POSITION PROFILE

Provost and Senior Vice President for Academic Affairs

The Johns Hopkins University is seeking applications and nominations for Provost and Senior Vice President for Academic Affairs. As the chief academic officer, the Provost and Senior Vice President will work in partnership with President Ronald J. Daniels to continue to strengthen one of the world’s most prestigious universities.

OVERVIEW

Johns Hopkins University, a member of the Association of American Universities (AAU), is home to an extraordinarily distinguished faculty and several of the nation’s most highly ranked schools. The chief academic officer of this premier center for academic excellence is a position of enormous import and influence.

Established in 1876 as America’s first research university, Johns Hopkins has grown to include 6,500 faculty, 6,200 undergraduate students, and 17,600 graduate students arrayed across 230 degree programs at the baccalaureate, master’s, and doctoral levels. Perennially ranked as the nation’s leader in annual research expenditures, the university excels because of excellent academic leadership, committed faculty and students, innovative international programs, high levels of collegiality, and exceptional interdisciplinary collaboration. In the past five years, federal research awards and expenditures have grown from $2.6 billion to $2.9 billion. In fiscal year 2016 the university’s revenue is budgeted at $5.3 billion. The university’s endowment is approximately $3.3 billion. Together, the university and health system generate more than $9 billion annually in regional economic impact.
The university is governed by a dedicated, supportive, and talented Board of Trustees with broad professional experience. The 45-member group operates substantially through several standing and ad hoc committees. The Provost has a significant role in interacting with and supporting several board committees.

Ronald J. Daniels was appointed President in 2009. The Provost, as the university’s chief academic officer, serves on behalf of President Daniels in many roles, ranging from the ceremonial to chairing the schools’ respective academic councils.

The university has 10 divisions—the Zanvyl Krieger School of Arts and Sciences, Whiting School of Engineering, Carey Business School, schools of Education, Medicine, and Nursing, Bloomberg School of Public Health, Peabody Institute, Paul H. Nitze School of Advanced International Studies (SAIS), and Applied Physics Laboratory.

The Homewood campus is home to the schools of Arts and Sciences, Engineering, and Education in north Baltimore. The schools of Medicine, Nursing, and Public Health are located on the East Baltimore campus, which also houses Johns Hopkins Hospital. The Carey Business School and Peabody Institute are located in downtown and central Baltimore respectively. SAIS is located in Washington, D.C., with additional campuses in Bologna, Italy, and Nanjing, China. The university has additional campuses in Howard and Montgomery counties in Maryland.

Johns Hopkins benefits from the strong support of alumni, friends, donors, and foundations. The current “Rising to the Challenge” fundraising campaign, which encompasses both the university and the health system, aims to advance human knowledge, solve global problems, and enhance the student experience. The $5 billion campaign seeks to create as many as 300 endowed professorships and to generate $753 million for financial aid and fellowships, and it will support interdisciplinary research through several signature initiatives that span individualized health, the science of learning, the future of cities, and global health.

PRIORITIES, OPPORTUNITIES, AND CHALLENGES

In 2013, President Daniels released the Ten by Twenty—an articulation of priorities for Johns Hopkins through the remainder of the decade. The document reflects input and feedback gathered from more than 1,000 members of the university community over many months. The Ten by Twenty comprises 10 goals under four overarching priorities: one university, individual excellence, commitment to our communities, and institution building. The President provides regular reports on the university’s progress toward the goals outlined in the plan.

The Ten by Twenty goals reflect the university’s greatest opportunities and challenges—to prioritize the advancement of interdisciplinary collaboration across divisions; to retain and continue to recruit renowned, productive, diverse faculty who can ensure that every academic division will be recognized as among the best in the world; to continue to increase the selectivity and diversity of undergraduate and graduate students and to enhance their Johns Hopkins experiences; to enrich Johns Hopkins’ ties to its surrounding communities and to build upon its global reach; and to further strengthen the university through data-driven decisions, strategic resource allocation, policy improvements, fortified competitiveness for sponsored research funding, and growing its endowment through philanthropy and other investments.
Consistent with the priorities articulated above, Johns Hopkins seeks to appoint an individual who has respect for tradition coupled with a willingness to embrace innovation; sensitivity; integrity; a commitment to faculty consultation; and the highest standards of ethics. The appointed individual should also bring strong academic leadership to an institution that is highly decentralized and geographically distributed yet proudly committed to the idea of a strong, cohesive university — “one university”. A distinguished record of scholarship in one’s own academic discipline is essential, as is the ability to govern by the power of one’s ideas, persuasion, and the ability to convince persons with common and sometimes divergent interests to work collaboratively.

The university seeks an academic leader who understands and values the needs of both liberal arts education and professional education in a comprehensive research university; an individual who has a commitment to outstanding undergraduate and graduate teaching; an appreciation for the need for the university to promote and engage in disciplinary and multi-disciplinary research; a commitment to implement programs to increase diversity among faculty, staff, and students; an appreciation for the importance of public service; and a vision for higher education that is responsive to the mandate embraced by the world’s very best universities to train the next generation of outstanding, international leaders.

Characteristic of Johns Hopkins University is the encouragement of substantial entrepreneurship on the part of its faculty and academic leadership. The formal bureaucracies at Johns Hopkins are minimal compared with other universities, and divisional leaders have substantial authority to commit funds. In such a highly decentralized environment, the Provost plays a key role in working with, advising, and supporting the deans. The Provost leads by intellect, influence, and as a key spokesperson for the integration of activities across all the academic units of the university. By delegation from the President, the Provost chairs the schools’ academic councils, which govern their respective promotion and tenure processes, and as such interacts closely with divisional leaders and faculty throughout the university.

The ideal candidate should possess the ability to articulate, in an inspired way, Johns Hopkins’ broad-based goals to a variety of audiences; the skills necessary to represent a compelling vision to faculty, students, staff, trustees, alumni, friends, and strategic community partners; and the ability to engender widespread private and public support for, and excitement about, the mission and future of Johns Hopkins as it navigates its way ever forward.
RESPONSIBILITIES

- Partner with President Daniels and his cabinet on all manner of university campus issues, with primary responsibility in providing leadership for the university’s 10 divisions and numerous interdisciplinary research centers and institutes;

- Facilitate, promote and support the creation of interdisciplinary programs, interdivisional collaborations, and cross-school academic initiatives;

- Provide leadership in championing the highest academic standards in faculty appointments, promotion and tenure, and in supporting and strengthening the faculty’s research contributions;

- Provide strategic vision to improve dramatically the quality of the student experience and continue to increase the diversity and selectivity of its undergraduate and graduate students with the expectation that such enhancements will be reflected in internal and external communications, surveys, reviews, and assessments of its undergraduate, graduate, and professional programs;

- Provide an unwavering commitment to, and develop creative strategies for, enhancing the diversity of the faculty, staff, and student body and creating a welcoming and supportive environment for all members of the Johns Hopkins community;

- Serve as an effective and responsible advocate for Johns Hopkins to internal and external constituencies within the framework of overall university goals and priorities, and promote the accomplishments of faculty, students, and programs locally, regionally, nationally, and internationally;

- Work collaboratively and in consultation with President Daniels and other university colleagues to enhance the university’s relationships with alumni and other external constituencies, and to increase its individual, corporate, philanthropic, and government support; and

- Work closely and collegially with the leaders of the university, both in the center and in divisions, and be a visible exemplar of engaged and positive university citizenship.
APPLICATION/NOMINATION PROCEDURES

The Johns Hopkins University Provost Search Committee invites all inquiries, nominations, referrals, and applications. The search will remain open until the position is filled, and candidate materials should be received as soon as possible. The Johns Hopkins University has retained Russell Reynolds Associates, a national executive search firm, to assist in this search. Inquiries, nominations, referrals, and curriculum vitae should be sent in confidence to:

    Dr. Ilene H. Nagel  
    Consultant to the Search Committee  
    Leader, Higher Education Practice  
    Russell Reynolds Associates

Electronic submission of materials is strongly encouraged and can be emailed to JHU.Provost@russellreynolds.com.

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.

References will not be contacted without the prior knowledge and approval of the candidate. 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.
APPENDIX

ABOUT THE JOHNS HOPKINS UNIVERSITY

MISSION

Johns Hopkins’ mission is to educate its students and cultivate their capacity for life-long learning, to foster independent and original research, and to bring the benefits of discovery to the world.

HISTORY

The Johns Hopkins University opened Feb. 22, 1876, with the inauguration of its first president, Daniel Coit Gilman. “What are we aiming at?” Gilman asked in his installation address. “The encouragement of research…and the advancement of individual scholars, who by their excellence will advance the sciences they pursue, and the society where they dwell.” Building from scratch, rather than taking over an existing institution, freed Gilman to create something entirely new, at least in the United States. He established a research university dedicated not just to advancing students’ knowledge, but also to advancing the state of human knowledge generally, through research and scholarship. Gilman dismissed the notion that teaching and research are separate endeavors; he believed that success in one depended on success in the other. Nearly a century and a half later, Johns Hopkins remains a leader in teaching and research and is renowned for contributions worldwide in nearly every discipline, training new generations of scholars and leaders, saving lives, and providing knowledge for the world.

RESEARCH

For 140 years, Johns Hopkins faculty and students have worked side by side in a tireless pursuit of discovery. Their efforts have led to advances in human knowledge that include the first color photograph of Earth taken from space and the research that led to child safety restraint laws, Dramamine, Mercurochrome, rubber surgical gloves, and water purification by chlorination, which was eventually adopted by every major municipal and industrial water supply system in the country and many other parts of the world. This work continues each day, with faculty conducting research in the humanities, social and natural sciences, engineering, international studies, education, business, and health and medicine. Johns Hopkins is home to approximately 200 research centers, and approximately two-thirds of undergraduates engage in some form of research. The National Science Foundation perennially ranks Johns Hopkins No. 1 in annual research expenditures. In the past five years, research awards and expenditures have grown from $1.8 billion to $2.51 billion; the School of Medicine accounted for more than $700 million in grant expenditures in the past academic year.
FACULTY

Johns Hopkins continues to grow its faculty with the addition of a large cadre of renowned scholars, researchers, performers, and scientists. Faculty members are the recipients of many national and international awards for their research, creative activity, and teaching, including NSF CAREER awards and NSF, NIH, and other governmental agency and foundation grants. Current Johns Hopkins faculty include 52 American Academy of Arts and Sciences members, 57 National Academy of Medicine members, 6 Lasker Award winners, 6 MacArthur fellows, 4 National Academy of Engineering members, 27 National Academy of Sciences members, 3 National Medal of Science winners, 2 Presidential Medal of Freedom winners, 1 Pulitzer Prize winner, and 4 Nobel laureates. To date, there have been 36 Nobel Prize winners associated with Johns Hopkins University, beginning with alumnus and former U.S. president Woodrow Wilson in 1919.

In 2013, philanthropist, then-New York City mayor, and alumnus Michael R. Bloomberg committed $350 million to Johns Hopkins, anchoring a major initiative aimed at bringing significant innovation to U.S. higher education. The gift serves in part to endow 50 Bloomberg Distinguished Professors (BDPs) whose expertise crosses traditional academic disciplines and who will anchor collaborative, cross-disciplinary research. The BDPs will bridge the university’s schools and divisions, train a new generation of native interdisciplinarians, and advance the university’s commitment to new directions in scholarship and to fields where Johns Hopkins is especially well poised to assume a position of intellectual leadership. To date, 19 BDPs have been appointed.

Johns Hopkins is firmly committed to locating, attracting, and retaining the best and most talented faculty, representing a broad diversity of backgrounds, thought, and experiences; such diversity is central to Johns Hopkins’ mission. As part of a comprehensive approach to increasing diversity among faculty, university leaders recently announced a new Faculty Diversity Initiative. The initiative includes efforts to support more expansive and inclusive faculty searches, to create a pipeline of diverse scholars, and to broaden support for underrepresented members of the faculty. The initiative will establish data tracking and public reporting mechanisms, guided by a newly formed Faculty Diversity Data Metrics Committee, to measure progress and provide accountability. Johns Hopkins has committed more than $25 million in new funding to the faculty diversity efforts over the next five years.

GLOBAL REACH

Johns Hopkins faculty, students, staff, and alumni have always made a practice of living, thinking, and acting globally. Today, Johns Hopkins reaches into nearly every corner of the globe—with campuses or centers in the United States, China, and Italy; research and training programs on every continent; medical facilities around the world; and distance education and online courses anywhere the Internet will take them. As an academic division, SAIS has established itself as a proven training ground for the world’s diplomats, with more than 130 graduates having served as international ambassadors. In various capacities, 16,000 SAIS alumni are currently working in approximately 140 countries. For 35 years, Jhpiego (known originally as the Johns Hopkins Program for International Education in Gynecology and Obstetrics) has worked with front-line health workers across the globe by designing and implementing effective,
low-cost, hands-on solutions to strengthen the delivery of health care services to the world’s most vulnerable populations by putting evidence-based health innovations into everyday practice.

LEADERSHIP

President’s Cabinet

Kerry A. Ates, Vice President and Chief of Staff
Glenn M. Bieler, Vice President for Communications
Heidi Conway, Vice President for Human Resources
Kathryn J. Crecelius, Vice President, Investments and Chief Investment Officer
Daniel G. Ennis, Senior Vice President for Finance and Administration
Andrew B. Frank, Special Adviser to the President on Economic Development
Helene Grady, Vice President for Planning and Budget
Charlene Moore Hayes, Senior Executive for Human Capital Strategy
Keith Hill, Vice President for Corporate Security
Thomas S. Lewis, Vice President for Government and Community Affairs
Robert C. Lieberman, Provost and Senior Vice President for Academic Affairs
Maureen Marsh, Secretary of the Board of Trustees
Robert McLean, Vice President for Facilities and Real Estate
Paul Pineau, Vice President and General Counsel
Stephanie L. Reel, Vice Provost for Information Technology and Chief Information Officer
Fritz W. Schroeder, Vice President for Development and Alumni Relations
Christy Wyskiel, Senior Adviser to the President for Enterprise Development

Council of Deans

Fred Bronstein, Dean of the Peabody Institute
Patricia M. Davidson, Dean of the School of Nursing
Bernard T. Ferrari, Dean of the Carey Business School
Elaine T. Hansen, Executive Director of the Center for Talented Youth
Mariale Hardiman, Interim Dean of the School of Education
Michael J. Klag, Dean of the Bloomberg School of Public Health
Vali R. Nasr, Dean of the Paul H. Nitze School of Advanced International Studies
Paul B. Rothman, Frances Watt Baker and Lenox D. Baker Jr. Dean of the School of Medicine
T.E. Schlesinger, Benjamin T. Rome Dean of the G.W.C. Whiting School of Engineering
Ralph D. Semmel, Director of the Applied Physics Laboratory
Winston Tabb, Sheridan Dean of University Libraries and Museums
Beverly Wendland, James B. Knapp Dean of the Zanvyl Krieger School of Arts and Sciences
Office of the Provost

Stephen Gange, Executive Vice Provost for Academic Affairs
Kelly Gebo, Vice Provost for Education
Cheryl Holcomb-McCoy, Vice Provost for Faculty Affairs
Caroline Laguerre-Brown, Vice Provost for Institutional Equity
Susan Levine, Chief of Staff to the Provost
Jonathan Links, Vice Provost and Chief Risk and Compliance Officer
David Phillips, Vice Provost for Admissions and Financial Aid
Stephanie Reel, Vice Provost for Information Technology and Chief Information Officer
Ratna Sarkar, Vice Provost for Institutional Research
Kevin Shollenberger, Vice Provost for Student Affairs
Philip Tang, Vice Provost for Academic Services
Denis Wirtz, Vice Provost for Research

UNIVERSITY DIVISIONS

Zanvyl Krieger School of Arts and Sciences
The Krieger School of Arts and Sciences’ mission is discovery—the creation of knowledge through scholarship and research, and the education of its students, undergraduate and graduate alike. The school’s unique character derives from its commitment to choose carefully what is worth pursuing and to do so without compromise. Scholarship of the highest quality is at the core of all the work done in the school. The school’s academic programs in the humanities, natural sciences, and social sciences are renowned for their excellence and intensity, and notable for the wide range of interdisciplinary opportunities they provide. The Krieger School has 3,538 undergraduates, 912 full-time graduate students, 2,493 part-time graduate students in its Advanced Academic Programs, and 296 full-time tenured and tenure-track faculty.

G.W.C. Whiting School of Engineering
The Whiting School of Engineering combines rigorous academic programs with cutting-edge research, drawing upon and contributing to the university’s strengths and renown in fields ranging from medicine and public health to the physical sciences and humanities. From groundbreaking explorations into wastewater treatment, tissue engineering, and the environmental impact of nanotechnology to the design of robots that will make the diagnosis and treatment of patients safer, easier, and more effective, Whiting School engineers tackle some of the most complex and challenging problems facing society today. The school has 1,800 undergraduates, 927 full-time graduate students, and 2,236 part-time graduate students in its Engineering for Professionals (EP) program. The school has 118 full-time academic faculty, 25 research faculty, 28 research scientists and engineers, and a complement of part-time EP faculty.

Bloomberg School of Public Health
The Bloomberg School of Public Health is dedicated to the education of a diverse group of research scientists and public health professionals, a process inseparably linked to the discovery and application of new knowledge, and through these activities, to the improvement of health
and prevention of disease and disability around the world. Located on the East Baltimore campus, it is both the first institution of its kind and the largest worldwide. The school receives 25 percent of all research funds awarded to the 49 accredited U.S. schools of public health and is consistently ranked No. 1 by *U.S. News and World Report*. The school has 2,241 students, 619 full-time faculty, and 785 part-time faculty.

**Carey Business School**
On December 4, 2006, Johns Hopkins University trustees, in response to a $50 million gift from William Polk Carey, voted to establish a new business school dedicated to producing innovative leaders with broad, interdisciplinary knowledge. The Carey Business School opened January 1, 2007, continuing the Johns Hopkins tradition of bringing innovative business management programs to the ever-changing workplace. The school has 1,427 students and 53 full-time and 167 part-time faculty, complemented by additional professional instructors.

**Paul H. Nitze School of Advanced International Studies (SAIS)**
The School of Advanced International Studies (SAIS) is a global institution that offers students a truly international perspective on today’s critical issues. SAIS was established in Washington, D.C., in 1943; opened its European campus in Bologna, Italy, in 1955; and in 1986 initiated one of the first Western university programs in the People’s Republic of China, in Nanjing. SAIS graduates are known as innovative thinkers and problem-solvers with the economic and cultural expertise to confront complex global challenges. SAIS has 1,055 students, of whom 166 are in Europe and 76 are in China. The school has 94 full-time and 183 part-time faculty.

**Peabody Institute**
Located in the heart of Baltimore’s Mount Vernon Cultural District, the Peabody Institute was founded in 1857 as America’s first academy of music by philanthropist George Peabody. Today, Peabody boasts a pre-eminent faculty, a nurturing, collaborative learning environment, and the academic resources of Johns Hopkins University, with which it affiliated in 1977. As a result, Peabody students are exposed to a liberal arts curriculum more expansive than those of other top conservatories, and Johns Hopkins students have access to a world-class musical education and experiences unavailable at other leading universities. Through its degree-granting Conservatory and its community-based Preparatory (music and dance school), Peabody trains musicians and dancers of every age and at every level. Peabody has 275 undergraduates, 314 graduate students, and 70 full-time and 103 part-time faculty.

**School of Education**
The School of Education addresses some of the most challenging problems facing education today through graduate and doctoral programs; research and development activities; external partnerships with school systems, educational entrepreneurs, and health care–related organizations; and collaborative connections to the broader Johns Hopkins research community. Ranked No. 1 for two consecutive years among graduate schools of education by *U.S. News & World Report*, the school houses three research centers: the Center for Research and Reform in Education, the Center for Social Organization of Schools, and the Center for Technology in Education. The school’s nationally renowned Division of Public Safety Leadership provides degree programs that foster current and future public safety leaders. The school has 1,901 students, 65 full-time faculty, and 20 faculty with joint appointments across the university.
School of Medicine
From its beginnings, the School of Medicine revolutionized the education of physicians, the practice of medicine, and medical research nationally and internationally by applying unprecedented standards to medical training. Rigid entrance requirements were established; the curriculum emphasized scientific methods as well as bedside teaching, laboratory research, and advanced training in specialized fields. For the first time ever in the United States, women were admitted as medical students on an equal basis with men. Today, the school annually receives more research grants from the National Institutes of Health than any other medical school and consistently is ranked among the top medical schools in the nation by *U.S. News & World Report*. The school has 461 medical students, 791 graduate students, 2,551 full-time faculty, and 1,291 part-time faculty.

School of Nursing
The Johns Hopkins Hospital and the Johns Hopkins Training School for Nurses both opened in 1889. Founders M. Adelaide Nutting, Isabel Hampton Robb, and Lavinia Dock established what would become the national model for nursing education. Renamed the School of Nursing, it became a division of the Johns Hopkins University in 1983 and opened its doors to students in 1984. Today, the school is a global leader in nursing research, education, and scholarship, and is tied at No. 2 on the *U.S. News & World Report* list for graduate schools of nursing. The school and its baccalaureate, master’s, PhD, and DNP programs are recognized for excellence in educating nurses who set the highest standards for patient care and become innovative national and international leaders. The school has 712 undergraduate and 391 graduate students and 62 full-time and 160 part-time faculty.

Applied Physics Laboratory
The Applied Physics Laboratory is a research division of the university, a not-for-profit center for engineering, research, and development. Located between Baltimore and Washington, D.C., APL has been a major asset to the nation since it was organized to develop a critical World War II technology in 1942 (the proximity fuse). From a 399-acre campus in Laurel, Maryland, APL’s 5,000 scientists, engineers, and support staff tackle work on more than 600 programs that protect the homeland and advance the nation’s vision in research and space science, at an annual funding level of about $980 million. APL boasts the success of the New Horizons mission to Pluto among its recent achievements.

LIBRARIES AND MUSEUMS
The libraries at Johns Hopkins, including the flagship Sheridan Libraries, house more than 3.7 million books; more than 121,000 print and electronic journal subscriptions; more than 913,000 e-books; special collections, including rare books, manuscripts, and archives; and numerous other holdings. In Baltimore and the surrounding region, Johns Hopkins maintains the Milton S. Eisenhower Library, the Brody Learning Commons, and the Albert D. Hutzler Reading Room, all on the Homewood campus; the Welch Medical Library, the John Work Garrett Library, the George Peabody Library, and the Friedheim Library in East Baltimore; and libraries for regional campuses and centers in Maryland and Washington, D.C., including SAIS’ Mason Library. SAIS also has libraries at its campuses in Bologna and Nanjing.
The university is also home to three museums—the Johns Hopkins Archaeological Museum, Homewood Museum, and Evergreen Museum and Library. All three are open to the public for tours, exhibitions, lectures, and other events, and are increasingly involved in the academic life of the university.

ACADEMIC AND CULTURAL CENTERS

In addition to the various centers and institutes that reside within the academic divisions, there are several Academic and Cultural Centers (ACCs) that do not reside in any one school. These freestanding centers, institutes, and organizational units report to the Provost. They include the Berman Institute of Bioethics, Center for Talented Youth, Human Language Technology Center of Excellence, Jhpiego, JHU Press, Montgomery County Campus, and Urban Health Institute.