Harvard University invites inquiries, nominations, and applications for the position of Dean of the School of Engineering and Applied Sciences (SEAS). As head of this diverse and intellectually rich enterprise, the Dean must be an inspiring leader, a strategic thinker, an effective manager able to envision and drive change, a recruiter and developer of talent, and a tireless advocate for the School. The Dean must be qualified to lead accomplished researchers and innovative educators. The successful candidate must also be a passionate champion of the importance of, and the immense contributions made by, engineering to the world.

About Harvard University

Founded in 1636, Harvard University is the oldest institution of higher education in the United States and a worldwide leader in education and research. It is comprised of ten faculties, in the arts and sciences, business, design, divinity, education, engineering, government, law, medicine, and public health, together with the Radcliffe Institute for Advanced Study and an array of museums, research centers, and the largest university library system in the world.

The full University community includes approximately 58,000 individuals, including over 33,000 degree students, 2,400 non-medical faculty, 10,400 medical school faculty, and 12,500 staff. Over 600 buildings occupy the University’s 5,083 acre campus. The Harvard community is large and diverse and its programs many and diffuse. It benefits enormously from the extraordinarily talented faculty and students who are drawn to its campus from across the globe and from its institution-wide mission to advance knowledge, to promote teaching and research, and to discover new ways for society to overcome its most pressing problems.

In addition, the University is a large economic entity, with a budget over $4 billion. Exclusive of the research funds received by the 17 hospitals affiliated with the University, Harvard receives nearly $750 million annually in sponsored research in a broad range of fields. Harvard also infuses approximately $2 billion each year into the Massachusetts economy.

As the University continues to evolve, it faces both challenges and opportunities. Recently, the University launched a $6.5 billion capital campaign, to extend Harvard’s strength and leadership in higher education and to enable ideas that can make a powerful and positive difference in the world.

An important aspect of the University’s future is the successful creation of the Allston campus, which will help Harvard to meet the opportunities and challenges that lie ahead. The School of Engineering and Applied Sciences plays a central role in the Allston expansion and figures prominently in the University’s campaign.
About the School of Engineering and Applied Sciences

Harvard’s School of Engineering and Applied Sciences is a source of groundbreaking research and innovative teaching in engineering, the applied sciences, and technology. It also serves as a connector and integrator of efforts in these fields across Harvard and beyond. Through collaboration with researchers from all parts of Harvard, other universities, and corporate and foundational partners, SEAS brings discovery and innovation directly to bear on improving human life and society.

With the combined strengths of SEAS, the Faculty of Arts and Sciences (FAS), and the professional schools, Harvard is ideally positioned to both broadly educate the next generation of leaders, who will be able to understand the complexities of technology and society, and to use its intellectual resources and innovative thinking to meet the challenges of the 21st century.

SEAS’s world-class faculty is one of its strengths. Currently, SEAS has 82 ladder faculty, 36 non-ladder and visiting faculty, and 459 research appointments. The faculty is expected to grow in coming years.

SEAS has a unique faculty culture. Rather than divide faculty into the traditional silos of individual departments, SEAS has no formal, departmental boundaries between disciplines. Instead, faculty are affiliated with one (or more) of seven areas: Applied Math, Applied Physics, Bioengineering, Computer Science, Electrical Engineering, Environmental Science and Engineering, and Materials Science and Mechanical Engineering. Each Area is overseen by an Area Dean whose many responsibilities include curricular development, mentoring tenure-track faculty, and overseeing Area-related searches and reviews.

SEAS is committed to providing an engineering education within a liberal arts context. Its mission is two-fold: educating broad-minded engineers and applied scientists and providing an engineering education for all. In the first instance, SEAS believes in educating “T-shaped” individuals who have depth in an engineering or applied science discipline but are capable of working productively with others, including the arts, humanities, natural science, and social science. Regarding its second mission, Harvard believes that all its undergraduates must have an understanding of technology, engineering design, and the application of scientific and mathematical knowledge that will be required to navigate an increasingly complex technological world. This academic year, 832 undergraduates “concentrated” (i.e., majored) within SEAS, and, as of December 2014, approximately 400 graduate students were enrolled in SEAS’s masters and doctoral programs. SEAS offers Master of Science, Master of Engineering and Doctor of Philosophy degrees.

As of FY 2013, the SEAS endowment was valued at $879 million, and its sponsored research totaled $49.5 million.

The Role of the Dean

In addition to leading SEAS, the Dean of SEAS works closely with the leadership of the Faculty of Arts and Sciences and the University. The SEAS Dean reports to the Dean of the FAS and is a member of the FAS Dean’s Academic Planning Group, which includes the Deans of Harvard College, the Graduate School of Arts and Sciences, the Division of Continuing Education, the academic divisions (arts and humanities; social science; science), and other key Deans. The SEAS Dean also sits on the President’s Council of Deans, which brings together the Deans from all of Harvard’s Schools.

**Vision:** The Dean, working with the SEAS community, should have the capacity to frame a powerful vision for SEAS’s future, one which maximizes SEAS’s connections across the
University, takes advantage of the depth of Harvard’s intellectual resources and facilities, and more fully integrates engineering and applied science into undergraduate education and broader intellectual life at Harvard. His or her vision should not be simply of a “bigger and better” SEAS, but rather, should include new and innovative directions in which SEAS should move.

**Strategic Leadership:** SEAS seeks a Dean with a track record of leadership accomplishment and building teams. The Dean must think strategically and be able to build consensus around his or her inspiring vision. He or she must be able to prioritize and manage resource investment to effectively realize that vision. The Dean should be politically astute, willing to engage in calculated risks to enhance the advancement of the School, and have a reputation for making tough decisions fairly and with transparency. The Dean of SEAS will have the opportunity to lead a highly energetic, enthusiastic, and growing team, harnessing their potential to create a more influential role for the School in both engineering education and research within the University, the nation, and the world.

**Communication and Interpersonal Skills:** The Dean must persuasively articulate the School’s vision, goals, accomplishments, and needs both internally and externally. She or he should possess a positive, flexible, entrepreneurial, and forward-looking style. The Dean will need to be comfortable “in the trenches,” building strong relationships with the diverse members of the SEAS community and the broader University.

**Fundraising:** A large portion of the Dean’s work is external: speaking with donors and alumni, undertaking public relations, and facilitating funding from foundations and agencies at the national level. She or he must be ready to actively, and immediately, participate in the current fundraising campaign.

**Intellectual Breadth:** The Dean will not only be a leading figure in his or her field, he or she should also have the intellectual breadth needed to effectively represent, and work with, the different disciplines represented in the faculty. The Dean must also understand, maintain, and advance the connections that SEAS has throughout the University.

**Applications and Nominations**

Harvard University has retained Russell Reynolds Associates, a national executive search firm, to assist with this critical search. Electronic submission of inquiries, nominations, referrals, and resumes with cover letters is preferred, and should be sent, in confidence, to:

Mirah A. Horowitz  
Consultant to the Search Committee  
Russell Reynolds Associates  
Harvard.SEAS@russellreynolds.com

The University web site providing relevant information for this search is [http://www.seas.harvard.edu/about-seas/employment/dean](http://www.seas.harvard.edu/about-seas/employment/dean).