees, the University is the region’s largest employer, the sixth largest private sector employer in the state, and the largest private employer in upstate New York. Total student enrollment is 11,105, and there are more than 2,500 faculty members. The University’s endowment exceeds $2 billion and in June 2016, the University completed its Meliora Challenge capital campaign, exceeding its ambitious $1.2 billion goal by some 14 percent and raising a total of $1.373 billion.

With more than $350 million annually in federal research support, the University consistently ranks among the top colleges and universities nationally in federally financed science, engineering, medical, and other research. Academic strengths include optics, political science, economics, physics, and engineering. The University was elected to membership in the AAU in 1941, and is one of only 17 private universities with medical centers within that distinguished group. While the University’s performance ranks it among the nation’s top research universities, it is one of the smallest AAU research universities in the nation. The University of Rochester’s distinct combination of quality and agile size encourages intellectual and educational linkages to form across fields, disciplines, and schools.

The University is a global institution, with international graduate and undergraduate students comprising more than 20% of the student body and more than 11% of faculty being foreign born. The Office for Global Engagement is coordinating expansion of international partnerships in research and new opportunities for students to study and work abroad.

In 2013, the University, Medical Center, and each school at the University adopted new five-year strategic plans (https://www.rochester.edu/strategic-plan/) that emphasized quality while maintaining cost efficiency through the following initiatives:

• Strengthening the University’s position as a leading research university
• Emphasizing quality education
• Improving health care for the greater Rochester community
• Strengthening the University’s service to the community and society

The University has made significant progress since the adoption of the 2013 strategic plans, including the construction of Wegmans Hall to house the newly created Goergen Institute for Data Science; approval from the New York State Education Department for the University, through its Warner School of Education, to serve as an Educational Partnership Organization for East High School in the City of Rochester; significant steps towards developing a regional health care system; enhanced quality of student life through the new Brian F. Prince Athletic Complex; and the recent completion of a new student activity space, language center, and intercultural center.

Building on this progress, the University has now defined an ambitious Next Level initiative (http://www.rochester.edu/president/assets/next-level-white-paper.pdf) emphasizing programs in Data Science; Optics, Photonics, and Imaging; Neuroscience; the Humanities and Performing Arts; and Revitalization of the Rochester Community. Rochester is poised to capitalize on these initiatives with new
public commitments to invest in the university and the region, including $600 million for the Rochester Regional Photonics Cluster and an additional $500 million as part of the Upstate Revitalization Initiative.

ABOUT THE CITY OF ROCHESTER
Located on the southern shore of Lake Ontario and close to the Finger Lakes, the greater Rochester area has earned a reputation as one of the most “livable” communities in the nation and offers its 1.1 million residents the amenities of a metropolitan area with a quality of life not available in many urban areas. The city is home to Paychex, Constellation Brands, and Wegmans as well as the corporations that dominated much of its history, Eastman Kodak Company, Xerox, and Bausch + Lomb. Greater Rochester is steeped in an entrepreneurial spirit. It has been ranked as one of the “top knowledge-based economic regions in the world.”

The University has had a profound impact on the region’s cultural, social, educational, medical, and economic strength. The University’s Medical Center offers top-quality clinical facilities and draws excellent medical professionals to the area. The Laboratory for Laser Energetics serves as an international resource in the exploration of high energy density physics and fusion. The University’s Eastman School of Music and Memorial Art Gallery are major community assets. The University’s technology transfer efforts have helped launch high-technology startup firms in and around the city. Rochester and the surrounding area have a vibrant cultural and arts community, an affordable and attractive housing market, top-tier public schools, and innumerable opportunities for outdoor recreation, including golf, hiking, biking, running, and skiing.

THE ROLE
Overseeing a team of five Deans within Arts, Sciences & Engineering, the Dean of the Faculty has a multifaceted and complex role. The team includes:

• The Dean of the College, a unifying office that has responsibility for all matters affecting the undergraduate experience, including admissions and financial aid (which also directly reports to the Dean of the Faculty), academic support, student affairs, athletics and recreation, residential life, the career center, the College registrar’s office, and all special programs in the undergraduate college.
• The Dean of the School of Arts and Sciences, who is responsible for leadership of departments and programs covering the arts and humanities, social sciences, and natural and physical sciences. In collaboration with the Dean of the Faculty, involved in the recruitment and review of faculty, strategic, and budget planning.
• The Dean of the Hajim School of Engineering and Applied Sciences, who is responsible for leadership of engineering departments, programs, centers, and institutes along with the ABET accreditation requirements. In collaboration with the Dean of the Faculty, involved in the recruitment and review of faculty, strategic, and budget planning.
• The Dean of Research works across both schools to enable research initiatives and serves as the Arts, Sciences & Engineering representative for University-wide strategic initiatives in research and technology commercialization.
• The Dean of Graduate Studies has responsibility for all graduate programs across Arts, Sciences & Engineering (including graduate stipend budgets).

The Dean of the Faculty has further responsibility in coordinating admissions through the Dean of College Admission and Vice-Provost for Enrollment Initiatives. Furthermore, since the Division III athletics
program is a core component of student life, the Executive Director of Athletics reports directly to the Dean of the Faculty.

As the leader of this team, the Dean of the Faculty keeps all units moving forward with the same overarching goals, fostering a highly collaborative and interdisciplinary culture within AS&E. The collaboration that this structure facilitates has allowed the educational, artistic, research, and clinical enterprises to flourish. It also makes the signature Rochester Curriculum, a cluster curricular format unique to higher education (http://www.rochester.edu/college/academics/curriculum.html) possible, and, as a result, curricula and student academic satisfaction are among the best in Rochester’s peer group. By working collectively under the leadership of the Dean of the Faculty, the team of deans is able to share administrative infrastructure and economies of scale, benefitting the teaching, research, and service mission for the advantage of students, faculty, and staff.

Responsibilities include:

- Working closely with the Deans of Arts and Sciences, Engineering, and the College, to create and implement a cohesive vision for the Arts, Sciences & Engineering.
- Creating a culture of collaboration where interdisciplinary efforts flourish and where synergies emerge to optimize the performance of the Schools and undergraduate College.
- Creating a culture of collaboration with other schools and units throughout the University, including the Medical Center.
- Overseeing the unified budget for Arts, Sciences & Engineering.
- Overseeing faculty hiring and retention, as well as departmental leadership.
- Taking the lead in fundraising and friend-raising on behalf of Arts, Sciences & Engineering.
- Working closely with the Provost and Senior Vice President of Research to continually improve the research productivity of the faculty and foster partnerships with foundations and industry.
- Enhancing the national and international reputation of Arts, Sciences & Engineering.
- Overseeing graduate and undergraduate education within Arts, Sciences & Engineering.
- Prioritizing diversity in hiring as well as in student admissions.
- Overseeing undergraduate admissions and athletics.
QUALIFICATIONS
The next Dean of the Faculty must have qualifications and personal characteristics that are well matched with the University’s values, achievements, aspirations, and potential. The next Dean of the Faculty will:

- Have a demonstrated a passion for excellence.
- Exemplify the highest values of research and scholarship, personal, and intellectual integrity.
- Have a management style that is consultative and inclusive, one that reflects strong, fair, and equitable decision making abilities.
- Have a track record of building strong teams.
- Have a demonstrated commitment to diversity.
- Be skillful in financial management, including the intricacies of sponsored research and technology development.
- Understand the importance of and be committed to fundraising, friend-raising, and community engagement.
- Understand and appreciate a complex academic and research enterprise.
- Have strong communication skills.

SEARCH FIRM

All correspondence relating to the position of Robert L. and Mary L. Sproull Dean of the Faculty of Arts, Sciences & Engineering at the University of Rochester should be directed in confidence to the University’s executive recruitment consultant:

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