Confidential Position Specification

Dean, College of Science and Technology

March 2023
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Position
Dean, College of Science and Technology

Location
Philadelphia, Pennsylvania

Reporting Relationship
Provost, Gregory N. Mandel

Website:
https://www.temple.edu/

Institution and Position Summary

Temple University ("Temple") is a Carnegie R1 research-intensive university located in the historic and culturally rich city of Philadelphia. Situated in the nation’s 6th largest city, Temple is the largest public university in the region and among the largest in the United States. Temple affords students access through internships to some of the nation’s top opportunities in health care, government, financial services, biotechnology, computing, materials, aerospace engineering, and the arts.

The University’s 17 schools and colleges offer over 600 academic degree and certificate programs at the undergraduate, graduate, and professional levels, eight campuses, and more than 33,000 students combined to create one of the nation’s most comprehensive and diverse learning ecosystems. The National Science Foundation ranks Temple among the top 100 universities in the country for research expenditures. Additionally, Temple is one of the nation’s leading centers of professional education and includes Schools of Medicine, Pharmacy, Podiatry, Law, and Dentistry. Temple’s research spans cutting edge scientific research that focuses on addressing the most pressing public health issues of our time, turning scientific breakthroughs into society improving advancements, or exploring a range of issues focused on the humanities and arts.

Temple is at the forefront of research and innovation with $299 million in research expenditures (in FY2021) and over $705M raised by Temple’s startup commercialization partners. Spearheaded by the Research Office, Temple is building an Innovation Nest (iNest) facility that will offer innovators and entrepreneurs the resources needed for research and innovation to grow into business ventures that transform communities based on research-based innovation that generated 67 inventions, 27 new patents and $70.7 million in start-up funding in FY21. Today, there are 28 active startup companies based on Temple discoveries, with $110M raised by Temple startups just in FY22 alone and $229M in the last 3 years.
This is a pivotal time of change and opportunity for the university, under the leadership of a dynamic new President. As of October 2022, Temple’s Strategic Plan is now in its implementation phase. Temple’s strategic priorities demonstrate the University’s commitment to making real impact. These priorities identify and define the university’s objectives and commitments and represent the determination and dedication of the Temple community.

Through its strategic plan, which focuses on five strategic priorities, including thought leadership, described as “cutting edge research, scholarship and creative expression to take on and solve society’s greatest challenges”, Temple aspires to be “the most inclusive and innovative urban, public, comprehensive university, providing a high-value education that prepares students for the future of work, building connected and healthy communities, and forging ground-breaking discoveries for the future of the world.”

In partnership with the other 16 schools and colleges at Temple University, the College of Science and Technology (CST) will be critical in carrying out these priorities and achieving the University’s aspiration. An international search is underway as Temple seeks a new leader to serve as the Dean of the College of Science and Technology (CST) to lead the College along a trajectory of excellence through the commitment to and promotion of scientific research and education, with the goal of advancing research, innovative programs, and extensive community partnerships. The Dean will be a visionary, strategic, inspirational, and inclusive leader, who is committed to the highest standards of academic and research excellence and integrity. The selected candidate must have a track record of distinguished scholarly and administrative achievements, which establish their ability to successfully navigate a complex academic and financial enterprise. They will serve as role model to faculty and students and be a catalyst for developing the next generation of scholars and innovators.

Reporting to Provost Gregory N. Mandel, the Dean of the College of Science and Technology is the strategic, administrative, academic, and community leader of CST. The Dean will have oversight of the College’s six academic departments: Biology, Chemistry, Computer and Information Sciences, Earth and Environmental Science, Mathematics, and Physics. The College is comprised of more than 330 faculty—nearly evenly divided between tenured and tenure track, non-tenure track, and adjunct—100 staff, 550 graduate students, and 3,500 undergraduate students.

As the leader of the College, the Dean should possess sound judgment and decision-making abilities and must be skilled in managing governance and handling conflicts and challenges. The Dean will play a key role in University leadership, as well as in advocating for the College and forging strategic connections. Although the Dean’s central responsibility is the well-being and success of the College, they will also serve as a leader in the larger University community, seeking ways to collaborate with other schools and colleges and working to further research and programmatic initiatives across the University. The selected candidate will have a significant opportunity to build upon the College’s momentum and lead institution-wide efforts to promote collaborative research programs and synergies that will continue to advance the University’s reputation as a premier research institution. The Dean is responsible for providing central leadership to the College’s departments, centers and institutes, as well as its facilities.

The Dean will be the public face of the College for alumni, corporate leaders, public officials, and other high-potential supporters and must be able to develop and articulate a compelling vision that resonates
with multiple audiences. They will oversee all aspects of the College and will: explore new areas for the expansion and growth of the College; oversee campus-wide planning efforts for the College’s facilities; and develop innovative approaches to enhance research productivity of the College and across the University. The Dean will further unify the active coordination of multidisciplinary research programs and represent CST and Temple to local, regional, and national constituencies as well as to federal and other funding agencies. In addition, the Dean will leverage the geographical proximity to many pharmaceutical, biotech, finance, engineering, energy, and manufacturing and materials companies to build industry-partnerships.

The Dean must understand the complexities of higher education, be sensitive to the perspectives and values of faculty, staff, and students across all departments and disciplines, have a commitment to shared governance, and possess the ability to collaborate with diverse stakeholders across the University and to connect with the Greater Philadelphia community.

The Dean will embody Temple’s commitment to diversity, equity, inclusion, and justice by embedding these efforts into the College’s infrastructure, leading a diverse and inclusive team and faculty, and advancing research and education efforts focused on eliminating inequities. They must be emotionally intelligent and able to adapt to the institutional culture of Temple, while articulating and implementing culture change when necessary.

Key Responsibilities and Desired Outcomes

The Dean will:

- Serve as the chief academic and financial leader of a complex college, and advance the teaching, research, and service missions of CST.

- Develop a strategic, shared vision, in accordance with the University strategic plan, to position the College as a leader in innovative research and science education nationally and globally.

- Maintain a strong presence within and on behalf of the College and the University, and serve as the public face of CST, communicating at all levels—with faculty, students, staff, alumni, employers, donors, funding agencies, public officials, and others.

- Collaborate with Department Chairs, Directors of Centers and Institutes, and other College leaders to recruit, develop, and retain strong research and teaching faculty who are aligned with the distinctive culture and goals of the College and who have a demonstrated passion for and experience in both scholarship and teaching.

- Foster collaboration across the University’s schools and colleges, not only among faculty, but also among Ph.D., graduate, and undergraduate students, as well as post-docs and visiting scholars.

- Continue to advance the College’s diversity, equity and inclusion efforts, with a commitment to promoting an environment that provides equal opportunities for all.

- Facilitate meaningful engagement with alumni to deepen their connections to current students and work collaboratively to foster philanthropy and build external relationships and support.
• Build the national eminence of the College of Science and Technology and its commitment to advancing research and education.

The College of Science and Technology

Offering more than 50 majors at the undergraduate and graduate levels, the College of Science and Technology promotes science education through advanced research, innovative programs and community partnerships. In addition to its six departments, Biology, Chemistry, Computer & Information Sciences, Earth & Environmental Science, Mathematics, and Physics, the College is home to advanced research Centers and Institutes, which provide the facilities and support needed for scientists to conduct advanced investigation, partner with similar entities around the world, disseminate new discoveries and turn scientific breakthroughs into advances that improve society. The College offers both undergraduate and graduate program options, as well as support both on and off campus from CST’s talented advising staff and through the Office of Student Professional Development.

Academics

The College of Science and Technology offers an advanced curriculum and hands-on research opportunities with faculty members who are leaders in their fields. Students learn fundamental scientific principles, the latest discoveries that impact our lives, and how to bring new ideas to market and to the world.

• Undergraduate Majors and Programs

  ▪ Across the College’s six academic departments, dozens of majors are offered. New majors include Data Science, Ecology, Evolution and Biodiversity, Environmental Science, Genomic Medicine, and Materials Science.

  ▪ Real-world research projects are an essential part of the curriculum, and the College is committed to removing the obstacles that can keep students from participating in advanced research projects as undergraduates. Through the Undergraduate Research Program, students get into the laboratory with top Temple researchers and work on research projects such as testing an intelligent reasoning system, analyzing human tissue with laser electrospray mass spectrometry, and studying the effects of ocean acidification on cold water coral.

  ▪ As part of a larger initiative to enhance diversity, the Maximizing Access to Research Careers (MARC) Program, which is funded by the National Institutes of Health, supports and develops students from underrepresented groups who are earning a baccalaureate degree at research-intensive institutions and who intend to complete a biomedical research higher degree program (e.g., PhD, or MD/PhD). The program provides opportunities for participation in research, training, mentoring, professional development, and cohort-building activities that will prepare the trainees to successfully transition into higher degree programs, with the long-term goal of developing a diverse pool of well-trained biomedical scientists.

  ▪ The Frances Velay Fellowship, a highly selective program that supports the advancement of young women in the sciences, provides opportunities for faculty-mentored summer research experiences.
- **TUteach** is an alternative route to teacher training and certification. With TUteach, students take both STEM courses in the College of Science and Technology and courses in the College of Education and Human Development. Students are given the opportunity to teach in elementary and middle-school environments in their first semester at Temple, as well. TUteach degrees closely parallel the bachelor’s degree in the specialty subject, such as mathematics or biology. Select education courses are also included with the aim of preparing science and mathematics majors to be outstanding teachers. With TUteach, science and math majors get early and intensive pre-service teaching experience, the latest pedagogical tools, and extensive mentoring and support as they become effective, certification-ready teachers whose passion for their subjects is passed on to students.

- **Undergraduate Minors and Certificates**
- **Accelerated Programs**
- **Graduate Programs and Certificates**
  - The College offers more than 20 graduate programs leading to MA, MS, Professional Science Master's (PSM) and PhD degrees.
- **Online Programs**
  - Established in 2020, CST’s [Center for Online and Digital Learning (CODL)](https://www.temple.edu/codl) is working to create individual online courses, programs, certificates and resources for K-12 STEM education.
  - Online Master’s in Information Science & Technology

### Centers and Institutes

The College of Science and Technology’s 15 advanced research Centers and Institutes provide the facilities and support needed for scientists to conduct advanced investigation, partner with similar entities around the world, disseminate new discoveries, and turn scientific breakthroughs into advances that improve society.

- **The Center for Advanced Photonics Research**
- **The Center for Biodiversity**
- **The Center for Biophysics & Computational Biology**
- **The Center for Computational Genetics and Genomics**
- **The Center for Computational Mathematics and Modeling**
- **The Center for Data Analytics and Biomedical Informatics**
- **The Center for Hybrid Intelligence**
- **The Center for Materials Theory**
- **The Center for Networked Computing**
- **The Institute for Computational Molecular Science**
- **The Institute for Genomics and Evolutionary Medicine**
- **The Sbarro Institute for Molecular Medicine and Cancer Research**
- **The Temple Materials Institute**
- **The Institute for Membranes and Interfaces (New)**
- **The Center for Viral Evolution (New)**
The Candidate: Experiences and Professional Qualifications

The successful candidate should possess a broad array of skills and experiences including:

- Impactful strategic leadership experience at a distinguished academic institution, or relevant leadership in a commensurate enterprise, illustrated by inclusive and unified internal governance and a strong supportive culture with a focus on collaboration, equity, and excellence;
- Experience in effective financial management and revenue creation to sustain and improve the fiscal health of CST, while advancing the teaching, research, and service missions to further strengthen academic excellence;
- Facilitation of a collaborative and inclusive environment that ensures success in the recruitment, development, and retention of outstanding faculty and staff;
- Experience in developing a shared vision for the future among faculty, staff, and students;
- Proven record of recruiting, developing, and retaining high performing teams to accomplish common goals;
- Experience with or aptitude for fundraising and engaging the external community – alumni, corporate and community partners, as well as funding agencies – to support CST in its initiatives for distinction and growth;
- Change management experience in a complex and decentralized environment and the ability to help shape and reinforce a culture of excellence and inclusivity among faculty, staff, and students;
- The ability to develop and promote interdisciplinary/multidisciplinary programs, scholarship, and research;
- Ability to connect with students in both formal and informal settings to develop world-class leaders and maximize opportunities for students through increased placement opportunities and by furthering innovative program enhancements and new initiatives;
- Passion for the role that the College plays in advancing the quality of research, education, and engagement with the world, and the ability to articulate the next stage of growth for the College;
- A commitment to inclusion, diversity, excellence, and integrity, and a proven ability to inspire, motivate, and facilitate the success of others;
- A commitment to transparency in policy, strategy, and fiscal management, with an appreciation of and support for shared governance;
- The ability to work closely with the Provost, senior institutional leaders, and other Deans to further the goals and objectives of the College of Science and Technology and Temple University;
- Experience with and appreciation for the role of research in undergraduate and graduate education; and
- Exceptional communication skills with the ability to represent the University to internal and external audiences, including federal, state, industrial, and corporate entities, for the purpose of enhancing the College of Science and Technology and Temple University at large.
Education and Credentials

The ideal candidate will possess an earned doctorate or requisite terminal degree from an accredited higher education institution and the experience and accomplishments that warrant an appointment as a tenured full professor.

Procedure for Candidacy

Confidential review of applications, nominations and expressions of interest will begin immediately and will continue until an appointment is made. To ensure full consideration, please email a letter of interest and resume to Korn Ferry at: Temple-CSTDean@KornFerry.com.

Temple University is committed to a policy of equal opportunity for all in every aspect of its operations, including employment, service and educational programs. The University does not discriminate on the basis of age, color, disability, marital status, national origin or ethnic origin, race, religion, sex (including pregnancy), sexual orientation, gender identity, genetic information or veteran status.
Appendix A: Temple University

Founded as a night school by Russell Conwell in 1884, Temple University has evolved into an international powerhouse in higher education and a top-tier research institution with more than 33,000 undergraduate, graduate, and professional students. With 17 schools and colleges and eight campuses, Temple is one of the nation’s most comprehensive and diverse learning environments.

As Philadelphia’s only public university, Temple provides an unparalleled value to families in the region and serves as an essential resource to the surrounding community. Temple also offers a gateway to the world with long-standing international campuses in Tokyo and Rome, study abroad opportunities across six continents, and numerous partnerships with international universities for education and research. Temple’s community shares a common drive to learn, prepare for their careers, and make a real impact.

Temple offers students a dynamic and nurturing learning environment with the support of a renowned faculty, dedicated academic advisors focused on setting a clear path to graduation, and a broad curriculum of more than 600 academic programs. Academic programs are organized into the following schools and colleges:

- Tyler School of Art and Architecture
- Fox School of Business and Management
- Maurice H. Kornberg School of Dentistry
- College of Education and Human Development
- College of Engineering
- Beasley School of Law
- College of Liberal Arts
- Lew Klein College of Media and Communication
- Lewis Katz School of Medicine
- Esther Boyer College of Music and Dance
- School of Pharmacy
- School of Podiatric Medicine
- College of Public Health
- College of Science and Technology
- School of Social Work
- School of Theater, Film and Media Arts
- School of Sport, Tourism and Hospitality Management
Investments in the campus learning environment have elevated the university’s capabilities across its 17 schools and colleges with impressive results. Temple’s momentum is fueled by high graduation rates, accomplished graduate degree programs, new living and learning facilities, and ground-breaking work in science education and research. In 2015, Temple achieved the R1 Carnegie Classification of Institutions of Higher Education, placing it among the most active research universities in the nation. Temple also recently celebrated several milestones, including a Rhodes scholar, a Goldwater scholar, and its largest and brightest graduating class.

Temple’s bustling Main Campus is set against the backdrop of the Philadelphia skyline. Green space, athletic facilities and eclectic architecture ranging from the historic Temple Performing Arts Center to the state-of-the-art Charles Library form a vibrant residential setting. Temple’s NCAA Division I athletic programs and hundreds of student organizations thrive on campus.

Temple’s total budget for FY 2023 is $3.8 billion, which includes $2.6 billion for the Temple University Health System (TUHS) and $1.2 billion for the University. TUHS, which includes Temple University Hospital, Fox Chase Cancer Center, and other medical centers, is an academic health system dedicated to accessible, quality patient care and excellence in medical education and research. Approximately 72 percent of the University’s operating budget is derived from tuition and fees, and 13 percent from the Commonwealth appropriation. The remaining budget comes from indirect cost recovery, auxiliary enterprises, and other sources.

The Middle States Commission on Higher Education accredits Temple University. In 2020, during its reaccreditation, reviewers commended the University for its distinctive mission which is widely valued and deeply internalized across the institution.

The Temple Community
Temple University and the Temple University Health System employ more than 17,000 people full time, more than 3,000 of whom are faculty. Together, they are the fifth-largest private employer in Philadelphia. Temple generates about $4.6 billion in economic impact within the City of Philadelphia, supporting about 23,000 jobs and generating about $53 million in local taxes. Temple’s economic impact within the Commonwealth of Pennsylvania is $5.6 billion, including about 71,000 jobs and about $107 million in state taxes.

There are more than 360,000 Temple University alumni living in 50 states and more than 140 countries. About 175,000 alumni live in southeastern Pennsylvania.

For additional information about Temple University, please visit: www.temple.edu

Philadelphia, Pennsylvania
Philadelphia is the largest city in the Commonwealth of Pennsylvania and the sixth most populous in the United States. In the northeastern United States, at the confluence of the Delaware and Schuylkill rivers, Philadelphia is the economic and cultural anchor of the Delaware Valley; the metropolitan area is the seventh largest in the United States and home to 6.2 million people.
Philadelphia is the center of economic activity in Pennsylvania and is home to seven Fortune 1000 companies. The city is known for its arts, culture and history, attracting more than 39 million domestic tourists in 2013. The 67 National Historic Landmarks in the city helped account for the $10 billion generated by tourism.

Philadelphia has a plethora of educational options with many private and public institutions. The School District of Philadelphia is the eighth largest school district in the United States with 197,288 students in 329 schools as of 2022. Philadelphia has the third-largest higher education student concentration on the East Coast, with more than 120,000 college and university students enrolled within the city and nearly 300,000 in the metropolitan area.

For additional information about Philadelphia, please visit: https://www.visitphilly.com/
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About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers. Our 7,000 experts in more than 50 countries deliver on five core areas: Organization Strategy, Assessment and Succession, Talent Acquisition, Leadership Development and Total Rewards.

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