



MAILMAN SCHOOL
OF PUBLIC HEALTH

Dean

Columbia University Mailman School of Public Health
Senior Vice President, Columbia University Irving Medical Center
New York, New York

THE SEARCH

The Columbia University Mailman School of Public Health (“Columbia Mailman” or “the School”), widely recognized as a worldwide leader of research, education, service, and practice, invites nominations, expressions of interest, and applications for the School’s next Dean. The Dean will serve as the academic, intellectual, and administrative leader of Columbia Mailman and is responsible for fostering excellence and innovation in research, teaching, service, policy, and practice.

The successful candidate is a visionary and inspiring leader in global health with a distinguished record of transformative scholarship and impactful contributions to public health education, public health and biomedical research, policy, and service. They will bring a proven ability to drive meaningful change and innovation in advancing global health priorities. The Dean will be a seasoned administrator, excellent communicator, and coalition builder, engaging stakeholders and partners to help shape the School’s vision and strategic direction, fostering interdisciplinary collaborations, and attracting and retaining a diverse community of faculty, staff, and students. They will demonstrate success in generating revenue, advancing fundraising efforts, supporting the growth of research and scholarship, and renewing trust in public health and higher education. Most importantly, the Dean will serve as Columbia Mailman’s chief ambassador, embodying and promoting the mission, vision, and culture of Columbia Mailman and Columbia University.

The Columbia University Mailman School of Public Health is an equal opportunity, affirmative action employer. It has retained Isaacson, Miller, a national executive search firm, to help with this recruitment. Confidential inquiries, nominations, and applications may be submitted to Isaacson, Miller, as indicated at the end of this document.

COLUMBIA UNIVERSITY AND COLUMBIA UNIVERSITY IRVING MEDICAL CENTER

Founded in 1754, Columbia University in the City of New York encompasses 17 graduate and professional schools and enrolls over 9,700 undergraduates and more than 26,100 graduate and professional students. The University extends across three campuses in upper Manhattan in the Morningside Heights neighborhood, Manhattanville, and the Medical Center in Washington Heights. Called “the quintessential

great urban university,” like the City of New York, it is diverse in every way: students come from all 50 states, over 90 foreign countries, and over half of the undergraduates are from historically minoritized communities.

Columbia University Irving Medical Center (CUIMC) is situated on a 20-acre campus in Northern Manhattan and accounts for roughly half of Columbia University’s nearly \$5 billion annual budget. The Medical Center provides global leadership in scientific research, health and medical education, and patient care. CUIMC is composed of four schools: the Columbia Mailman School of Public Health, the Vagelos College of Physicians and Surgeons, the College of Dental Medicine, and the School of Nursing. CUIMC includes approximately 3,018 full-time faculty, more than 4,700 enrolled students, and over 40 centers and institutes. In addition to providing outstanding health professions education, CUIMC provides world-class patient care and contributes scientific breakthroughs that advance health around the world. Columbia Mailman’s Dean is also a Senior Vice President of CUIMC.

THE COLUMBIA MAILMAN SCHOOL OF PUBLIC HEALTH

The Columbia Mailman School of Public Health is renowned for its well-established global leadership in public health research and education, as well as its translation of new knowledge to policy and impact. Established in 1922, it is one of the oldest and most highly respected graduate schools of public health in the nation and internationally. Currently, Columbia Mailman School is ranked fifth among schools of public health in the country by US News and World Report and is the third largest recipient of National Institutes of Health grants among schools of public health and has a total grant portfolio in excess of \$300M annually. Columbia Mailman has approximately 1,369 master’s and 147 doctoral students and 604 total faculty, including 179 full-time faculty affiliated with the School. Columbia Mailman students and faculty are both highly global and locally committed – leading an agenda of research, education, policy, practice, and service to address the critical and complex public health issues affecting New Yorkers, the nation, and the world. Columbia Mailman faculty include over a dozen elected members of the US National Academy of Medicine, an elected fellow of the UK Royal Society of Science, and two Lasker “American Nobel Prize” winners.

The School’s six academic departments of [Biostatistics](#), [Environmental Health Sciences](#), [Epidemiology, Health Policy and Management](#), [Population and Family Health](#), and [Sociomedical Sciences](#) offer students myriad opportunities to work closely with experts in specialized fields while connecting with peers with similar professional interests. The School is also home to three leading, interdisciplinary schoolwide research centers: [ICAP](#) at Columbia University, the [Center for Infection and Immunity](#), and the [Robert N. Butler Columbia Aging Center](#). There are also 22 department-based research centers that provide a hub for specialized research innovation and opportunities for students to bridge classroom theory with real-world research, practice, and policy.

Columbia Mailman has initiated and realized sequential innovations that have differentiated Mailman from other schools of public health. In 2008, the first program on the health impacts of climate change in

a school of public health was implemented, which now embraces over 30 faculty members across most disciplines of the school. Further, the Mailman School has led in transforming education, from a comprehensive MPH curricular redesign, building an interdisciplinary core curriculum complemented by disciplinary expertise and grounded in a commitment to prevention across the full life course, to new graduate degrees in climate and health, data science and health, and other emerging areas. Launched in 2010, Columbia Mailman's Master's in Public Health curriculum is considered the standard by the Council on Education for Public Health (CEPH) and has been adopted by other schools of public health around the nation and in the world. From there, the School reinforced a strong commitment to belonging, inclusion, and health equity through its development of the Office of Inclusive Excellence (OIE). OIE is dedicated to fostering an inclusive and equitable teaching, learning, and working campus community of faculty, students, and staff committed to scholarship and practices that achieve health and health equity.

With a dedicated, entrepreneurial, and innovative spirit, Columbia University's School of Public Health conducts groundbreaking research and develops solutions to address the most critical health challenges of the 21st century. Its research portfolio ranks among the largest among schools of public health, with interdisciplinary initiatives addressing some of the most pressing threats to human health and well-being, including the climate crisis, food insecurity, health equity, infectious diseases, and the growing mental health crisis. The School's award-winning faculty collaborates across disciplines to advance health equity through cutting-edge research, employing a range of approaches including basic science research, epidemiological studies, data science, randomized controlled trials, ethnographic surveys, longitudinal studies, toxicology, and microbial surveillance. The strength of the School's scientific contributions is demonstrated through publication metrics -- One-third of the School's research publications are among the world's most highly cited, and more than half of them are published in the world's top journals.

Located in Washington Heights in Northern Manhattan, Columbia Mailman is a long-standing and well-regarded partner in the local community and throughout New York City. Students complete applied practica in public and private organizations. Faculty members partner with community-based organizations to design community-based participatory research studies and leverage findings to partner with communities to build healthy lives, health equity, and advocate alongside the community for policy change. Members of the School community volunteer locally to increase health literacy, improve health equity, strengthen the public health workforce pipeline, and support the work of local organizations. Faculty and students partner with the New York City Department of Health and Mental Hygiene and work with diverse populations throughout the City's five boroughs to improve urban health in areas including, but not limited to, life-course approaches to lengthening health span and health in aging, reproductive health and rights, healthy child development, disease prevention, environmental health, food systems and policy, resolving the school to prison pipeline, gun violence, global and local mental health, designing cities and workplaces to promote health and cohesion, pandemic preparedness and response, HIV/AIDS prevention, tobacco control initiatives, and programs and research to stem growing asthma and obesity epidemics in urban environments.

With a global presence, Columbia Mailman addresses today's and tomorrow's health challenges through a broad lens, driving scientific discoveries and innovations to create model public health solutions that provide lifesaving and health-improving interventions to millions of people. To this end, faculty members pursue research, service, and educational projects in more than 100 countries. ICAP is the largest global center at a School of Public Health, supporting research and programs in more than 40 countries and supporting work on HIV, tuberculosis, malaria, emerging infections, non-communicable diseases, and strengthening health systems. By developing solutions to reduce health disparities, promoting the health of whole populations, working in resource-limited communities to improve reproductive health, shaping healthier food systems for all, and developing models of prevention and care for people in northern Manhattan and internationally, the School is committed to improving the health of populations around the corner and in all corners of the world.

As Columbia Mailman launches its second century, it is committed to interdisciplinary science, with a special focus in several areas, including climate and health; data science for health; food and food systems; global health; healthy longevity; mental health; migration; pandemic prevention, and rebuilding and stabilizing the nation's public health sector, among key issues of the 21st century—while continuing its work to eliminate health disparities and ensure that all have access to the conditions for good health.

ROLE OF THE DEAN

The next Dean of Columbia Mailman has an unprecedented opportunity to lead a world-renowned school of public health at a time when the importance of public health has never been more front and center. Columbia Mailman has the chance to stand apart, using each aspect of its mission to support faculty, students, and staff to reach new heights in their work and to succeed as part of an inclusive community that is strengthened by its diversity across many different dimensions. To do so, a successful Dean will address the following opportunities and challenges.

KEY RESPONSIBILITIES FOR THE DEAN

Strategic Vision and Academic Leadership:

- Provide visionary thinking, strategic oversight, and leadership for academic and training programs, ensuring they align with the highest standards of public health education and are responsive to the dynamic evolution of an ever-changing, data-driven world.
- Promote innovative curriculum development and initiatives to position the School as a successful place to address the challenges facing public health science and education today and in the future, as well as the ability to operate a major academic enterprise.
- Foster an inclusive and collaborative learning environment that supports faculty and student success and promote the core values of public health and science.
- Recruit and develop the highest caliber leadership teams across the School.

Research and Scholarship:

- Enhance the School's research agenda, promote interdisciplinary collaboration, and support faculty in securing research resources and funding.
- Establish and advocate for the value of research within the public health profession and its relevance to community health and policy at the local, national, and global levels.
- Advance research methods; promote scientific inquiry along with policies and solutions that are evidence-based.
- Work to regain public trust in the value of science and the immense contributions of public health to humanity.

Education and Innovation:

- Embrace Mailman's educational mission, ensuring programs remain competitive and innovative while also expanding educational offerings.
- Recognize and innovate according to the trends in higher education and in multidisciplinary, team-based sciences, including laboratory facilities and the need for cutting-edge science and technology advancement in public health
- Build upon career and professional opportunities for students.

Relationship Building:

- Promote the School's commitment to community service and public health initiatives.
- Develop, maintain, and strengthen global and local partnerships with others inside and outside the organization.
- Nurture, maintain, and grow current local and global partnerships to support student educational experience and the School's community-based initiatives, research, and service.

Collaboration and Engagement:

- Continue to build on and develop collaborations with the Medical Center and with other schools and campuses within Columbia University.
- Build and maintain relationships with alumni, current and prospective donors, external stakeholders, and partners to support the School's mission and initiatives.
- Promote a culture of respectful, bilateral engagement with community partners, ranging from local to global connections.

Administration, Finance, and Infrastructure:

- Manage the School's budget and resources effectively, ensuring financial sustainability while pursuing new funding opportunities and consistently achieving a balanced budget.
- Provide strong and clear leadership and support to a team of academic, research, and administrative leaders, including academic chairs, center directors, and administrative leaders.
- Diversify operational revenue by leveraging the School's strengths, developing educational programs that generate revenue, and developing partnerships to create shared resource and funding opportunities.

- Transform the School's infrastructure, including IT, classroom, research, laboratory and housing facilities.

Fundraising:

- Increase the emphasis on raising the School's visibility and obtaining transformative philanthropic support from individuals, foundations, and corporations for School-wide and departmental initiatives.
- Set the School's fundraising priorities, in partnership with the Medical Center and the University.

School Culture and Commitment to Consistent Excellence:

- Champion an organizational culture that values fairness, belonging, and excellence as central tenets for a thriving and positive teaching, learning, and working environment.
- Lead and implement initiatives that cultivate the next generation of public health leaders.
- Guide the recruitment, hiring, and retention of diverse and outstanding faculty, staff, and students.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate for Dean of the Columbia University Mailman School of Public Health will possess:

- A Ph.D., Dr.P.H., M.D., or equivalent degrees.
- Credentials commensurate with a tenured faculty appointment in the School of Public Health at the level of full Professor.
- Commitment to and a proven track record of excellence in academic activities such as research and scholarship, teaching, and service in a university setting.
- Internationally recognized achievement and proven commitment to excellence in the education of public health professionals and research scientists.
- Deep administrative leadership experience in a complex, multidisciplinary academic, philanthropic, industry, research and/or government environment
- A demonstrated ability to champion public health education, research, and service within a pre-eminent research institution and among a wide range of internal and external constituencies.
- A demonstrated ability to develop, communicate, and execute strategies for securing financial support from individuals, foundations, corporations, and federal and state funding agencies.
- Demonstrated experience developing and sustaining bilateral global partnerships and implementing global engagement.
- Proven ability to engage diverse students, faculty, staff, alumni, university administration, external funding agencies, accrediting bodies, clinical and community partners, and others.
- Knowledgeable about the scientific, community, social, laboratory-based, political, cultural, legal, and economic aspects of public health.

- A strong commitment to students reflected by active and visible engagement in campus activities.
- A demonstrated experience and ability to inspire change and nurture an organizational culture of learning and consistent excellence.
- Experience with high reliability theory and practices, including improvement methods like Lean, Six Sigma, and formal change facilitation.
- Demonstrated commitment and record of advancing institutional diversity, equity, and inclusion.
- Proven track record of advancing public health policies and programs across diverse global settings.
- Demonstrated expertise in leveraging public health tools and science to drive investment in national and global health agendas while shaping public discourse.
- A leader capable of championing greater equity in the global health sector, with the ability to engage in and lead discussions on critical topics such as the "decolonization of global health."
- Someone adept at addressing a broad range of issues impacting public health and health outcomes, including structural drivers, political dynamics, and megatrends such as climate change, technological advancements, and escalating global conflicts.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website:

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

Electronic submission of materials is strongly encouraged.

Stephanie Fidel, Partner
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Columbia University is an Equal Opportunity/Affirmative Action Employer.