



JOHNS HOPKINS

WHITING SCHOOL *of* ENGINEERING

Senior Associate Dean for Finance and Administration/Divisional Business Officer
Johns Hopkins University, Whiting School of Engineering
Baltimore, Maryland

THE SEARCH

The Johns Hopkins Whiting School of Engineering (“WSE”) seeks a highly motivated, collaborative, and strategic leader to serve as its next Senior Associate Dean for Finance and Administration. The Senior Associate Dean is the designated Divisional Business Officer (“DBO”) for the school, serving as WSE’s de facto Chief Financial Officer and Chief Administrative Officer. Reporting directly to the Dean, with a secondary reporting relationship to the Johns Hopkins’ Executive Vice President for Finance and Administration, the Senior Associate Dean will be responsible for ensuring the highest standards of administrative excellence, fiscal integrity, and stewardship of resources in WSE.

The Whiting School of Engineering is in the midst of monumental growth, rapidly elevating its programs into the very top tier of graduate rankings and on track to become the largest private engineering school in the country. Over the next five years, WSE will grow by 150 faculty members, bringing the total projected faculty number to 580. The school also has plans to build a transformative Data Science and AI Institute, aiming to be the nation’s foremost destination for emerging applications, opportunities, and challenges presented by data science, machine learning, and AI. The next Senior Associate Dean will be a key leader in bringing these goals to fruition and leading WSE to new heights.

With approximately 2,500 students and 430 faculty members, WSE is a vibrant academic community committed to the three tenets of education, research, and translation. With a long history dating back to 1913, the WSE has emerged as one of the best engineering schools in the country, ranked by U.S. News and World Report as No. 14 in Best Engineering Schools, No. 1 in Biomedical Engineering, and No. 6 in Online Graduate Engineering Programs.

The next Senior Associate Dean will be a vital partner to academic and administrative leaders across WSE, providing high-level leadership and modeling excellence, creativity, and flexibility across all that they do. They will demonstrate an ability to lead high-functioning, diverse teams with trust and transparency while simultaneously working collaboratively with key groups of faculty and staff to further the school’s

strategic objectives. The successful candidate will bring financial, administrative, and technological acumen paired with an understanding of WSE's research mission. Partnering across campus is an integral part of the Senior Associate Dean's role; a successful candidate will bring outstanding communication and interpersonal skills, political astuteness, and the ability to lead with influence.

The Whiting School of Engineering has retained Isaacson, Miller, a national executive search firm, to assist in conducting this important search and to help identify outstanding candidates. All inquiries, applications, and nominations for this opportunity should be directed to the search firm as indicated at the end of this document.

JOHNS HOPKINS UNIVERSITY

Founded in 1876, Johns Hopkins University created the model for the American research university with the scholarly ambitions, norms, and cultures that still define the academy in the United States. To this day, it remains tenaciously committed to the highest standards of academic excellence. Led by President Ronald Daniels since 2009, Johns Hopkins is an ambitious and entrepreneurial university devoted to the excellence of its faculty and to the realization of their ideas and aspirations, transformative research programs, and the cultivation of the talents and careers of an outstanding student population.

The university conducts \$4.8 billion in federally-sponsored research each year, roughly double that of any other research university in the nation. Its graduate programs are among the top in their fields, including the Whiting School of Engineering, and the list of distinguished faculty members is large and impressive. JHU educates approximately 25,000 graduate students and 6,000 undergraduates, reflecting the scale and depth of its educational and research enterprise. In recent years, the university has enjoyed considerable success in its development activities, with an endowment of \$13.1 billion, a 23.9% increase from the previous year.

THE WHITING SCHOOL OF ENGINEERING

The mission of the Whiting School of Engineering is to provide an outstanding engineering education that is innovative, rigorous, and relevant, and that prepares its graduates to be 21st century leaders. The school aims to advance the boundaries of engineering inquiry through research and the creation and dissemination of knowledge that improves the well-being of society. WSE is home to 403 full-time faculty and 430 full-time staff members, and in fall 2024, it enrolled approximately 2,900 graduate students. The budget for FY25 is \$471 million with \$250 million in annual research expenditures and an endowment of \$240 million. Over the past 10 years, undergraduate applications have increased by 55 percent, enrollment in full-time master's programs has grown by 196 percent, and doctoral applications have increased by 94 percent.

WSE has a vision to elevate its programs to the extreme top tier of engineering schools in the world. They are reaching this goal by developing strategies to tackle large society grand challenges, leveraging cross-cutting thematic initiatives, and driving their focus to the areas of data science, machine learning, and AI.

WSE is also aligning their ambitions with the emerging fields of neuroscience and precision medicine, climate change and sustainability, public sector innovation, and the social sciences and humanities.

WSE's growth in the next five years involves expanding their faculty with 150 world-class researchers, including thirty new Bloomberg Distinguished Professors, with substantial cross-disciplinary expertise. By 2027-2028, faculty will grow to approximately 580 individuals. Collaboration across JHU is part of WSE's identity, and they benefit from partnerships with the School of Medicine, the School of Public Health, the Johns Hopkins Applied Physics Laboratory, and the newly opened School of Government and Policy where WSE has the opportunity to convert ideas to policy.

Academics

The Whiting School of Engineering is home to nine departments and offers more than [50 academic programs](#). The departments include Applied Mathematics and Statistics, Biomedical Engineering, Chemical and Biomolecular Engineering, Civil and Systems Engineering, Computer Science, Electrical and Computer Engineering, Environmental Health and Engineering, Materials Science and Engineering, and Mechanical Engineering.

WSE offers two combined degree options, one with the Carey Business School, the Bachelor's in Engineering/MBA, and the other program is for any JHU undergraduate interested in pursuing a WSE master's degree in engineering concurrently. In addition to offering nine PhD programs, the school also provides a Doctor of Engineering program designed for working engineers and scientists, taking on the form of a research collaboration between the student's employer and WSE. The Doctor of Engineering program provides professional engineers with the advanced technical expertise they need to succeed in industry and the public sector.

Research Areas, Centers & Institutes

The total activity in sponsored research funding initiated by WSE faculty continues to grow. Over the past five years, overall research funding has increased by 32 percent, with NIH funding growing by 74 percent and other federal funding (not including the NSF and DOD) growing by 112 percent. More than half of WSE's \$193 million in annual research expenditures comes through their centers and institutes. The Whiting School of Engineering is home to more than 25 [research centers and institutes](#), several of which span across university divisions and lead innovation across bioengineering, robotics, human language technology and cybersecurity to artificial intelligence and data modeling.

Due to the school's recent growth, in 2021 WSE launched the new Office of Research and Translation. This new entity provides increased services and infrastructure, including an expanded staffing structure, that better supports WSE's research and translational activities but also is designed to spur and accommodate the projected growth.

Leadership

Dean Ed Schlesinger has served as dean of the Whiting School of Engineering since 2014. He has been appointed to a third term as the school's Benjamin Bome dean through June 30, 2028. During his tenure, Dean Schlesinger has cultivated partnerships between WSE and other parts of the university, particularly the Applied Physics Laboratory. He has also launched centers and large-scale initiatives exploring critical areas of scholarly inquiry, including the Malone Center for Engineering in Healthcare, the Institute for Assured Autonomy, the Ralph S. O'Connor Sustainable Energy Institute, and a recently announced data science and translation institute, which will position WSE and Johns Hopkins at the forefront of research and application in the rapidly emerging fields of artificial intelligence, machine learning, and data science.

Under Dean Schlesinger's leadership the school has doubled annual revenue, research funding, and its endowment. It has also expanded its faculty by approximately 50 percent with significant future growth planned. Additionally, he has played a lead role in the university's efforts to reimagine the undergraduate experience and curriculum at Johns Hopkins, serving as the co-chair of the Second Commission on Undergraduate Education, or CUE2. Dean Schlesinger earned a BSc in physics at the University of Toronto and earned his MS and PhD in applied physics at the California Institute of Technology.

THE ROLE OF THE SENIOR ASSOCIATE DEAN FOR FINANCE AND ADMINISTRATION

Reporting directly to the Dean, with a secondary reporting relationship to the Johns Hopkins University Executive Vice President for Finance and Administration, the Senior Associate Dean is responsible for oversight of the school's financial planning and analysis, financial operations, research administration, human resources, information technology, facilities, and departmental administrative operations. In collaboration with the Dean and other school leaders, the Senior Associate Dean oversees the school's operating and capital budgets, manages the school's daily administrative operations, leads the implementation of the school's financial and operational priorities, and ensures the school has the resources and operating margin to effectively and efficiently meet its academic mission and vision.

The Senior Associate Dean has eight direct reports including the Senior Director of Finance, Senior Director of Operational Excellence and Analytics, IT Operating Unit Director, Director of Human Resources, Assistant Dean for Media and Technology, Facility Project Manager, Dean's Executive Specialist, and an Executive Specialist. They will occupy a prominent leadership role in WSE and at the university level, representing the school's interests effectively, and collaborating with peers in the other schools and business units on enterprise-level administrative planning. The Senior Associate Dean will develop critical operational and financial policies, systems, and initiatives essential to sustaining a successful business model for the school and navigating in a complex and decentralized environment.

The Senior Associate Dean will have the following key responsibilities:

Financial Strategy and Planning

- Oversees the financial management of and leads all financial and administrative dimensions of the school, including operating and capital budgets, affiliated revenue, resource allocations, financial strategy development, capital plans, debt management, cash flow optimization, financial forecasting, and strategic asset enhancement.
- Establishes financial objectives aligned with strategic imperatives, driving the school toward sustainable growth and success.
- Leads and directs capital and operational planning initiatives, guiding decision-making processes concerning the strategic allocation of resources.
- Ensures the implementation of internal controls, processes for financial reporting, and accounting compliance to safeguard the financial integrity of the school and its impact on the broader enterprise.
- Facilitates strategic transactions such as acquisitions, joint ventures, and management contracts in alignment with organizational objectives, positioning the school for continued excellence and innovation.

Administration & Operations Oversight

- Provides strategic direction and oversight for the school's administrative operations.
- In shared reporting between the school and central Johns Hopkins University Human Resources office, oversees human resources functions including recruitment, retention, performance management, employee engagement and professional development.
- In shared reporting between the school and the central IT at Johns Hopkins group, oversees information technology functions for WSE and its academic units.
- Collaborates with departmental leaders to optimize resource allocation and utilization, promoting synergy and collaboration across various administrative and operational functions.
- Champions initiatives to streamline administrative processes and enhance operational efficiency, leveraging technology and best practices to drive continuous improvement.
- Leads efforts to ensure compliance with regulatory requirements and accreditation standards governing administrative and operational functions within the school.
- Provides leadership in crisis management and contingency planning, ensuring the resilience and continuity of operations during unforeseen events or emergencies.

Executive Leadership

- Functions as an integral member of the WSE's executive leadership team, actively overseeing business review and decision support for the school's financial and administrative operations.
- Assumes a pivotal role as a strategic partner, collaborating closely with academic leaders to strategically position the school for success across its educational, research, and service missions.
- Provides critical assessment and strategic advice on opportunities for partnerships, fostering comprehensive strategies that align with the overarching strategy for the university as a whole.

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- Acts as a key liaison between central university functions and WSE leadership, addressing critical matters such as salary and benefits structures, state and federal payment issues, asset and real estate management, as well as information systems and other business functions.
 - Cultivates and maintains relationships with internal and external stakeholders as needed, including educational and research communities; governmental bodies at local, regional, state, and federal levels; oversight and regulatory agencies, and the public.
 - Represents the school's business and finance functions effectively and professionally.
 - Oversees the development, adoption, and maintenance of performance standards, tools, and systems that support robust organizational, financial, and operating policies.
 - Ensures that the school's financial, capital, and operating resources are deployed with integrity and are aligned with the mission and ambitions of the dean and the school's academic leadership.
 - Develops and implements strategic plans related to finance and administrative operations to advance the mission and goals of the school in alignment with the broader vision of the institution.

KEY OPPORTUNITIES AND CHALLENGES

The Senior Associate Dean will join WSE at a significant moment of growth, presenting major opportunities for impact. Specifically, the Senior Associate Dean will work to address the following opportunities and challenges:

- **Partner with the Dean and WSE leadership to successfully advance strategic initiatives, financial planning, and vision setting**
 - Leverage forward-thinking analytical skills and a data-driven methodology to aid decision-making, offering guidance on the financial impact and consequences of strategic initiatives and programs, forecasting potential challenges in the short and long term, and developing robust planning contingencies.
 - Work closely with the Dean and the senior leadership team to plan, evaluate, assign, and adjust resources to support WSE's research mission, vision, and growth, possessing a collaborative, transparent, and analytical leadership style geared toward problem solving.
- **Manage and scale the organization to support WSE's growth**
 - Guide WSE's fiscal health and administrative organization through a period of substantial growth and change, continuously assessing how the school's evolution impacts each division, possessing the capacity to adapt through new developments or issues, and leading with transparent and clear communication.
- **Oversee Finance, Operations, Human Resources, Information Technology, and Facilities**
 - Lean into the experience and knowledge of a high-performing team, empowering staff while also remaining abreast of the needs and concerns of each division.

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- Apply expertise and best practices in budget planning and management to oversee the school's annual budget process, supporting the advancement of WSE's academic mission and financial stability.
 - Lead strategic conversations and initiatives related to both facilities and IT enhancements, including an ongoing enterprise-wide ERP implementation, space planning and capital projects, and increased research computing capacity, assessing ways to further support WSE's strategic priorities and future ambitions.
 - **Continue to foster relationships and collaborations with other schools, labs, and central finance administration**
 - Cultivate strong working relationships and enhance communication with university partners, especially with fellow Divisional Business Officers across JHU's other schools and nonacademic units, including the central office of the EVP for Finance and Administration.
 - Establish rapport, maintain credibility as a trusted partner, and facilitate cohesive communication across all constituencies.
 - **Actively advance systems and process improvements**
 - Evaluate and analyze business processes, systems, and policies to identify opportunities for redesign and enhancement, fostering a more consistent, efficient, and modern operation, breaking down silos, facilitating accessible and accurate information sharing, and reinforcing clear communication through all process modifications.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will bring a minimum of 5 years (10 years preferred) of progressively responsible financial and business operations experience, preferably in a large, complex, and decentralized organization. It will be important that the incoming Senior Associate Dean bring an understanding of and commitment to the mission of research and teaching in a premier university.

A bachelor's degree, preferably in Finance, Accounting, Business Management, Administration, or a related field, is required. A master's degree is strongly preferred; a CPA or CMA preferred.

Additional skills and qualifications include:

- Demonstrated success in high-level financial planning, budgeting, business analysis, strategic thinking, research funding and administration, and indirect cost recovery.
- Ability to inspire trust and work collegially with staff, faculty members, school and campus officers, university administrators, alumni, students, benefactors, and business partners.
- Demonstrated strategic leadership, planning, change management and process improvement skills.
- Exemplary integrity, a strong work ethic, and resilience are essential.

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- Proven dedication to diversity and inclusion, with the ability to attract, inspire, and lead a diverse team.
 - Demonstrated ability to achieve consensus and influence a wide range of people at various levels to achieve results in a collaborative decision-making environment.
 - Advanced financial expertise in accounting, budget planning, and financial forecasting.
 - Advanced expertise in grants and contract administration.
 - Ability to analyze data for budgeting, operations, auditing, accounts receivable, and reserve analysis.
 - Extraordinary attention to detail and accuracy.
 - Strong supervisory abilities and proven experience in managing and developing high performance leaders.
 - Outstanding writing skills required to create compelling and widely read budget requests, funding agreements and policy documents.

SALARY RANGE

The expected base pay salary range for this position is \$300,000-\$400,000.

This salary range does not include all components of the Whiting School of Engineering compensation program. This position may be eligible for a discretionary retention and performance bonus, based on individual performance and the school's performance during the applicable fiscal year, as determined by the Dean in their sole discretion. Therefore, the actual compensation paid to the selected candidate may vary slightly from the salary range stated herein. Johns Hopkins offers a total rewards package that supports our employees' health, life, career and retirement. More information can be found here: <https://hr.jhu.edu/benefits-worklife/>.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Confidential inquiries, nominations/referrals, and applications (including resumes and letters of interest responding to the opportunities and challenges outlined above) should be sent electronically to the Isaacson, Miller executive search team via the link below.

Dan Rodas, Partner
Amble Ryan, Managing Associate
Kristen Andersen, Senior Associate
Seema Khan, Senior Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/johns-hopkins-university-whiting-school-engineering/senior-associate-dean-finance-and>

Johns Hopkins University is committed to recruiting, supporting, and fostering a diverse community of outstanding faculty, staff, and students. As such, Johns Hopkins does not discriminate on the bases of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, disability, religion, sexual orientation, gender identity or expression, veteran status, or other legally protected characteristics in a student program or activity administered by the university or with regard to admission or employment.