About Columbia University and the Fu Foundation School of Engineering and Applied Science

Columbia University’s Fu Foundation School of Engineering and Applied Science (SEAS) educates talented students who aspire to improve the human condition locally, nationally, and globally. Balancing fundamental principles with real-world applications and an emphasis on interdisciplinary education and entrepreneurship, SEAS provides an intellectually stimulating environment that encourages students and faculty to be creative, follow their aspirations, and fulfill their potential.

Home to almost 4,000 undergraduate and graduate students, SEAS offers programs and courses in 13 areas of focus across 11 academic departments. The school has 173 faculty members; research expenditures for the academic year 2010–2011 totaled $125 million. Twenty-seven current and emeritus faculty members hold membership with the National Academies of Science and Engineering. The school occupies three laboratory and classroom buildings at the north end of Columbia’s campus. Because of SEAS’s proximity to other Morningside facilities and programs, students have access to the whole of the university’s resources. Columbia University remains one of the most selective institutions of higher education in the country, and is ranked number four in the 2011-2012 US News and World Report’s College Rankings.

This is an exceptionally exciting time to be a part of Columbia University and SEAS. The highly globalized nature of Columbia’s faculty, staff and students, as well as the growth and development of the new 17-acre Manhattanville Campus, means that Columbia continues to be on the leading edge of academic innovation. In a partnership with New York City, Columbia has launched the Institute for Data Sciences and Engineering. This partnership is expected to generate nearly $4 billion in overall economic impact and create more than 4,500 jobs in the city over the next three decades. New York City will provide Columbia with $15 million in financial assistance to help develop the Institute, and the agreement also includes the creation of 44,000 square feet of new space on Columbia’s campus by 2016 and the addition of 75 new faculty — in engineering and related disciplines — over the next decade and a half.
Major Responsibilities
Reporting directly to the provost, the dean will provide academic and administrative leadership, strategic vision, planning, and operational implementation for SEAS and will capitalize on and enhance the meaningful, collaborative relationships within SEAS and across the university. Specific responsibilities include the following:

- Engaging with SEAS constituencies to build a compelling vision for the school, promoting that vision internally and externally, and using it as a basis for a strategy delivering distinctive programs across all disciplines;
- Enhancing relationships with other schools and programs at Columbia, thereby enriching the intellectual environment for faculty, staff, and students, and creating and enhancing distinctive, world-class programs in the university;
- Collaborating with other academic leaders at the university to recruit, retain, and develop world-class faculty and students;
- Overseeing school operations to ensure excellence and responsiveness;
- Continuing to build SEAS’s fundraising capacity, ensuring that it has the resources to support capital projects in Manhattanville, to compete successfully for highly talented faculty members and students, support high-quality research and teaching, and consistently deliver innovative, high-quality programs;
- Serving as a public advocate for SEAS with external constituencies and the media; and
- Contributing to the university by serving as a member of the provost’s leadership team.

Ideal Experience
SEAS is seeking a strategic leader, talented administrator, and prominent scholar with the capacity to succeed in a complex, decentralized environment where collaboration and influence management are critical to success. S/he should be equally adept at managing an organization’s internal operations and representing an organization to outside constituents.

Additionally, s/he will have professional experience that includes the following:

- Achieved distinctive academic recognition with an overall record consistent with tenure in one of SEAS’ departments;
- Led significant research-oriented elements in an academic institution or industrial or national laboratory environment;
- Led sustained growth of an entity through improved institutional rankings and/or developing and implementing impactful initiatives;
• Recruited, retained, and developed a distinctive and diverse pool of academic talent;
• Attracted financial support and effectively mobilized institutional assets; and
• Forged strong internal and external relationships and worked effectively in a multi-
constituency environment where trust and collaboration were critical to success.

Critical Competencies for Success

**Strategic Leadership and Vision:** In an increasingly competitive global market, leverage the university’s research and teaching network and identify emerging strategic opportunities to move the school to higher levels of prominence and distinctiveness by:

• Collaboratively initiating, developing, and communicating an institutional vision;
• Cultivating and expanding the intellectual and analytical assets of the school and university to develop innovative academic options; and
• Prioritizing initiatives, demonstrating follow-through, focus, and a willingness to adapt based on new information or conditions.

**Operational Acumen:** In a fluid environment with multiple constituents and high expectations, demonstrate the ability to respond quickly to challenges and opportunities by:

• Demonstrating good judgment and communication skills;
• Building on successes while identifying new opportunities for growth and accomplishment;
• Combining innovative thinking with sound management and financial prudence;
• Responding to the needs of individuals and institutional partners, showing flexibility without losing sight of long-term SEAS and university goals; and
• Combining data analysis and interpersonal skills to resolve issues and set priorities, ensuring that SEAS is viewed as a “partner of choice”—effective, collaborative, and welcoming.

**Interpersonal Effectiveness:** The ideal candidate will leverage strong relationship and communication skills, demonstrating empathy, sensitivity, and a sense of inclusiveness as well as a high level of maturity and emotional intelligence to further advance SEAS by:

• Being proactive, attempting to understand and respond to the needs of constituents quickly and effectively;
• Being open-minded and transparent while utilizing strong listening skills; and
• Seeking mutually-beneficial collaborations and engagement with all potential partners—within, between, and among SEAS’s students, staff, faculty, and departments; with other Columbia units; with academic and research institutions around the world; and with regional, state, and federal agencies.