



Dean of the School of Public Health
Boston University
Boston, Massachusetts

“To improve the health and well-being of populations worldwide, particularly the underserved, through excellence and innovation in education, research, and practice”

BU School of Public Health Mission Statement

“THINK. TEACH. DO. For the health of all.”

BU School of Public Health Core Purpose

“We are committed to igniting and sustaining positive change that leads to health and wellbeing around the world. We strive for a respectful, collaborative, diverse, and inclusive community within our School of Public Health. We aim to promote justice, human rights, and equity within and across our local and global communities.”

BU School of Public Health, Values

THE SEARCH

Boston University seeks an entrepreneurial, scholarly, and mission-driven dean, to lead its activist School of Public Health (BUSPH). This is an exceptional opportunity for a visionary leader to guide a School at the forefront of public health innovation and impact. As Dean, the person will shape the future of public health education and research, joining a dynamic community dedicated to creating healthier, more equitable communities worldwide. The University believes that the School of Public Health offers a rare, perhaps singular opportunity, for the right leader at the right time.

The BUSPH has experienced an extraordinary upward trajectory in every part of its mission. Over the last decade, it has become a top ranked SPH in the US, one of the top five private schools and currently ranked 7th overall out of more than 200 schools of public health. It looks forward to intellectual leadership that will promote the public’s health and safety, especially given the rapidly evolving landscape of public health.

Through its recurring strategic planning efforts, the School has built an ambitious and cooperative culture. It has succeeded with a focus on the recruitment, retention, and inspiration of an exemplary, scholarly, and mission-driven faculty, united in mission with an equally committed staff, and attracting a strong,

competitive student body. It seeks, for its future, the most advanced intellectual effort, readily translatable into practice and education.

In 2024, BUSPH's faculty cadre was comprised of 163 full time faculty with primary appointments and 51 faculty with secondary appointments. Collectively, they brought in \$71 million in external grant awards. Average grant support per faculty member is roughly \$332,000. with an average of 938 citations per faculty member, per year.

BU now recruits competitively with every leading public health school and the combination of entrepreneurship and mission clarity has led to remarkable selectivity and success in faculty recruitment and retention. Faculty searches are quite competitive, with BU hiring just over 4% of the applications it receives.

Not surprisingly, scholarly success and public attention have led to a steady rise in rankings. BU has risen faster than any other public health school over the last 25 years. Its visibility has helped to maintain student interest, attract outstanding faculty and staff, and contribute to the mission.

The School possesses enormous ambition, a vision, and a mission profoundly shared by the University. The field has a critical role to play in the health of the country and the world. To rise to the occasion, the School will need to choose its specialties wisely, sustain its focus on faculty development, accurately see and predict the shifts in practice and education, and build an ever more vigorous fundraising capacity, a continuously improved business model, and an adaptive educational program that meets the needs of the field and the market as it evolves.

BOSTON UNIVERSITY SCHOOL OF PUBLIC HEALTH

Founded in 1976, the Boston University School of Public Health (BUSPH) is a leader in public health education and research. BUSPH offers a range of master's and doctoral programs, distinguished by their unique integration of foundational learning and practical training, preparing graduates to make meaningful impacts in public health locally, nationally, and globally.

A Mission to Transform Health and Equity: At the heart of BUSPH is its mission: "To improve the health and well-being of populations worldwide, particularly the underserved, through excellence and innovation in education, research, and practice." The School has a foundational commitment to innovation, conducting consequential research while embracing inclusive, adaptive teaching practices. Its science-driven curricula prepare the next generation of public health practitioners, scholars, and advocates to address the evolving challenges in population health with equity and inclusivity at the forefront.

A Community of Excellence: The School is home to a vibrant and diverse community of 163 primary and 51 secondary faculty members, 227 staff, and 1,240 students, supported by an alumni network of over 11,000 public health professionals worldwide. Organized into six departments—Biostatistics; Community Health Sciences; Environmental Health; Epidemiology; Global Health; and Health Law, Policy, and Management—BUSPH secures approximately \$71 million annually in research grants, underscoring its leadership in advancing public health science. The School has an annual budget of roughly \$120 million.

Guided by Core Values: BUSPH's values mirror those of Boston University, emphasizing respect, collaboration, diversity, and inclusion. The School is committed to justice, human rights, and equity within and across the communities it serves. This ethos drives BUSPH's efforts to ignite and sustain positive change, making it a trusted partner in improving health outcomes globally.

Located in Boston: The School is situated in the heart of Boston University's Medical Campus in the Historic South End of Boston, Massachusetts, which includes BU Chobanian & Avedisian School of Medicine, Henry M. Goldman School of Dental Medicine, and the Boston Medical Center. BUSPH benefits from unparalleled proximity to leading medical, academic, and research institutions. This location fosters interdisciplinary collaboration, including strong partnerships with the School of Medicine and other university entities, to tackle complex health challenges and advance solutions that matter.

THE ROLE OF THE DEAN

The Dean serves as academic, intellectual, and administrative leader of the School of Public Health and is responsible for fostering an environment of excellence in research, teaching, service, and practice. This role requires spearheading and strengthening the School's strategic direction, creating and championing a vision for public health and establishing ambitious goals that align with and enhance the University's overarching mission. The School of Public Health is a top-ranked school with six academic departments. The Dean must be a compelling communicator, conveying the School's objectives and achievements to various public health stakeholders, including faculty, staff, students, and over 10,000 alumni, as well as practitioners, policymakers, community partners, and domestic, international and global health organizations. In addition, the Dean is responsible for cultivating partnerships, securing resources, and promoting a culture of inclusivity, integrity, and academic rigor within the School of Public Health and across the university.

The successful candidate will be internationally recognized, with a proven academic and administrative management record. They will possess visibility within the research community as well as across disciplines in public health and related fields, contributing expertise, credibility, and influence at the local, state, national and international levels. The Dean must have a clear vision of public health's current and future roles to be ready to meet a new era in public health. The Dean will be strongly committed to advancing excellence in research, public health communications, innovative teaching, service, and

practice as well as a passion for addressing health disparities and improving health outcomes for disadvantaged and underserved populations.

A full description of the Dean's role can be found at: <https://jobs.silkroad.com/BU/Faculty/jobs/315092>

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

As the BUSPH turns to the tenure of its next Dean, the University and the School see its opportunities and challenges clearly. It has charted its future in two strategic planning exercises, in its regular reports to the provost and the president, and in multiple listening sessions with all the constituencies of the school. The University will expect a new Dean to lead the BUSPH with the determination, vision, and capacity for execution needed to secure its long-term leadership in the field.

Building upon the strong foundation that already exists, the Dean will address the following challenges and strive to use them as opportunities to propel the School forward:

Craft a vision and launch the next strategic plan, that inspires the BUSPH community to achieve even greater eminence

The BUSPH is committed to both its teaching and research missions and will need a vision, adapted to this era, that integrates teaching and learning, that validates its activist stance, and that powers a financial model to sustain its path to eminence. As a new Dean turns to this next decade, the School will face new challenges. It is the only leading top five public health school without a significant endowment, the federal funding world may alter, with new emphases, and student interest in on-campus education has changed in the post-pandemic world, while global interest has spiked.

The School seeks a Dean able to articulate its core, activist, public health mission in this time, who can inspire its constituents and chart the path forward.

Manage a complex School and execute for success

In 2025, the School expects to refresh its strategic plan and will prepare for its re-accreditation scheduled for 2026. The BUSPH seeks a Dean capable of leading an inclusive strategic planning process that adapts the School's vision to an altered time and prepares the ground for effective execution.

As the School refreshes its plan, it will need to continue its impressive organizational work. The Dean leads the faculty and the administration and should regularly raise the bar as the School establishes specific, measurable goals and other performance expectations. The School employs a systematic review of progress toward goals and objectives and will need to recommit to constant performance improvement in this Dean's next tenure.

Invest substantially to recruit and retain a pre-eminent faculty in the field

The BUSPH competes vigorously for the finest faculty. It has a highly defined search process and invests time and money in both the effort and in the packages required for success. It pre-empts retention by attending vigorously to its successful faculty. The strength of the faculty and their scholarly success have created the ground for every other success in the School. Looking to the future, the School will need to continue to invest substantially in excellent disciplined policy, in financial support for faculty efforts, and in the time of its administration and its faculty. A new Dean is expected to champion the most rigorous effort to recruit and retain an eminent faculty.

Support faculty research and publication to constantly improve external research support and to achieve field-leading and highly cited publications

BUSPH faculty are effective competitors for sponsored research. All faculty in the School are successfully covered by a combination of teaching and sponsored research. Research funding has grown steadily and now on average, supports roughly two-thirds of faculty salaries. Success with external funds has been essential for School success. The School's plan is to continue on an upward trajectory of external salary support. Constantly improved external support creates funds for recruitment, for salary support, for seed grants, for research support, for a constantly improved student experience, and for growth.

A Dean must lead the effort to explore new sources of research revenue, to fund innovation, to aid research productivity through administrative support, and to aid research success in every dimension.

As an activist School, to lead the public health, national and global conversation, to promote the health and safety of people everywhere

The pandemic focused the world on public health, creating new, governmentally sponsored requirements and provoking both accommodation and resistance. It sharpened the public health field's understanding of our national and global systems, their strengths and limitations. As the field prepares for future challenges and the country responds to a new administration, with its own definitive views, the School and the field can engage in a persuasive conversation, advocating for accurate solutions and providing the intellectual grounds for a new consensus.

The BUSPH excels at translational explanations, enabling media coverage of its analyses and discoveries and engaging the public and public policy officials in their understanding of the choices health systems, nationally and globally, all face.

The School will look to the Dean to lead a crucial conversation, on occasion in the public and civic space, and to aid the field in this new era.

Invent and build the educational programming that will enroll and train the next generation of public health professionals, connect teaching to faculty research, and sustain the School's economic model

Public health has great appeal as a career. It promises an ethical foundation and a career of service, in widely varied roles, as analysts, researchers, practitioners, managers, and advocates. It appeals to idealistic potential students, from widely varied disciplines, in countries across the globe and across many age cohorts. Health care will never go out of style and there has never been a time with greater interest in health effectiveness.

At BUSPH, and at most schools of public health, enrollment in residential, on-site MPH programs has trended down and fluctuated with shifts in the economy. At the same time, learning science and new technological platforms have created entirely new modes for students to learn and acquire degrees. Schools, including BUSPH, are experimenting, putting the MPH degree online.

As the field develops, the School will have opportunities to experiment, with specialty degrees serving niche audiences, with executive education with new, shorter offerings that serve public health practitioners, and with systematic, well-paid, experiential education to reinforce the curriculum.

Boston University has an excellent history in several schools with online degree programs and has recently built out new, University-wide technology platforms, allied to marketing expertise and course design. The BUSPH has developed its first programs, using School and University expertise. In 2024, the School has 768 on-campus registrants for its MPH, a number which can fluctuate by two to three hundred, year by year. The new online MPH degree attracted 609 registrants in 2024. The online program has a substantially lower tuition, but with a much larger potential market.

The School will look to the Dean to lead and promote the essential educational innovations, to create new teaching skills for faculty, to coordinate with the University, to help create the next generation of public health practitioners, and to secure an adaptive economic model for the School.

Advance the School's goals for diversity, equity, and inclusion

The Dean will be a key leader of ongoing efforts to support diversity, equity, and inclusion, in keeping with a University-wide intent to improve and foster inclusion around race, national origin, ethnicity, religion, belief, opinion, economic background, age, gender, sexuality, and physical ableness. Results are expected in academic hiring, promotion, and retention to ensure the faculty and administration reflect the demographic and cultural richness of today's world. In addition, the new Dean must set expectations and lead the BUSPH faculty and administration in ensuring that the student experience, curriculum, and support programs are organized and executed in ways that are inclusive and effective, inside and outside of the classroom. The Dean will provide leadership in ensuring that this work remains visible as a BUSPH priority; is integrated into all BUSPH strategies, processes, policies, and infrastructure; and realizes its goals.

Build out the School's philanthropic program to acquire a competitive endowment and to support excellent facilities and programming

2025 is a promising year for fundraising. 2026 will be the 50th anniversary of the School's founding, and donors have the opportunity to make substantial gifts, perhaps even a naming gift.

Fundraising from corporations, foundations, and individuals raises roughly \$10 million a year but 90% of it comes from corporations and foundations. Alumni engagement remains competitive with the School's major peers, but individual giving is modest.

The BUSPH engages some of the most consequential issues, domestically and globally, that our societies must resolve. The School offers an extraordinary platform for donor impact.

Over the course of the tenure of a next Dean, the BUSPH will need to find and cultivate a donor community that can power the next generation of success.

Sustain and improve the BUSPH's commitment as a best place for faculty, staff, and students to work and learn

The School has attended carefully to its culture and its structure. It has invented governance vehicles for faculty, staff, and students, standardized policies, measurable expectations, robust faculty, staff, and student support, and strategic planning that is transparent and effective and it delivers on its promises. It regularly measures engagement. Faculty report the highest levels of engagement, followed closely by staff and students, with satisfaction on several variables between two-thirds and nine-tenths.

The School has succeeded because its constituents believe in its mission, can see effective execution, and believe that the School values them and cares for their concerns.

In the next Dean's tenure, the BUSPH intends to become an even more successful venue for all of its people, fueling its effect and its reputation.

QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will have:

- A track record of responsible administrative and academic leadership, and a diverse portfolio of professional successes.
- Extensive experience in complex organizational management including strategic planning, financial stewardship, budget creation, resource allocation, workforce management, and related decision-making.

- Evidence of distinguished scholarly accomplishment and a strong commitment to research, teaching and service in a field appropriate for appointment as a full professor in one or more of the six departments in the School of Public Health.
- A demonstrated ability to cultivate and support multidisciplinary and transdisciplinary collaboration, integrating diverse fields of expertise to address complex public health challenges and advance innovative solutions.
- Success in fundraising from philanthropic, governmental, and for-profit sectors, as well as creativity and initiative in developing new sources of revenue.
- An ability to work collaboratively with leaders across local, domestic, international, and global organizations.
- Experience building and maintaining inclusive teams and promoting a culture where individuals from diverse backgrounds feel respected, valued, and empowered.
- Exemplary interpersonal and communication skills.
- Impeccable integrity, sense of professionalism, and sound judgment.

COMPENSATION AND LOCATION

Boston University offers a competitive compensation and benefits package commensurate with the scope, stature, and responsibilities of this leadership role.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Nominations and expressions of interest should be addressed to the search firm Isaacson, Miller. Prospective candidates should include a letter expressing interest and a current curriculum vitae. Candidates will be asked to provide references after preliminary review and screening.

Confidentiality will be maintained by all faculty and staff involved in the search process; references will be contacted only with the express consent of the applicant.

While nominations and applications will be accepted until a new Dean is selected, interested parties are encouraged to submit their materials by **February 3, 2025**, to ensure full consideration.

<https://www.imsearch.com/open-searches/boston-university-school-public-health/dean>

John Isaacson, Chair
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Boston University is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, natural or protective hairstyle, religion, sex, age, national

origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, pregnancy or pregnancy-related condition, or because of marital, parental, or veteran status.
Boston University is a VEVRAA Federal Contractor.

ESSENTIAL CONTEXT

Boston University

Boston University, a member of the Association of American Universities (AAU), is one of the leading private research and teaching institutions in the world, with the Charles River and the Medical campuses in the heart of Boston and programs around the globe. Chartered in 1869, BU emerged in the twentieth century as a Boston-area institution. Until the early 1970s, the University was mainly nonresidential, with a modest research profile and limited on-campus housing. The University today enrolls more than 36,000 students, including over 17,000 undergraduates, and employs more than 4,000 faculty members across 17 schools and colleges offering more than 300 programs of study. Its current annual operating budget is approximately \$3.0 billion. Melissa L. Gilliam, MD, MPH became the 11th President of BU on July 1, 2024. Moody's Investors Service recently affirmed BU's ranking of Aa3, reflective of the University's increasing financial strength, growing donor support, and effective governance and leadership.

BU is one of the largest private research universities in the United States and one of the Boston area's largest employers. BU's students come from all 50 states and more than 180 countries. Students pursue studies on the Charles River and Medical Campuses as well as more than 75 study abroad and internship programs in over 25 cities around the world.

Today, BU is committed to a vibrant academic experience and research that matters. We place a strong emphasis on collaborative research efforts of both faculty and students, with major initiatives in emerging areas such as neuroscience, systems biology, photonics, engineering biology, data science, urban health, global health and development, and emerging infectious diseases.

BU is also committed to being a more diverse, equitable, and inclusive institution and to cultivating diverse communities where individuals can learn, grow, and engage across a large, urban campus and around the world. From its earliest days, BU has opened its doors to women and scholars from under-represented communities. Today BU is home to community centers such as the Howard Thurman Center for Common Ground, the Newbury Center for First-Generation Students, and the LGBTQIA+ Center for Faculty and Staff.

In the early 1970s, BU leaders made a conscious decision to raise the University's standing and quality by marshaling resources to build an infrastructure for basic and applied research and to improve the campus by adding residential facilities. These facilities now include: the Faculty of Computing & Data Sciences building, BU and Boston's greenest building to-date with a geothermal energy system and striking views of the city skyline from its public spaces, and state-of-the-art laboratories; College of Fine Arts Booth Theatre; the preservation award-winning renovation of BU School of Law; residential high-rises that anchor the John Hancock Student Village; and a Fenway Campus based at the site of the former Wheelock College.

University Leadership

Dr. Melissa L. Gilliam, President

Dr. Melissa Gilliam became Boston University's 11th President on July 1, 2024. She previously served as Executive Vice President and Provost at The Ohio State University since 2021. A scholar, physician, educator, academic leader, and member of the National Academy of Medicine, Dr. Gilliam joined Ohio State from the University of Chicago, where she was vice provost, the Ellen H. Block Distinguished Service Professor of Health Justice, and professor of obstetrics and gynecology and pediatrics.

Dr. Gilliam earned her Bachelor of Arts in English literature from Yale University, a Master of Arts degree in philosophy and politics from the University of Oxford, a Doctor of Medicine from Harvard University, and a Master of Public Health from the University of Illinois Chicago. She completed an internship in general surgery at the University of Chicago and her residency in obstetrics and gynecology at Northwestern University.

Dr. Gloria S. Waters, University Provost and Chief Academic Officer

Gloria S. Waters was named University Provost and Chief Academic Officer of Boston University in July 2024. She provides leadership for the University's overall academic, budgetary, and planning processes and oversight of its academic programs, research, global programs, enrollment, student affairs, and library systems.

Prior to her appointment, Dr. Waters served as Boston University's Vice President and Associate Provost for Research from 2013 to 2024. Dr. Waters previously served as Dean of BU's Sargent College of Health and Rehabilitation Sciences from 2005 to 2013. She received her BA in psychology from McGill and her MA in applied psychology and PhD in psychology from Montreal's Concordia University.

The School of Public Health

The BUSPH Budget

The FY24 budget for the Boston University School of Public Health (BUSPH) reflects its position as a global leader in public health education and research, with total revenue of roughly \$120 million. Research stands as the largest contributor, accounting for 56.6% of revenue, while tuition represents 41.5%. The on-campus Master of Public Health (MPH) program remains a flagship offering, generating 83% of tuition revenue, complemented by the emerging online MPH (6%) and contributions from the Master of Science and doctoral programs. Development revenue, derived from gifts and endowments, while currently modest at 1.9%, is a key area of growth as the school fosters a culture of giving to sustain transformative initiatives.

BUSPH continues to prioritize investments that advance its mission of fostering excellence in public health. Significant expenditures include \$13 million in student financial aid, underscoring the school's commitment to accessibility and equity, and approximately \$43 million dedicated to academic department salaries and operational costs. Further investments in campus infrastructure and faculty and staff development, totaling \$12 million and \$5 million respectively, ensure BUSPH remains a hub for innovation, collaboration, and professional growth. These strategic allocations underscore the school's dedication to creating an environment where faculty and staff thrive, and students receive unparalleled educational opportunities.

Strategic Research Directions

Through a focused planning exercise, BUSPH has identified five near-term strategic research areas:

- Cities and health
- Climate, the planet, and health
- Health inequities
- Infectious disease
- Mental and behavioral health

Broadly overarching all five areas is the challenge of how to address the long-term consequences of the COVID-19 pandemic and the economic recession it caused, and how to prevent and prepare for the contagion next time?

The BUSPH Teaching Program

The school has long had a commitment to educational excellence, which it has worked hard to maintain and build on, diversifying the educational programs, and encouraging leadership in teaching public health.

- A large, successful teaching program:
 - Graduates: 613
 - Courses taught: 312
 - Credit hours taught: 28,533
 - Students employed within 6 months: 100%
- Degree programs:
 - Master of Public Health (MPH)
 - Master of Public Health (MPH) Online
 - Master of Science (MS) Programs
 - Doctor of Philosophy (PhD)
 - Doctor of Public Health (DrPH)
 - Dual Degree Programs
 - Undergraduate Programs in Public Health

- Virtual Non-Credit Options
 - Part-Time Public Health Graduate Programs
- BUSPH has the largest on-campus MPH class in the world
 - Enrollment in 2024: 768
- BUSPH launched the online MPH in 2022
 - The online MPH introduces a new affordable path, and offsets (in part) changes in on campus MPH interest
 - Total Enrollment, including online and on-campus MPH, in 2024: 1,377
- 95% of students receive funding in the form of fellowships, scholarships, loans, or tuition remission.
- 100% career or education placement rate within 12 months, and a 93% career placement within the first 6 months post-graduation
- For the Spring 2024 and Fall 2024 semesters, BUSPH received roughly 4,000 applications for all degree programs.
- The Fall 2024 incoming class included approximately 319 new MPH students, 169 new online MPH students, 14 new MPH dual degree students, 13 new MS students, 18 new PhD students, and 8 new DrPH students.