An Invitation to Apply for
Dean
New York University
Tandon School of Engineering

THE SEARCH

New York University, a world-class, global research university, seeks a visionary strategist and creative leader to serve as the new Dean of the Tandon School of Engineering (formerly known as Brooklyn Poly). The Dean will assume leadership at a critical moment in Tandon’s history and must be a transformative leader who can mobilize both internal and external communities to create a powerful and distinctive vision for Tandon as a leading institution that delivers extraordinary education for students and pioneers research that changes the world. Tandon, the second oldest private engineering school in the United States, completed its integration into NYU in 2014 and, in a remarkably short period of time, has risen from a ranking in the mid-80s to #45 in the US News & World Report graduate engineering rankings. The recent trajectory of Tandon has been exceptional and has included:

- The doubling of annual research expenditures over the last 4 years, now totaling $44 million in total (FY17);
- A 20% increase in the number of tenured and tenure track faculty lines, resulting in a total of 180 tenured and tenure track and contract faculty;
- An outstanding student body that reflects a longstanding commitment to diversity—the class of 2021 is comprised of 40% women, 20% underrepresented minorities, and 25% international students; students hail from 43 different countries and more than 40% are first generation college attendees;
- The creation of top ranked programs in FinTech, Cybersecurity, and Media, Arts, and Technology with other NYU schools as well as top-ten online programs;
- The establishment of four startup incubators that have spurred technology companies with a market valuation of more than $1 billion collectively;
- The largest K-12 STEM Education initiative in the country, serving more than 800 K-12 students annually through project-based learning initiatives.

NYU is investing heavily to continue Tandon’s rise to preeminence, and the new Dean must be a compelling and charismatic individual who is energized by the challenge to accelerate its
transformation. Led first and foremost by its faculty and students, Tandon has the ambition, energy, motivation, and will to become the most dynamic institution in engineering and technology that fosters invention, innovation, and entrepreneurship (I2E). The Tandon community and the entire NYU community are ready to embrace a bold vision for how Tandon can advance the field and the university overall. The Tandon Dean will have the opportunity to promote research, innovation, and entrepreneurship in continued collaboration with NYU’s 18 excellent schools and colleges and across its campuses within its unique global network. NYU and New York City create an especially exciting academic environment. New York, and Brooklyn in particular, is benefiting from unprecedented outside investment in the technology sector. Tandon is the anchor tenant of the MetroTech Center, the largest academic-industrial research park in the United States.

In the tenure of the new Dean, Tandon will become a model for the field by redefining modern engineering education, capitalizing on opportunities for cutting-edge programming, and leading the field in research and educational excellence, all while providing unparalleled opportunity and access to a broad and diverse student body. More about Tandon’s 10-Point Plan for growth and evolution can be found here.

More about the Tandon School of Engineering

Mission: To excel as a leading high-quality research institution engaged in education, discovery, and innovation with social, intellectual, and economic impact in the New York region, the nation, and the world.

The NYU Tandon School of Engineering is dedicated to furthering technology in service to society and traces its origins back to the NYU School of Civil Engineering and Architecture as well as the Brooklyn Collegiate and Polytechnic Institute. Their successor institution merged in January 2014 with NYU to add a comprehensive school of research and education in engineering and applied sciences to an already comprehensive and highly regarded research-intensive university. In October of 2015, the school was renamed in honor of an extraordinarily generous $100 Million gift from Chandrika and Ranjan Tandon to support faculty hiring and academic programs. Today, the Tandon School combines excellence and impact with undiminished focus on creating opportunities for its students from diverse backgrounds.

Since the merger, NYU Tandon has seen dramatic growth and improvement. Over the last five years, the School has added 20 new tenured and tenure track faculty lines. The school plans to add at least 20 additional new lines over the next five years and also expects at least 10 replacement hires. Today, its first-rate faculty comprises 100 tenured and tenure track members and 80 contract faculty. The recent infusion of new faculty has established new areas of excellence and stimulated the doubling of research expenditures over the last four years. Student quality and selectivity has also moved up sharply. In 2017, undergraduate applications rose by 10%; the median SAT score has risen to an all-time high of just below 1400; and the application peer group has shifted, reflecting the fact that Tandon is competing for students with many of the top engineering programs in the world. Tandon’s more than 5,500 outstanding undergraduate and graduate students across 16 undergraduate and 27 graduate degree programs reflect incredible diversity: 40% of its entering undergraduate class of 2021 are women, 20% are underrepresented
minorities, and 20% are international students. In addition, 80% of graduate students are international. The school remains firmly committed to its history of opportunity and access. Fifty percent of current students are Pell eligible and 40% are the first in their family to attend college. Moving forward, Tandon expects additional student growth, particularly in the undergraduate and online areas. Notably, *US News & World Report* ranked Tandon as the 8th Best Online Graduate Engineering Program.

NYU is redoubling its commitment to engineering, and over the next six years plans to invest more than $500 million in Tandon for capital projects and faculty hiring. This is part of a nearly $1 billion investment plan across NYU to expand its footprint in the heart of Brooklyn, of which Tandon is the anchor. A centerpiece of the growth in Brooklyn is the transformation of the long empty Metropolitan Transit Authority headquarters at 370 Jay Street. NYU was awarded the building in 2012 as a home for the newly created Center for Urban Science and Progress which will be housed on the top two floors. Several Tandon programs will be located at 370 Jay Street along with programs across NYU creating a hub for engineering, applied science, urban science, digital technology and digital media arts. Renovations of Rogers Hall, the heart of Tandon’s MetroTech campus, will result in more than 70% of Tandon’s 1,000,000 ft² of space being new or renovated by 2023, which includes ample space for new hires. In addition to its main location in Brooklyn, Tandon operates business incubators in downtown Manhattan and Brooklyn and maintains close connections to engineering programs at NYU Shanghai and NYU Abu Dhabi. The current annual operating budget for the school is $215 million.

Tandon is situated in the heart of the Brooklyn’s “tech triangle” and part of Brooklyn’s emerging Innovation Coast Line. NYU’s rise as a hub of technological innovation matches the rise of Brooklyn as the borough with the fastest-growing innovation economy in New York State. Tandon is deeply engaged in the Brooklyn community and is shaping this new economy. Tandon houses four business incubators. The most recent incubator supports startups founded and/or operated by military veterans, and provides guidance, expertise, and resources to entrepreneurs. To date, Tandon has helped companies to raise more than $350 million in venture capital with its start-ups attaining a total market valuation of more than $1 billion. Tandon was selected to develop a hub for virtual reality and augmented reality (VR/AR) at the Brooklyn Navy Yard with a goal of catalyzing this new industry. This effort is part of the City’s economic development plan “New York Works” to create 100,000 jobs and fueled by a $5.6 million investment by the New York City Economic Development Corporation (NYCEDC). The new AR/VR research center is being developed in partnership with other NYU schools including Courant, Tisch and Myers College of Nursing. Tandon’s K12 STEM Center is one of the most active and successful outreach programs in the nation. Its partnership with the New York City Department of Education to improve STEM education will reach more than 50,000 students over the next decade.

In FY17, Tandon had research expenditures of about $44 million up from $22 million in FY14. Expenditures will continue to grow fueled by the creation of centers and initiatives focused on global impact. For example, the Connected Cities for Smart Mobility towards Accessible and Resilient Transportation (C²SMART) center has garnered more than $10 million in federal funding to develop solutions for a number of challenging transportation problems in collaboration with other universities, city agencies, policy makers, private companies, and entrepreneurs. The school expects to continue its strong trajectory of increasing research volume...
New York University, Dean of the Tandon School of Engineering

and visibility, especially as new facilities coupled with faculty recruitment and replacements elevate research competitiveness. As Tandon aims to establish research eminence in several targeted areas of global importance, it is building on current strengths in information and communication (5G wireless and wireless networks, cybersecurity, and big data and data visualization) and urban engineering (transportation, resiliency, energy, materials and infrastructure).

It also is drawing on the broad excellence across NYU. The school is rapidly expanding in bioengineering in collaboration with the NYU School of Medicine (ranked #14 in research by US News & World Report). Tandon is a global leader in the area of financial and risk engineering, building on the strength of the Stern School of Business (ranked #12 by US News & World Report). NYU WIRELESS, an innovative academic research center in collaboration with the Courant Institute and School of Medicine, is the world’s first center to focus on wireless research spanning electrical engineering, computer science, and medicine. The NYU Center for Cybersecurity, in collaboration with the NYU School of Law (ranked #6 by US News & World Report), is another program of prominence and distinction and will soon be launching an online masters degree program. In 2016, in collaboration with the College of Dentistry, School of Medicine, College of Arts and Sciences, and the Courant Institute, Tandon created a master’s program in Translational Surface Engineering. Tandon also benefits from other broad multi-school collaborations such as the Media and Games Network (“MAGNET”). MAGNET offers undergraduate, graduate, and post-graduate programs in game design, social science, digital media design, computer science, virtual and augmented reality, and game engineering together with the Courant Institute; the Steinhardt School of Culture, Education, and Human Development; and the Tisch School of the Arts.

The Dean

To capitalize on this moment, NYU seeks a visionary Dean with a commitment to world-class research; a track record of promoting equity, diversity and inclusion; dedication to excellent undergraduate and graduate education, access, affordability, and student success; and an ability to represent the school compellingly to local, national, and international constituencies. Reporting to the Provost, the Dean of the Tandon School of Engineering is the chief academic and executive officer. The Dean sets the academic tenor and strategic direction, promotes a culture of outstanding scholarship and innovation, and represents its faculty, students, and staff to the University and beyond. The Dean has financial and administrative management responsibility for the school, guides and oversees its annual operating budget, advocates to the central administration for investment in new initiatives, and leads its fundraising efforts. The Dean’s charge also includes providing effective leadership for the school’s faculty and administrative staff.

Leadership Opportunities for the Dean

Develop a bold vision for future educational and scholarly innovation, excellence, and societal impact
New York University, Dean of the Tandon School of Engineering

The Tandon School of Engineering aspires to even greater heights of achievement and requires a leader who can work creatively, positively, and effectively with a range of internal constituencies and external stakeholders to identify and implement a cohesive direction, and to motivate, inspire, and galvanize faculty, students, and staff in its pursuit. The Dean will articulate and realize a vision of high-impact, high-visibility research, 21st century education, and entrepreneurship that serves the public good by strengthening communities and improving people's lives. The Dean will achieve this by drawing upon the school's existing strengths, building new areas of impact, and creatively leveraging areas of excellence across the entire University. Defining priority areas for investments, seizing opportunities in the global network, deepening the partnerships with other NYU schools and programs, and identifying areas for program innovation will be critical tasks.

**Transform engineering education and the student experience**

Tandon embodies innovation, and the Dean must ensure that Tandon is a leader and at the forefront of curricular and pedagogical reform in classrooms and online. As a still relatively new addition to NYU, the Tandon School has an opportunity to build a number of cross-school programs and majors, particularly in areas of high demand such as at the intersections of engineering with business, law, and medicine and define a unique set of student offerings that draw on all of NYU. In addition, the Global Network provides almost limitless opportunities to develop global and study abroad programs. The new Dean will build on a historically strong foundation to expand internship opportunities while also strengthening advising and other critical functions that can set Tandon apart and provide students with unmatched preparation to address technological, economic, and social global challenges. The Dean must bring a strong focus on student success and create a clear pathway for student research and creativity, professional training, global engagement, and career success.

**Elevate the stature of the Tandon School**

The Tandon School has been undergoing a transformation as it merges with NYU. The new Dean will enhance its prominence among its peers, nationally and globally, within the academy and beyond. Building signature research programs, promoting faculty for major awards, continuing to hire outstanding faculty, and communicating the achievements of the school are important ways to build recognition and reputation. Furthermore, building industrial collaborations and partnerships should be a priority for the Dean to harness the creative energy of New York City and to seize opportunity for application of its technology advances.

**Support and pursue collaborations across the University and externally**

The Dean will be a leader for the University, working strategically and collegially with peer deans and University administration to champion initiatives broadly related to science, engineering, and entrepreneurship. The Tandon School has tremendous potential to further leverage existing partnerships within and outside the University. The Dean will foster a robust culture of innovation and catalyze additional opportunities for collaboration and interdisciplinary research and programming that contribute to and strengthen NYU in the long term. Tandon has a strong tradition of engagement with community partners, government, and industry. The Dean
will continue to encourage strong connections with Brooklyn and New York so that Tandon makes full use of the competitive advantage that its location provides.

**Recruit, retain, and develop eminent faculty**

The Dean will work with departments to recruit at least 30 new faculty over the next five years which represents a tremendous opportunity to raise academic rigor while also further developing new research themes and enhance existing ones in areas of global importance that will distinguish Tandon. The Dean will lead the recruitment, professional development, and retention of faculty and researchers. The Dean must continue to raise the quality of the faculty recruited to Tandon, and it is critical to the school that talented young faculty are developed and retained, and that aggressive recruitment of a new generation of faculty leaders continues.

**Champion a welcoming and inclusive climate for an increasingly diverse community**

The Tandon School’s historic commitment to diversity, equity, and inclusion endures through this day. Tandon has received considerable recognition on this front: the school was ranked #1 by *Diverse Issues in Education* for Master’s Degrees Awarded to All Minorities in Math and Statistics, and *Her Campus* ranked Tandon #4 in STEMniest Schools. The new Dean will continue and expand the school’s efforts to build diversity—in all its forms—by launching creative programs to recruit diverse faculty, students, and staff; by focusing on retention efforts for women and underrepresented minorities; and by fostering a culture in which all faculty, students, and staff are welcomed, valued, and supported.

**Deepen engagement with the Tandon community and lead Tandon’s fundraising efforts**

The Dean will be the lead ambassador in communicating Tandon’s impact to the world. The next Dean must steward existing relationships and also cultivate new donors in order to grow the endowment and support for Tandon’s continued rise. The Dean is expected to be energetic and compelling in sharing the Tandon story with individuals, corporations, and foundations.

**Professional and Personal Qualifications**

To build on this foundation of strength, the Tandon School of Engineering seeks a leader with an ambitious vision, a collegial and consultative leadership style, and the energy and integrity to inspire the School of Engineering to new levels of excellence. Candidates should demonstrate bold leadership and accomplishment in a large, highly complex enterprise and a record of transforming an organization.

While no single candidate will have all the ideal qualifications, the committee seeks candidates with the following qualifications and abilities:

- An inspirational and visionary ambassador with the ability to recruit the brightest researchers and educators;
- An earned doctorate, preferably in an engineering discipline, and a distinguished research and teaching record, or the equivalent professional experience, commensurate with an appointment as a tenured full professor in the school;
• An intellectual leader; a distinguished researcher, teacher, and innovator in engineering who brings a passion for students, research, and working with faculty and alumni in support of the mission and demonstrates a commitment to engineering in service to society;

• A demonstrated ability to lead change and transform culture in a dynamic environment; an individual who is politically adept and experienced in negotiation with well-honed problem solving skills and experience navigating a large organization;

• An open and consultative leader; an excellent collaborator who can partner effectively with colleagues around the global network, including fellow deans and administrators, faculty, staff and students;

• Broad-minded, with experience and interest beyond engineering to tie the school to the University;

• A demonstrated track record of enhancing diversity and inclusion at all levels, the ability to articulate its value with authority, and a deeply held commitment to increasing the number of under-represented minorities and women in STEM;

• An astute understanding of finances and the relationship between academic priorities and budget; a responsible steward who is able to ensure prudent and efficient use of resources;

• A superb communicator who can inspire, cultivate key external constituencies, attract partners, raise funds, generate enthusiasm, and obtain substantial commitments to further support the school; a demonstrated track record of fundraising;

• An entrepreneurial leader with connections to industry, proven ability to cultivate commercial value from academic endeavors, and to create opportunities for faculty and students with corporate partners;

• An international presence and service to the field and its societies at the highest levels; possessing a network and the ability to promote the school to local, national, and international constituencies;

• A dynamic leader who demonstrates integrity, honesty, enthusiasm, and who can act with grace under pressure.
About New York University

New York University, a world-class research university, has experienced a remarkable and unprecedented trajectory. Founded in 1831, NYU, with 18 schools and colleges in New York City, has established itself as a global university, with additional degree-granting campuses in Abu Dhabi and Shanghai as well as 11 additional global academic centers on six continents. Over the last forty years, NYU has built strength in every dimension of the University: program reputation, faculty eminence, research portfolio breadth and depth, the strength of core departments in Arts and Science, a broad array of exceptionally fine professional and graduate schools as well as a leading medical enterprise. The Tandon School of Engineering is its most recent addition, in recognition of the strategic importance of engineering and applied sciences to the modern research university.

At the heart of the University are its faculty, the full-time members of which number over 4,500, and whose research and teaching have, in numerous fields, placed them at the forefront of their disciplines and fields; and its more than 50,000 students, roughly half undergraduates and half graduate and professional students, who come from every state in the U.S. and from 134 countries. Today, NYU successfully competes with the world’s top universities for faculty, and the University repeatedly appears at the top of the Princeton Review’s list of “dream schools” for undergraduate students. Graduate programs in the arts and sciences are prominent and attract students of the highest caliber.

The University actively supports opportunities to develop cross-school and cross-disciplinary programs that can build on strengths across NYU. Given the size and dimension of the University, the opportunities are substantial and Tandon will be a central player in many collaborations.

The Global Network

NYU’s location in one of the most diverse, internationally vibrant, and multicultural cities in the world set the stage for it to create a new paradigm for higher education: the Global Network. The Global Network dates back 50 years—starting with study abroad sites in Madrid and Paris—and is a distinctive element of NYU that has attracted top scholars and students to the University.

NYU Abu Dhabi, housed in a purpose-built three million square foot campus on Saadiyat Island, has over 1200 exceptional undergraduates, drawn from over 110 countries. It boasts acceptance and yield rates that exceed many of the most selective U.S. schools. Its first four graduating classes have included nine Rhodes Scholars. It also has postdoctoral associates and a robust research profile, along with over 260 faculty. NYU Abu Dhabi is also home to an undergraduate engineering degree and hosts the Tandon Global Fellows students during their thesis research. More on the Abu Dhabi Engineering program can be found here.

NYU Shanghai, the University’s third international campus, is a joint venture with East China Normal University. In 2017 NYU Shanghai graduated its inaugural undergraduate class, composed of 51% Chinese students who scored in the top percentile of the gaokao, the national higher education entrance exam in China, and 49% students drawn from the U.S. and globally.
Eleven global academic centers, located on six continents, complement these international portal campuses, allowing undergraduate students to study away for a semester or longer, and serving as research centers for faculty and graduate students. Over 40% of NYU undergraduates in NYC now study abroad and the number increases each year. The 2014 Open Doors Report published by the Institute of International Education lists NYU as the #1 institution for both the number of international students and the number of students who study abroad.

NYU’s global network offers a seamless, world-wide interconnection of intellectual communities and resources, enabling research and learning at each of the network’s sites to benefit from one another. With deep roots in New York, NYU remains very much a university “in and of the city,” as its founders envisioned, but reflecting the diversity, ethos, and dynamism of its home, today it is also a university “in and of the world.”

More information about NYU can be found at www.nyu.edu.

**TO APPLY**

New York University has engaged Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as directed below.

John Muckle, Kate Barry, or Karen McPhedran
Isaacson, Miller
www.imsearch.com/6421
263 Summer Street
7th Floor
Boston, MA 02210

*Electronic submission is strongly encouraged.*

*NYU is committed to equality and is an equal opportunity employer. We encourage inquiries from candidates who will enrich and contribute to the cultural and ethnic diversity of our University. New York University does not discriminate on the basis of age, race, creed, color, religion, marital status, gender identity and/or expression, sexual orientation, veteran status, national origin, or disability status in employment, or in our education programs.*