Position Specification

Dean, Bloomberg School of Public Health
Johns Hopkins University

December 2016
POSITION SPECIFICATION

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THE OPPORTUNITY

The Johns Hopkins University seeks the next dean of its Bloomberg School of Public Health. Defined by academic excellence, pioneering research, and the translation of knowledge into practice, the Bloomberg School has been at the vanguard of public health for a century, providing population-level solutions to urgent public health problems worldwide and delivering on its mission to protect health and save lives—millions at a time. In the years ahead, the Bloomberg School tradition of innovation will lead to bold new ways to address the toughest health challenges in Baltimore, the United States, and across the globe as it educates and trains the next generation of public health scholars, practitioners, and leaders. The next dean will have an extraordinary opportunity to lead this effort and build upon the Bloomberg School’s storied legacy to shape the future of global health.

About the Bloomberg School of Public Health

From the school’s founding by William Henry Welch in 1916 as the first independent, degree-granting school of public health, what is today the Johns Hopkins Bloomberg School of Public Health has consistently taken on the most urgent public health challenges. In its first hundred years, the school has pioneered childhood vaccines, helped to eradicate smallpox, and saved the sight and lives of millions. Today, as the largest and No. 1-ranked school of public health, the school seeks answers to the most complex public health questions. How can the latest technology be harnessed to improve health? What will it take to strengthen public health infrastructure in the U.S. and developing nations? How can we meet the needs of a rapidly aging population? How do we best predict and mitigate the impacts of climate change? Across the Bloomberg School’s vibrant, diverse, and highly collaborative community, educators, students, researchers, and scientists are discovering ways to eliminate malaria, increase healthy behavior, reduce the toll of chronic diseases, improve the health of mothers and infants, address health disparities and determinants, change the biology of aging, and parse big data in health. The ongoing work in the school’s labs, classrooms, and field sites around the world honors the Bloomberg School’s proud heritage as it works to ensure a future of transformative public health.

Global Impact

With ongoing research in more than 130 countries, the Bloomberg School sets the standard for public health on a global scale. It established the first academic curriculum dedicated to public health at the international level, growing the program to a department that has shaped the field as a distinct discipline. Across a range of specialties, the school’s work in global health research has yielded game-changing public health discoveries: Vitamin A, zinc, and other nutrients are
critical to child and maternal health, disease prevention, and survival. Circumcision is a powerful HIV prevention tool. Oral rehydration therapy is an essential lifesaving therapy for diarrheal diseases. From frontline work and assistance in the West-African Ebola epidemic to assessments of disease risk in an earthquake-ravaged Nepal to leadership in the fight against malaria, the school’s commitment to worldwide health is stronger than ever, led by 530 full-time and 620 part-time faculty and more than 2,250 graduate students from 81 nations, along with 20,000 alumni living in 170 countries.

Innovation from Research to Practice

Pioneering research is in the Bloomberg School’s DNA. Every day, the school affirms its commitment to making the world a better place, building on its legacy of world-changing research: Bloomberg School faculty, staff, and students have identified the virus behind cervical cancer, made water safe to drink, and helped to uncover the dangers of tobacco smoke. At home and at field sites around the world, the school seek solutions to persistent and emerging public health issues: prescription drug abuse, malaria, global obesity, gun violence, chronic diseases, refugee health, and much more. Driven by the promise of achieving 21st century public health breakthroughs, Bloomberg School is engaged in dynamic research on preventing neurodegenerative diseases, estimating the risk of kidney failure, and exploring—at the molecular level—how bacterial immune systems ward off harmful viruses.

From this bedrock commitment to discovery—combined with experience, knowledge, and creativity—comes the innovation to solve real-world problems that is the hallmark of the Bloomberg School. The school works to devise evidence-based, population-level solutions and to implement them at scale to improve human health and save lives. From designing clinical reference apps for Chinese physicians to inventing a wristband immunization reminder to increase child vaccine rates in Pakistan to working to better the lives of a generation of Native-American children through empowering youth programs, the school’s influence and reach are an unparalleled force for good.

Education that Inspires

Today, learning at the Bloomberg School happens in the lab, at field sites, over lunch, as well as in the classroom and online. Students from around the world come to the Bloomberg School for an unparalleled public health education. Across 10 departments that span basic research, quantitative approaches, and clinical, population-based, policy, and implementation research, the school offers world-class resources to support the goals of students who aspire to public health leadership. From Biostatistics to Biochemistry and Molecular Biology; Health Policy and Management to Health, Behavior, and Society; and International Health to Mental Health—the only standalone department of mental health in a school of public health—faculty and students at the Bloomberg School have the flexibility to pursue a uniquely diverse array of public health disciplines.

Known for education innovation, the school offers more than 25 graduate degrees, intensive institutes in focused subject areas, as well as flexible continuing education programs for public health professionals. A leader in online education, it developed the first online MPH program and now offer more than 100 online courses. More than five million people have enrolled in Bloomberg School MOOCs through Coursera, pursuing data science and exploring a variety of public health topics. Internationally, the Bloomberg School partnered with the Universitat Pompeu Fabra to establish a global public policy center in Barcelona, Spain, and, in collaboration with Tsinghua University, launched China’s first doctor of public health degree program.
The Bloomberg School is characterized by a unique, collective, and tangible energy that inspires students to question assumptions and find their public health passion through informal discussions with fellow learners, meaningful work with dedicated faculty, and a wealth of practicum opportunities that put public health education into action. Students graduate with the tools to bring creative, practical, and transformative solutions to the world’s most intractable problems.

**Advocacy in Action, Impact through Policy**

The Bloomberg School believes evidence is the basis for transformative health policy. For example, the school’s Center for Injury Research and Prevention defined injury prevention as a science, publishing research that has informed pioneering legislation on child safety and transportation and has provided a greater understanding of injury’s staggering societal costs. As the tragic toll of mass shootings in the U.S. continues to escalate, the school’s foundational work on gun violence frames the issue as a public health concern and brings robust research to key topics: public support of smart guns, gun safety laws’ effectiveness, and guns in domestic and youth violence. On the global front, the school’s Bill and Melinda Gates Institute for Population and Reproductive Health co-hosts a biennial international conference that draws thousands of advocates, researchers, and educators to help shape and influence family planning policies.

With more than 60 research centers and institutes in total, the Bloomberg School brings intense focus to a range of complex issues, including the intersection of health and human rights, the food system and health communication. The Center for Public Health and Human Rights seeks to harness the power of evidence-based research and information to effect social change—often in the face of the most extreme political persecution. At the Center for a Livable Future, an interdisciplinary team probes the relationships among public health, diet and food production. It delves deeply into food security issues and works to advance policies that support a sustainable food system. The Lerner Center for Public Health Promotion, one of the school’s newest centers, equips public health leaders with communication skills to share evidence-based messages to change behavior.

**Believing in Baltimore: Committed to the Common Good**

Since the school’s founding in 1916, East Baltimore has been its home. Faculty, staff, and students have helped the city achieve major reductions in teen pregnancy and infant mortality, implement innovative and successful programs to reduce gun violence, expand healthy food options in food deserts, and distribute thousands of car seats, smoke detectors, and bike helmets. The Engaging Baltimore initiative is an institution-wide effort to strengthen the school’s commitment to improve the city’s health and well-being. Departments across the school are furthering Baltimore-focused projects, including a high school science curriculum and grant programs to support new community-based initiatives. The Student Outreach Resource Center (SOURCE)—a community engagement and service-learning center that spans the Bloomberg School of Public Health, School of Nursing, and School of Medicine—has been expanding to increase community collaborations. In the past decade, the SOURCE has matched nearly 9,000 student volunteers with Baltimore partners on hundreds of community-based initiatives.

**Collaborations across Johns Hopkins**

The Bloomberg School is located on the university’s East Baltimore campus adjacent to the Johns Hopkins School of Medicine, School of Nursing, and Johns Hopkins Hospital. Together, these institutions comprise the pre-eminent academic health sciences enterprise in the world,
distinguished and fueled by a culture of collaboration that uniquely positions Johns Hopkins to meet the emergent challenges of health care and delivery in a changing world.

The Bloomberg School strengthens and is strengthened by its fellow Johns Hopkins schools. The school has a close partnership with the Krieger School of Arts and Sciences, whose undergraduate major in Public Health Studies is one of the first and best-known programs of its kind and the most popular major on the Homewood campus. The Bloomberg School recently partnered with the Whiting School of Engineering to establish a new Department of Environmental Health and Engineering, which builds on the individual and complementary strengths of previously separate departments to form only the second department at Johns Hopkins that spans two schools.

**Bloomberg American Health Initiative**

In September 2016, a historic $300 million gift from Bloomberg Philanthropies established the Bloomberg American Health Initiative, a transformative investment in a healthy future for the United States. Through this effort, the Bloomberg School—no stranger to tough problems and sustainable solutions—will advance public health by conducting groundbreaking research, training a new generation of leaders, and teaming up with public and private organizations across the country. The school will invest in the intellectual resources—the students, researchers, and practitioners—who will shape the public health agenda for a healthier nation. At the core of the initiative is the Bloomberg School’s commitment to tackle five critical health threats facing the U.S.: addiction and overdose; environmental challenges; obesity and the food system; risks to adolescent health; and violence. The Bloomberg American Health Initiative will draw upon the school’s research strengths to inform policies that will advance scientific evidence, address inequity, and drive progress.

**About the Johns Hopkins University**

*Johns Hopkins* was founded as the nation’s first research university on the principle that pursuing big ideas and sharing knowledge makes the world a better place. The university has approximately 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 has consistently achieved this standard through 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.

*Ronald J. Daniels* is the 14th president of Johns Hopkins University and a professor in the Department of Political Science. Prior to his appointment he was provost at the University of Pennsylvania, and before that, dean and James M. Tory Professor of Law at the University of Toronto Faculty of Law. Since taking office in 2009, President Daniels has focused his leadership on three overarching themes — enhanced interdisciplinary collaboration, individual excellence, and community engagement. These themes are the backbone of the Ten by Twenty, the university’s strategic vision through 2020, and underscore the priorities of Rising to the Challenge, Johns Hopkins’ largest-ever fundraising campaign, a $5 billion effort. The dean of the Bloomberg School reports to the president through Provost Sunil Kumar, who took office in 2016 as the university’s chief academic officer.
The next Bloomberg School dean will be a partner to President Daniels and Provost Kumar and join her or his fellow deans in advancing Johns Hopkins as One University. Tomorrow’s most pressing questions will not be confined to silos, and neither will be the solutions. From its earliest days, Johns Hopkins has embraced robust collaboration across world-class disciplines, understanding that both its intellectual curiosity and its drive to advance humanity are better served by working work together. The university is working purposefully to build its future on strong and vibrant disciplines while seeking to remove the barriers that stand in the way of interdisciplinary scholarship and research—fostering interactions across the university that respect the discipline of the disciplines while promoting the cross-pollination of ideas that will catalyze a new generation of discovery.

Bridging disciplines and training a new generation of cross-specialty collaborators are the goals of Johns Hopkins’ Bloomberg Distinguished Professorships, an initiative launched in 2014 to appoint 50 world-class scholars, each of whom will be a part of two or more schools or divisions, conduct interdisciplinary research aligned with Johns Hopkins’ signature initiatives, and teach undergraduates as well as other students across the university.

Johns Hopkins comprises 10 divisions: the Krieger School of Arts and Sciences, Whiting School of Engineering, Carey Business School, schools of Education, Medicine, and Nursing, the Bloomberg School of Public Health, the Peabody Institute, the Paul H. Nitze School of Advanced International Studies, and the Applied Physics Laboratory, in addition to the university’s libraries, museums, and several centers, institutes, and affiliates. The university has approximately 150 field offices and nearly 3,000 employees around the globe. In addition, about 12% of Johns Hopkins undergraduates and 22% of graduate students are international.

Together, the Johns Hopkins Institutions, which includes the university and the Johns Hopkins Health System, are the largest private employer in Maryland, employing 46,000 people, 40,000 of whom work in Baltimore City. The Johns Hopkins Institutions generate more than $10 billion annually in regional economic impact.

**EXPECTATIONS OF THE DEAN**

The Bloomberg School’s next leader must be intellectually committed to supporting the interaction of research, education, policy, and practice in public health. This will require an accomplished research background, a commitment to the highest academic standards, and both a global outlook and an understanding of the school’s role in and impact on the community of Baltimore. The next dean must be a strategic thinker with public service values; an excellent communicator, manager, and fundraiser; and a collaborative, inclusive, influential, and transformational leader who will promote collegiality, diversity, entrepreneurship, and innovation.

Expectations of the next Bloomberg School dean include the following:

- **Advance the vision for the school**
  The dean will lead the effort to identify new and/or deepen the areas of research expertise and policy impact with a spirit of entrepreneurship and innovation; recruit, retain and mentor world-class faculty; and inspire continuous improvement at all levels of the school.
- **Secure the future of public health**
  Bridge relationships in related policy making arenas. The dean will help to amplify the role of public health, across a wide array of constituents, at community, local, regional, national and global levels.

- **Provide leadership for educational programs**
  The school offers a wide array of campus-based and online graduate programs. The dean will be expected to sustain existing programs and to bring newer programs into maturation, building on the school’s traditional expertise and identifying new areas in which to enhance its impact.

- **Foster innovation**
  For the school to remain the preeminent public health institution, it must continue to innovate at the forefront of research and practice. The next dean will value and foster innovative thinking and cutting edge, dynamic processes. This will involve leadership related but not limited to how education is delivered including the redesign of structure to take on 21st century challenges.

- **Strengthen and champion diversity and inclusion**
  Diversity in thought and perspective is the lifeblood of academic excellence and institutional strength. The dean must be committed to enhancing the diversity of the faculty, staff, and students and to promoting an inclusive environment for all, consistent with the university’s [Roadmap on Diversity and Inclusion](#).

- **Enrich collaboration across departments and divisions**
  There continue to be important opportunities for collaboration both within the school and across university divisions. The dean should strengthen already significant existing collaborations, seek out new opportunities and facilitate their exploration and establishment, effectively leveraging and deepening the excellence in other divisions.

- **Steward community relationships**
  The Bloomberg School's mission to protect health and save lives begins in its own community. The dean should build upon the impact the school has made in Baltimore and work with community leaders and members in establishing mutually beneficial relationships that serve both the public good and public health.

- **Value broad interests**
  The interests of the school are broad and range from people working on enzyme structures to mental health to gun control to police responses—to name but a few. The next dean must share in the school's commitment to a broad vision within diverse interdisciplinary fields of study—both examples of what makes the Bloomberg School great.

- **Serve as a university leader**
  The dean of the Bloomberg School is a senior leader of Johns Hopkins to whom other officers and deans will look as a collaborator, influencer, and partner, demonstrating in word and through action the values and priorities represented in the university’s Ten by Twenty vision.
Manage resources to insure a strong financial future
Long-term fulfillment of the school’s mission requires sound financial management. The dean must continue to manage resources wisely, maintaining sound budgetary controls and engaging in significant fundraising. Time and attention to institutional advancement and stewarding existing relationships will be essential.

PROFESSIONAL EXPERIENCE, QUALIFICATIONS AND PREFERRED CHARACTERISTICS

The ideal candidate will have the following professional qualifications and personal characteristics:

- **Academic stature:**
  Distinguished academic accomplishments commensurate with appointment at the rank of professor. The preferred candidate should be able to appreciate scholarly achievements beyond her or his own, have the stature to lead a school with a tradition of excellence in research, teaching, and practice, and influence discourse in public health.

- **Academic leadership:**
  Proven ability in conceiving, implementing, and fostering a shared vision. The preferred candidate should have a strong commitment to the continued excellence of the educational and research programs of the university and the school, and respect for the dedication of an outstanding faculty.

- ** Relevant management experience:**
  Experience managing complex organizational structures, drawing different constituencies together toward shared goals. Substantial financial management sophistication. A demonstrated ability to work effectively in a decentralized environment is preferred.

- **Effective communication:**
  Accessibility and the ability to communicate effectively with faculty, senior administrators, trustees, staff, students, alumni, donors, and other constituents.

- **Commitment to enhancing diversity and inclusion:**
  A track record reflecting these core values, and the experience or willingness to address issues of institutional equity such as unconscious and implicit bias.

- **Fundraising ability:**
  Experience in or the inclination to engage in significant fundraising, and to engage others in development and stewardship efforts, is preferred.

ADDITIONAL INFORMATION
For more information go to [www.jhsph.edu/about/dean-search](http://www.jhsph.edu/about/dean-search).
NOMINATIONS AND APPLICATIONS

Applications (including a curriculum vitae and detailed cover letter), nominations, and inquiries can be sent to the email address below. The search will remain open until the position is filled but candidate materials should be received as soon as possible. The priority deadline for applications is January 26, 2017. To ensure full consideration, inquiries, nominations, and applications should be submitted, in confidence, to:

JHUBloomberg@kornferry.com

KORN FERRY CONTACTS

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The Johns Hopkins University 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.