



Position Specification

Joan and Sanford Weill Dean of Public Policy

Gerald R. Ford School of Public Policy

University of Michigan

October 2016



POSITION SPECIFICATION

Position	Joan and Sanford Weill Dean of Public Policy
Organization	Gerald R. Ford School of Public Policy, University of Michigan
Location	Ann Arbor, Michigan
Reporting Relationship	Martha E. Pollack, Ph.D. Provost and EVP for Academic Affairs
Website	fordschool.umich.edu

THE OPPORTUNITY

The University of Michigan invites nominations and applications for the Joan and Sanford Weill Dean of Public Policy at the Gerald R. Ford School of Public Policy (FSPP).

The new dean will help define and lead a new era for an outstanding school—in a field that has never been more critical for the future of our nation and world.

Gerald R. Ford School of Public Policy

The school's history is marked by a series of pioneering moments. Founded in 1914 at the height of America's Progressive Era movement, the Ford School's predecessor was the nation's first systematic public service training program. In the late '60s the faculty developed what became the gold standard for the field of public policy—a curricular and research approach grounded in rigorous application of the social sciences. The program became a full-fledged school in 1995 and was named for the University of Michigan's favorite son, President Gerald R. Ford, in 1999. The president's legacy is very much alive at the school, which has strong ties with his family and former colleagues, in the example of integrity, leadership, and service he sets for the students, staff, and faculty.

Over 100 years since its inception, the School's core values remain: commitment to diversity, opportunity, and the public good; collegial and creative interdisciplinarity; community; integrity; service; action; and leadership to advance and improve the world. Today, the Ford School is a rich and diverse community that values the all of its members, believing that diversity enriches the educational environment and the experience for all of us.

A top-ranked policy school located within one of the world's premier research universities, especially in terms of the social sciences and related professional schools, the Ford School is poised and well-positioned for its next era under a visionary leader with an established record of excellence and experience in the study and practice of public policy.

Since 2007, the Ford School of Public Policy has been a 'full-service' school, offering a nationally-renowned degree at the undergraduate level as well as graduate and doctoral degrees. The School's master's curriculum emphasizes research, analytic, and management skills that are highly transferable across sectors, issue areas, and geographical regions—all offered with an applied approach to policy training, providing hands-on learning around real-world problems.



These programs include the Masters of Public Policy, Masters of Public Administration, and dual Masters degrees with 14 highly ranked graduate programs from around the University of Michigan, including business, education, engineering, law, public health, social work, and more. The School also offers a certification in Science, Technology and Public Policy reaching students from across U-M. The School's junior-senior undergraduate program offers a liberal arts degree (B.A. in Public Policy), based in the social sciences, that gives students the knowledge and skills needed to analyze policy problems, understand the stakes, and create viable solutions. And the School's joint doctoral program (Ph.D.)—in which candidates combine their public policy studies with disciplinary work in economics, political science, or sociology—represents a unique approach to doctoral education that combines disciplinary training with interdisciplinary research opportunities.

The Ford School's faculty's broad and interdisciplinary research interests are demonstrated by the wide range of units with which they hold joint appointments—including economics, political science, sociology, history, math, business, social work, education, law, medicine, engineering, and urban planning. While these interests are diverse, strengthening the School's academic core, the faculty share a commitment to addressing the challenging issues of the time and preparing future generations of policymakers, leaders, and public servants. As a small school within the much larger University of Michigan, its faculty hold a disproportionate number of awards and honors, including memberships in the American Academy of Arts and Sciences and all three of the National Academies of Sciences, Engineering and Medicine, and receipt of a MacArthur Foundation "genius" Award and National Medal of Science. Two of its faculty members hold the highest appointment at the University of Michigan, that of Distinguished University Professor, and thirteen hold named professorships. Others have been recognized--nationally and internationally--for game-changing discoveries, exceptional teaching and mentoring, constructive policy engagement, and more.

The Ford School's faculty make transformational discoveries—identifying new methods for fostering cooperation in the midst of intractable conflicts, rigorously evaluating and improving educational policy, slowing the spread of life-threatening diseases, and designing creative anti-poverty policy for communities here in the U.S. and in developing nations. And they are deeply engaged in the world of practice. They include senior government advisors, former members of the Council of Economic Advisers, a past University of Michigan provost, a former ambassador, and more.

The Ford School is home to or co-sponsor of a number of multi-disciplinary research centers and initiatives that focus on a range of pressing policy concerns, engaged across all levels of governance: local, state, national and international. These centers serve as focal points for a wide range of research, events, and activities. Ford School faculty are also engaged with many of the major research centers and institutes which make the University of Michigan an exemplar of interdisciplinarity and position Michigan and the Ford School to be leaders in evidence- and research-based public policy.

In addition to their world-class scholarship and policy engagement, the School's faculty members are also enthusiastic teachers and mentors who prize the school's close-knit, nurturing community and rich history.

Students who choose the Ford School choose a path of leadership and service. They seek to be active participants in public decisions – decisions that affect neighborhoods, communities, countries, and people around the globe. The Ford School's ~140 undergraduates are among the



best and brightest on campus. Our ~ 200 diverse graduate students hail from countries all over the globe. They arrive with experience in NGOs, political campaigns, the private sector, journalism, and more, and they bring tremendous leadership and initiative to the School.

The Ford School alumni network is powerful, engaged, and growing, with more than 3,000 living alumni in public service and leadership positions around the world. The School's alumni are managing multimillion dollar support programs for farmers in Afghanistan; crafting market regulations at the Federal Reserve Bank; revitalizing Detroit through the development of public spaces, affordable housing, and urban agriculture; leading foundations focused on identifying and addressing the most pressing global threats facing the world; serving as State Representatives; running campaigns; leading global programs to improve the life of refugees; and leading national land and water conservation efforts for the U.S. Department of Agriculture, just to name a few. Long after graduation, Ford School alumni remain deeply involved with the School as volunteers, helping current students define their career interests and build their skills and professional networks. The School's Office of Graduate Career Services and Alumni Relations coordinates dozens of alumni engagement activities each year, including a growing alumni-in-residence program, networking events, and support for student recruitment; hundreds of alumni actively engage with the school each year.

The School's visibility, community service commitment, and real-world engagement are advanced by a great many public lectures, events and activities, which brings dozens of prominent figures to campus each year.

The School has an annual, all-funds budget exceeding \$20 million.

University of Michigan

Located in one of America's best college towns, the School offers ready access to the world-class intellectual, cultural, and social resources of the University of Michigan and its impressive alumni network--the largest living alumni body in the world.

The University of Michigan has a long and distinguished history beginning with its founding in 1817 as one of the first public universities in the nation. It is one of only two public institutions consistently ranked among the nation's top ten universities. The University is distinguished by its broad excellence across many disciplines, with many of its departments and professional schools ranked among the top ten in the country. The University has one of the largest health care complexes and one of the best library systems in the country. With more than \$1.3 billion in research expenditures annually, the University consistently ranks in the top five overall in total research expenditures according to the National Science Foundation. The University has an annual budget of over \$7 billion and an endowment valued at more than \$9 billion. The University is currently in the midst of a \$4 billion capital campaign, ending in 2018-19.

Originally established in Detroit, the University moved to Ann Arbor in 1837, where its flagship campus is located. The University has two additional campuses located in Flint, opened in 1958, and in Dearborn, opened in 1959. The 3200-acre Ann Arbor campus is an eclectic, vibrant, cosmopolitan community. The University's academic programs are organized into 19 schools and colleges on the Ann Arbor Campus – Architecture & Urban Planning; Art & Design; Business; Dentistry; Education; Engineering; Graduate Studies; Information; Kinesiology; Law; Literature, Science & the Arts; Medicine; Music, Theatre & Dance; Natural Resources & Environment;



Nursing; Pharmacy; Public Health; Public Policy; and Social Work. Collectively, the Schools and Colleges in Ann Arbor enroll nearly 45,000 students, broken down into 29,000 undergraduates and 16,000 graduate and professional students. The University has more than 5,700 faculty in Ann Arbor. Its faculty and units have received numerous very prestigious awards, including MacArthur Foundation awards, Pulitzer Prizes, National Medals of Arts, Science, and Technology, and the Nobel Prize. Recognition for creative accomplishments in the arts, media, and public service is also widespread.

As one of the nation's great public research universities, Michigan encourages the members of its community to make a serious commitment to public service, to diversity in all its manifestations, and to access to opportunity on the widest scale. Faculty research addresses a large range of critical issues—health care, the environment, social issues, technology, educational reform and improvement, and many others. Students take part in community-based service and learning projects, and take advantage of opportunities made possible by the University's many collaborations with other universities, colleges, and K-12 schools, as well as with a variety of national, state, and private agencies.

The administrative leadership model at the University of Michigan is decentralized in that the deans of the schools and colleges have significant autonomy in terms of their vision, activities and budgets. In broad terms, the University's budgeting system is an "activity-based" budget system, so that increases in certain activities lead to automatic flows of resources and costs to the units that do the work and obtain the revenue. In addition, the central administration provides a great deal of support for campus-wide activities and intellectual initiatives that cut across the schools and colleges. Additional information can be found at www.umich.edu.

Living in Ann Arbor

Ann Arbor offers an exceptionally high quality of life, combining the safety and intimacy of a smaller city of about 115,000 residents with an abundance of cultural opportunities exceeding those of cities of much larger size. Situated on lush, rolling terrain along the banks of the Huron River, Ann Arbor is one of the world's great college towns. Intellectual, artistic, and recreational opportunities in the broader community abound for people of all ages. Ann Arbor perennially ranks in magazine polls as one of the best places in the United States to live and raise a family. Twenty percent of Ann Arbor residents speak a language other than English at home, and sixteen percent were born outside the U.S.

Ann Arbor is just 30 minutes away from a major international hub, DTW Airport, making day trips to the Eastern and Central U.S. common and offering easy access to destinations around the world. The City of Detroit, 40 miles to the east of Ann Arbor, is in transition from an over-dependence on the automobile industry to a more diversified economy, including a growing high tech sector. From urban farming to information technology to artist communities, the transition offers exciting opportunities to explore new models of urban architecture, land use, and organization. The State of Michigan has more coastline than any state in the union except Alaska. It is surrounded by the Great Lakes, inland seas of stunning beauty with a rich maritime history. From 300 foot-high sand dunes and pristine beaches to emerald islands in turquoise water, the Great Lakes are a precious natural resource and an inviting recreational destination.

KEY RESPONSIBILITIES OF THE DEAN

The Ford School seeks an exceptional leader to serve as its next Dean. Reporting to and



working with the Provost, the Dean will have responsibility for the strategic, programmatic, financial, fundraising, and management operations that support the mission and vision of the School and its role within the University of Michigan. The Dean will:

- Serve as the chief academic and administrative officer of the School;
- Provide strategic leadership by engaging the Ford School community in defining and executing an aspirational vision for the future;
- Cultivate a climate that promotes, respects and enhances the diversity of our community;
- Articulate a clear and compelling vision for the School to diverse constituencies including prospective and current students, alumni, employers, donors, academic partners, and the broad public policy community;
- Leverage the School's distinctive strengths to build partnerships with other schools and units within the University;
- Foster and support collaborations and partnerships with external partners, including those from the public policy community and other institutions of higher learning;
- Promote and enhance a strong, student-centered educational agenda that advances learning, research, service, public engagement, and reputation;
- Support faculty development to unleash the potential for enhanced research opportunities and partnerships;
- Capitalize on the Ford School's reputation and distinctive strengths by working collaboratively with the Office of University Development, the Ford School Committee, and the Ford School communications and development teams to advance the School's fundraising goals;
- Engage with high-level public officials and support the School's many efforts to increase its public impact;
- Serve as the School's lead financial steward by engaging in sound and transparent financial management of the Ford School's resources to foster high quality, mission focused programs, research, and service;
- Steward the legacy of President Ford.

PROFESSIONAL EXPERIENCE / QUALIFICATIONS / CHARACTERISTICS

The successful candidate will have the highest commitment to academic and scholarly standards and be an accomplished leader in his or her field. He or she will be able to develop a vision for the School based on a deep understanding of trends in public policy research, education, and impact, as well as the School's mission. Successful candidates will also bring the following professional experience and traits:

- Impeccable personal and professional integrity;
- Bold, visionary, creative and collaborative leadership style focused on mobilizing people, ideas and resources in support of the School's goals;
- Distinguished record of engagement with policymakers;
- Enthusiasm to foster and promote a diverse, equitable, and inclusive environment throughout the School;
- Ability to articulate a clear and compelling academic and organizational vision for the School, pursue that vision, and initiate and implement change when necessary;
- Experience working across disciplines combined with the ability to communicate broadly the importance and impact of interdisciplinary public policy;
- Ability to foster diverse experiential student learning and career opportunities by partnering



- with local, regional, national, and international policy communities;
- Experience promoting interdisciplinary, inter-school collaboration, cooperation, and scholarly activity;
- Capacity to understand and appreciate higher education financial management; and garner the resources to achieve the School's mission,
- Experience communicating with, managing, delegating to, and inspiring diverse groups of faculty, staff, and other stakeholders;
- Experience as a strong advocate for public policy education and the ability to help define the field's relevancy for changing times.

EDUCATION

Among the desirable qualifications for the next Dean of the Ford School is an earned doctorate or equivalent terminal degree in a discipline relevant to the School's core areas of research and teaching with a record of distinction in at least several of the School's core missions of scholarship, research, teaching, and practice of public policy, the combination of which must be sufficient for appointment as a tenured full professor.

COMPENSATION

The University of Michigan offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience.

NOMINATIONS AND APPLICATIONS

Applications should consist of a detailed cover letter and *curriculum vitae*. Screening of applications will be ongoing and continue until the position is filled. For priority consideration, please apply as early as possible, and no later than **January 26th, 2017**. To ensure full consideration, inquiries, nominations, and applications should be submitted, in confidence, to:

FordSchool@kornferry.com

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