

HOWARD UNIVERSITY

Dean of the College of
Engineering, Architecture
and Computer Sciences Search



1867

HOWARD

UNIVERSITY

The opportunity to be part of an historical legacy, but to also be a leader to help craft a successful institutional future seldom is afforded. Howard University is proud to present just such an opportunity and invites nominations and applications for the next Dean of the College of Engineering, Architecture and Computer Sciences. The appointee will have the chance to, at once, build on a proud past and help fashion an extraordinary tomorrow.

About Howard University

www.howard.edu

History

Established in 1867, Howard University is one of the nation's leading research universities dedicated to educating students from diverse backgrounds, with a particular focus on African-American students, as well as those of all other racial and ethnic groups from the United States and the world. The University received its first accreditation from the Middle States Association of Colleges and Schools in 1921 and has had its accreditation reaffirmed at every required interval thereafter. The University's main campus is located in Washington, DC, within five miles of the United States Capitol. Howard has grown from a single-frame building in 1867 to more than 256 acres which consists of Howard's main campus, 400-bed Howard University Hospital, its East and West campuses, and includes a 108-acre research facility in Beltsville, Maryland.

Howard's academic programs are offered by 13 schools and colleges: the College of Arts and Sciences; the School of Business; the School of Communications; the College of Dentistry; the School of Divinity; the School of Education; the College of Engineering, Architecture and Computer Sciences; the Graduate School; the School of Law; the College of Medicine; the College of Nursing and Allied Health Sciences; the College of Pharmacy; and the School of Social Work.

Howard is a unique university with a special mission that addresses the higher education needs of the nation and the world. Since its founding, Howard has been open to men and women from all racial and ethnic groups. The University has awarded more than 100,000 degrees in the arts, sciences and humanities. The University continues

to attract the nation's top students and produces more on-campus African-American Ph.D.'s than any other university in the world.

The University has long held a commitment to the education and advancement of disadvantaged persons in American society and throughout the world. The goal is the elimination of inequities related to race, color, social, economic and political circumstances. A commitment to excellence across all of its programs is in keeping with the University's motto, *Veritas et Utilitas, or Truth and Service.*

Present Day

Today, Howard is one of only 48 US private, doctoral/research-extensive universities. Its 10,500 students enjoy academic pursuits in more than 120 areas of study leading to undergraduate, graduate and professional degrees. These students come from virtually every state, the District of Columbia, and nearly 70 countries. The University competes in 17 varsity sports including basketball, football, bowling, lacrosse, soccer, softball, swimming, tennis, both indoor and outdoor track and volleyball. Undergraduates comprise 67 percent of the total enrollment.

On July 22, 2014, the University announced Wayne A.I. Frederick, MD, MBA as its 17th President. His appointment brings new vigor to the campus as he continues to build and renew the University's comprehensive and unique perspective to educating exceptional leaders. Howard

University builds on its legacy and continues to maintain its special emphasis on the training of African-American students for national and global leadership roles.

Howard is a leader in STEM fields. The National Science Foundation has ranked Howard as the top producer of African-American undergraduates who later earn science and engineering doctoral degrees. The University also produces more minority doctoral graduates in computer science than any other university in the nation and boasts nationally ranked programs in social work, business and communication sciences and disorders. In 2013, The Washington Post named Howard "An Incubator for Cinematographers."



The Howard University Mission

Howard University, a culturally diverse, comprehensive, research intensive and historically Black private university, provides an educational experience of exceptional quality at the undergraduate, graduate, and professional levels to students of high academic standing and potential with particular emphasis upon educational opportunities for Black students. Moreover, the University is dedicated to attracting and sustaining a cadre of faculty who are, through their teaching, research and service, committed to the development of distinguished, historically aware, and compassionate graduates and to the discovery of solutions to human problems in the United States and throughout the world. With an abiding interest in both domestic and international affairs, the University is committed to continuing to produce leaders for America and the global community.



Leadership

Dr. Wayne A.I. Frederick, President



Dr. Wayne A.I. Frederick is dedicated to continuing the University's legacy of being a world-renowned academic and research institution. As a triple alumnus, Dr. Frederick's dedication to Howard University spans more than two decades. He earned the BS, MD, and MBA degrees from Howard and completed his surgical residency training at Howard University Hospital. After fulfilling his post-doctoral research and surgical oncology fellowships at the University of Texas MD Anderson Cancer Center, Dr. Frederick began his academic career as Associate Director of the Cancer Center at University of Connecticut, where he also served on the Department of Surgery faculty. Since returning to Howard University in 2006, Dr. Frederick has served as Interim President, Provost & Chief Academic Officer, Associate Dean in the College of Medicine, Division Chief in the Department of Surgery, Director of the Cancer Center, and Deputy Provost for Health Sciences.

As a distinguished researcher and surgeon, Dr. Frederick is the author of numerous peer-reviewed articles, book chapters, abstracts, and editorials. He has also received numerous awards honoring his outstanding scholarship and service. In June 2014, Congress recognized him for his contributions in addressing health disparities among African-Americans and historically underrepresented groups.

Dr. Frederick's groundbreaking research and examination of the unconscious bias in academia has been presented to scores of national and international audiences. His research findings recommend changes to pedagogy, curriculum reform, and inter-professional instruction. Through his experience as a scholar and an administrator, Dr. Frederick continues to support innovative solutions to further the mission of Howard University and support the success of its students.



The College of Engineering, Architecture and Computer Sciences (CEACS)

<http://www.ceacs.howard.edu/>

In 1907, the Board of Trustees approved the initiation of two-year programs in civil, electrical and mechanical engineering leading to bachelor degrees. Howard University was the first American university to offer engineering education to people of color. It was during the period of 1907-1910 that the two-year programs in architecture, civil, electrical and mechanical engineering were introduced into the curriculum of the School of Manual Arts and Applied Sciences. By 1911, a four-year curriculum leading to the bachelor's degree was established and a separate building was constructed and equipped to house the School. Eight years later, the School of Manual Arts and Applied Sciences was reorganized into the College of Applied Sciences, which included under its umbrella the departments of architecture, engineering, art and home economics.

In 1934, the School of Engineering and Architecture was established as a separate unit of the University--appropriate to the recognition of distinct and important role of engineering and architecture professions. In 1970-1997, the School of Engineering and Architecture was divided into two schools--the School of Engineering and the School of Architecture and City Planning. During this period, chemical engineering and the computer science programs were inaugurated in the 1970-1980 era. Thus, after 27 years, the programs of both Schools were reunited under one organizational umbrella in 1997 as the College of Engineering, Architecture and Computer Sciences.

The College Today

The college is comprised of six academic departments: Architecture, Chemical Engineering, Civil and Environmental Engineering, Computer Science, Electrical and Computer Engineering, and Mechanical Engineering. In 2014, the faculty composition totaled 62, with 87% males and 13% females. There were over 700 students, 9.2% are in graduate education, 25 of which were seeking Ph.D.'s.

The Opportunity



On the cusp of the university's 150th anniversary, the Dean of the College of Engineering, Architecture, and Computer Sciences (CEACS) has an unprecedented opportunity to contribute as a partner to the new senior administration team, to build upon the existing momentum at Howard, and to assist in the continued enhancement of the university. Its reputation as a major national research university with a commitment to excellence across all of its programs is in keeping with the University's motto, "Truth and Service."

Reporting to the Provost, the Dean of CEACS serves as the chief academic and administrative officer for the College. The Dean is responsible for developing and implementing academic and financial strategies, recruiting faculty, students and administrative staff, and developing an organizational structure that will serve to promote research, and educational programs of the highest caliber that ensures Howard University remains as a national leader in STEM related fields.

Howard University seeks an entrepreneurial Dean with high academic standards; dedication to strong undergraduate, graduate, and doctoral education; that prepares future modern engineering and innovation leaders, a record of promoting outstanding research; and a demonstrated commitment to diversity and inclusion.

The next Dean will possess superior communication skills, political adeptness, entrepreneurial energy, and an ability to represent the College externally to local, national, and international constituencies.

Major Responsibilities

Education

The Dean supports and oversees the delivery of a comprehensive and state-of-the-art educational program for undergraduate and graduate students. The Dean ensures compliance with accrediting organizations and promotes the delivery of a curriculum and learning environment designed to produce graduates of the highest caliber.

Talent Development

The Dean assures that key leadership roles within the College are filled with people of nationally-recognized ability who are mentored and supported to deliver excellent training programs, and cutting-edge research. The Dean should recognize the nuances of higher education, actively recruiting and working to motivate and retain top-quality faculty and program leaders so that the College has the talent to carry out strategic plans.

Research Advancement

The Dean supports the pursuit and advancement of world-class science by assisting principal investigators and other faculty in efforts to secure grant-funding. The Dean fosters a shift in emphasis from departmental to interdisciplinary research activities. The Dean enhances the graduate programs of the College and makes necessary changes to ensure excellence of graduate as well as doctoral training and research in the College.

Fiscal Oversight

The Dean leads the financing and budgeting processes for the College taking divergent views on financial decisions into consideration while effectively managing limited resources.



Competencies Deemed Critical for Success

Howard University is a complex, matrixed environment with a unique organizational structure, poised at a time of considerable change across a variety of fronts. Consequently, a collaborative leadership style that is open, direct and inclusive will be essential. Evidence of success in achieving desired outcomes through a blend of influence and direct authority will be highly valued. The successful candidate must demonstrate communication skills that have enabled him/her to provide vision and direction to a large group of highly successful professionals across a broad range of disciplines.

Demonstrated Strategic Orientation and Vision

The successful candidate will possess the interest and ability to understand the history, legacy, and context within which Howard University operates so that s/he may effectively manage both short and long-term opportunities as well as potential threats to the goals of the organization. A candidate will be particularly valued if s/he has a track record of translating an organization's overarching strategy into an effective, long-term action plan for his or her area of responsibility. The next Dean should have successfully developed, communicated, and implemented a strategy for growth and should have a track record of:

- Working in the context of financial constraints to prioritize and selectively invest in areas that leverage the strengths of an organization to differentiate them locally, regionally, and nationally;
- Demonstrating the ability to carefully assess strengths and areas of excellence, and determine where to invest resources;
- Working within a culture to build on the best practices and successes, setting a clear set of expectations for all stakeholders.

Fundraising and Philanthropy Acumen

Working with University leaders, in the context of financial constraints, to build a future for the College that is as illustrious as its past, will require significant fundraising activities.

The next Dean of the College should have a track record of increasing resources for an academic organization by:

- Being publicly visible, politically savvy, and understanding how to cultivate excellent relationships with potential donors;
- Securing resources for programs and projects through successful grantsmanship;
- Reaching out to community, state, and national political and business leaders to build financial support for fundraising that will begin the process of developing a substantial endowment vital to the long-term success of any institution;
- Reaching out to alumni and other leaders and successfully encouraging them to become actively involved with fundraising and giving.

Outcomes and Results

Orientation

The successful candidate will have an eye on metrics for every aspect of his/her vision. Candidates should possess a proven ability to identify and articulate priorities in a wide variety of contexts and be able to measure and track those priorities and guide resources accordingly. The successful candidate will possess an ability to communicate the metrics in a pragmatic and collegial way that leaves little room for ambiguity and aids the organization in focusing on goals, measuring its goals regularly, sharing data in real time, and staying on course to achieve demonstrable results. The ideal candidate will be able to point to successes that were achieved as a consequence of his/her ability to frame and manage expectations, timelines, goals and, ultimately, deliver demonstrable results.

- A careful listener and influential communicator; a source of calm in the face of inevitable challenges with the ability to engage a wide variety of audiences including both highly technical and lay audiences.
- An executive presence and an engaging personal presentation style that encourages consensus-building and cooperation.

Other Personal Characteristics Deemed Important

- Commitment to excellence on both a personal and professional level, with the highest level of personal integrity and ethical standards, known for compassion, fairness and objectivity;
- Proactive, innovative, creative and visionary, with an ability to “think outside the box” and constructively embrace and lead change initiatives;
- Collegial, inclusive, and personally committed to ensuring diversity, both in perspectives and in personnel, with the ability to bring out the best in others and develop a spirit of collaboration within and among stakeholders;
- A facilitator and problem-solver who earns the trust of the community by instilling a sense of “fair play” and placing the goals of the organization ahead of those of any individual, group or department;
- An inspiring, articulate humanist, possessing a deep understanding of and sensitivity to the cultural differences that exist across the basic sciences, public health and clinical training;

Desired Qualifications

- An earned doctorate or equivalent terminal degree, credentials, and a record of academic achievement, including a track record of receiving external funding, commensurate with eligibility for appointment to a tenured faculty position at Howard University at the level of Professor;
- A strategic national academic and research leader, grounded in personal integrity with the ability to energize, inspire, and encourage faculty and student innovation as well as interdisciplinary collaboration;
- Successful experience in administrative leadership in academia or in a comparable position in a leading non-academic institution;
- Demonstrated ability to manage a complex academic organization and work effectively with colleagues across divisions; demonstrated success as an administrator and fiscal manager;
- Demonstrated ability to develop and execute strategies for securing financial support from individuals, foundations, corporations, and federal and state funding agencies;
- Demonstrated ability to motivate key constituencies, lead the development of mutually beneficial relationships with partners, and recruit, retain and develop superb academic faculty and leaders;
- An ability to foster and promote gender equity and ethnic diversity among faculty and staff to enrich the university, further its research mission, and preserve the uniqueness of Howard University;
- Evidence of effective community involvement, outreach, leadership, and demonstrated ability to forge partnerships and build productive relationships with both campus and business community constituencies;
- Evidence of recruitment and retention of outstanding faculty and staff, as well as teambuilding, supervision, and staff support for professional development;
- Demonstrated commitment to student centeredness and optimization of student learning reflected by active and visible engagement in student activities, initiatives, and programs.



Procedure for Candidacy

Applications should include a letter of application and curriculum vitae. Applications and nominations will be accepted until the position is filled. Confidential review of materials and screening of candidates will begin immediately.

Howard University is being assisted by Harris Search Associates for this search. Please send application to address below, or contact Jeffrey Harris, Managing Partner, for further details.

Contact Information:

Jeffrey Harris, Managing Partner

Harris Search Associates

4236 Tuller Road

Dublin, OH 43017

Tel: 614-798-8500 ext. 125 Cell: 614-354-2100

Email: jeff@harrisandassociates.com

www.harrisandassociates.com

The University does not discriminate on the basis of race, color, national and ethnic origin, sex, marital status, religion, or disability. Veteran status and people with disabilities are encouraged to apply.

Inquiries regarding provisions for persons with disabilities, equal employment opportunity and Title IX should be directed to the Office of the Vice President for Human Resources at (202)-238-5960.



Harris Search Associates

I N N O V A T I O N + T A L E N T

Harris Search Associates, an IIC Partners member firm, is a leading global executive search and board advisory consulting firm. Our practice is focused on identifying and attracting leaders to support the growth of clients in the areas of research, science, engineering, academic medicine and commercial enterprises. Clients include the foremost universities, research parks, institutes, academic medical centers and commercial organizations driving global innovation and discovery.

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