



SCHWARZMAN SCHOLARS

清华大学苏世民书院

Search for Senior Director for Academic Programs

Schwarzman Scholars

New York, New York

THE SEARCH

Schwarzman Scholars seeks a Senior Director for Academic Programs who will provide leadership for academic programs into the organization's second decade. Schwarzman Scholars is the first scholarship program created to respond to the geopolitical landscape of the 21st century through a unique partnership between Stephen A. Schwarzman and Tsinghua University. This Senior Director for Academic Programs position is a rare opportunity to build on the program's legacy of success over the past decade to further develop and shape a flagship global leadership program. It calls for a respected academic institutionalist who can balance innovation with stewardship, global ambition with local realities, and leadership education with academic integrity across systems and cultures to develop and support curricular initiatives for the top emerging leaders in the world. This effort requires significant recruitment and support of a global faculty to teach in Beijing, and continuous efforts to integrate new faculty into existing programs and processes, always with an eye towards future adjustments to serve the evolving needs of the incoming classes of Scholars.

A member of the senior leadership team, leading a team of four at the Stephen A. Schwarzman Education Foundation in New York and working closely with an academic programs team of 8 colleagues at Schwarzman College in Beijing, the Senior Director for Academic Programs will be based in New York City. He or she will report to the Executive Director of the Schwarzman Scholars Program and work most closely with the Dean of the college and Associate Dean of Academic Programs in China, as well as the Program's Academic Advisory Council.

ABOUT SCHWARZMAN SCHOLARS

Founded in 2013 through a partnership between Stephen A. Schwarzman and Tsinghua University, Schwarzman Scholars is a highly selective, fully funded, one-year master's degree program in global affairs designed to prepare the next generation of global leaders to shape the future. Entering its second decade, the program now supports 150 Scholars annually and an alumni network of approximately 1,350 leaders worldwide. The curriculum and co-curricular activities are explicitly designed around three pillars—China, Global Affairs, and Leadership—with a clear institutional commitment to immersive leadership education in global affairs. Although now more than a decade old, Schwarzman Scholars remains a builder's environment. Each year hosts not only a new cohort of Scholars, but a select set of international faculty and visitors also cycle in and out of Schwarzman College annually to provide an immersive and challenging academic experience on the campus of Tsinghua University.

The program has three stages: 1) the pre-entry with students preparing several months in advance, 2) a 10-month intensive academic experience in Beijing, and 3) life-long alumni engagement. The Schwarzman Scholars program is built on three core academic pillars—1.) Leadership, 2.) China and 3.) Global Affairs. It operates through three modalities: 1) in-classroom teaching and learning, 2) experiential learning, and 3) a capstone project that encapsulates a focus on learning by doing.

The Schwarzman Scholars experience encompasses unique opportunities inside and outside the classroom, providing Scholars with extensive leadership training, a network of senior mentors, opportunities to engage in high-level interactions with Chinese leaders and visiting speakers, optional internships, career development guidance, and deep-dive travel seminars around China. Scholars learn about China's importance on the global stage through a rigorous, dynamic core curriculum and electives delivered by world-class faculty, both visiting international faculty and Chinese faculty (Tsinghua University faculty) teaching in the program.

Schwarzman Scholars prepares young leaders for careers in which they will join a growing alumni network of leaders who are working to foster dialogue and build global understanding. There are approximately 1,350 Schwarzman Scholars alumni around the world today. The program actively works to strengthen the bonds of its global alumni network and provides graduates of the Schwarzman Scholars program with lifelong enrichment opportunities in global hub cities, continuing their learning on the program's three key themes: leadership, global affairs, and China. It continues to develop their skills, individually and, as a network, to serve as problem solvers and connectors between China and the rest of the world. In addition to intellectual engagement, the program also ensures Scholars remain connected to each other. Beyond the organization's efforts, Schwarzman Scholars alumni keep in touch across cohorts, no matter where they are in the world.

SCHOLARS

Schwarzman Scholars represent the world's next generation of leaders—high-caliber individuals with open minds and limitless potential. Scholars are selected on the basis of not only their academic aptitude and intellectual ability, but also their leadership potential, entrepreneurial spirit, ability to anticipate paradigm changes, exemplary character, and desire to understand other cultures, perspectives, and positions. Schwarzman Scholars is designed to prepare its graduates with an immersive understanding of China and its role on the global stage to help address the most pressing challenges of the 21st century. Schwarzman Scholars has already become one of the most selective postgraduate programs in the world, with less than a 3% chance of being selected. All Scholars receive a fully funded scholarship to study at the new Schwarzman College at the prestigious Tsinghua University in Beijing.

ROLE OF THE SENIOR DIRECTOR FOR ACADEMIC PROGRAMS

The Senior Director for Academic Programs functions as an institution builder and academic interlocutor working across cultures and continents to recruit and retain global visiting and full-time faculty at Schwarzman College. The Director serves as a strong, highly respected academic leader, charged with maintaining consistency in academic mission, standards, and governance across New York and Beijing. Reporting to the Executive Director of Schwarzman Scholars and CEO of the Stephen A. Schwarzman Education Foundation (SASEF) and coordinating closely with the leadership of Schwarzman College at Tsinghua University, the Director serves as a primary steward of the academic enterprise within a dynamic co-governance structure.

Administratively based at the SASEF office in New York, the role is substantively anchored in Beijing and the daily life of Schwarzman College. It requires frequent, sustained presence in China—particularly during the first year of the appointment—and the authority, credibility, and judgment to operate effectively inside Tsinghua's academic and bureaucratic systems.

The Academic Advisory Council initially played a key role in identifying the first group of highly qualified faculty in the U.S. and China and recruiting them to the Program. The Senior Director for Academic Programs built on this to evolve the curriculum and expand the star faculty to its current phase, expanding geographically to better reflect scholar perspectives. This involved creating and managing the annual outreach and search process for the program's seven visiting chair positions and is the central hub for outreach and recruitment to shorter-term visiting faculty who teach in the program. That global outreach and search process has now extended to recruitment of full-time faculty for the college, a high priority for the program.

The program currently offers 40-50 academic courses per year, taught by internationally recruited visiting faculty and Tsinghua faculty. The Director drives the academic process and ensures alignment of Tsinghua

and SASEF on all academic matters and decision-making. The Director also leads the yearly academic planning process, assessing current courses and faculty, adding new ones as needed, and leading new faculty recruitment efforts, including full-time faculty. The Director then plays a key role in supporting visiting residential faculty in Beijing with their ongoing needs while at the college and leveraging the global faculty on behalf of the program overall, especially for alumni service and for career services opportunities, as well as coordinating with the college's Student Life team on co-curricular learning activities, events, and visitors. He or she communicates regularly with all incoming and established faculty and serves as the primary point of contact for the internationally recruited visiting faculty.

The degree is now classified as a professional degree, and the academic program is recruiting both academic- and practitioner- oriented faculty who are excellent teachers and can play key roles in connecting scholars to leadership career opportunities. A key part of the Director's role is to work with the college's academic team to incorporate faculty members into the Tsinghua system, which is more focused on university-based faculty recruitment and criteria. Working together with Tsinghua to create a globally connected practitioner- oriented faculty for the next phase will be a key task and challenge for the New York-based Director.

The Director is expected to meet the goals of scholars by implementing a strong curricular framework as agreed upon by senior leadership. The Director must be able to anticipate these Scholar needs and creatively address them. The Director will directly interface with faculty, scholars, and others regularly and must be skilled at operating interpersonally in addition to strategically and operationally.

Inevitably, the Scholar educational experience requires regular, significant review, adjustment, and improvement – including making the best use of visiting and permanent faculty recruitment and of curricular design and development in support of novel academic programming. To meet the changing goals and studies of Scholars in future years, the Director will need to work closely with senior leadership and colleagues to identify and recruit faculty for current and future curricular needs.

A key feature of this role is the importance of maintaining academic programs and the proportion of international and Chinese faculty to address a balanced view of global issues, including perspectives from the global south. A close and collegial working relationship with the college-based dean and associate dean for academics is essential.

An understanding of the Chinese political environment is desired, as it will be essential for the incumbent to recognize and manage risks to the program, especially related to ensuring academic freedom for the scholars, independence of faculty hiring decisions, and a continued, strong co-governance structure for decision-making in the process, as well as the overall integrity and quality of the curriculum, flagging issues to the Executive Director as needed.

The Director will be expected to build strength in each of the three key areas: Leadership, China, and Global Affairs. This will include cultivating strong relationships to strengthen the global affairs component,

leadership studies, and engage with the global community of China scholars, academic China Centers, Global Affairs academic programs, global institutions, and think tanks working with China and on China and Global Affairs - for faculty recruiting and understanding of their pedagogical approaches.

At its core, this position is about more than academics: it is about shaping and protecting an immersive, globally oriented leadership program.

KEY OPPORTUNITIES AND CHALLENGES FOR THE SENIOR DIRECTOR

Recruitment and Retention of Excellent Faculty.

- Build and leverage networks to identify, recruit, and support excellent faculty to teach in the three pillars of Leadership, China, and Global Affairs.
- Serve as the visiting faculty point of contact for the program and strategize, create, and manage faculty governance mechanisms, faculty community building efforts, and overall faculty affairs.
- Able and qualified to serve as faculty in the program. Being part of the visiting faculty experience as a teacher and capstone advisor will enable the Director to better understand their faculty experience at the college and provide the support needed.
- Represent the program externally in senior academic circles in China, the U.S., and globally.

Institutional Leadership and Co-Governance.

- Act as a senior academic institutional manager for Schwarzman Scholars, ensuring continuity, memory, and standards across leadership transitions and evolving programmatic arrangements.
- Operate effectively within the program's co-governance framework, reporting to the Executive Director and coordinating closely with colleagues at Tsinghua University.
- Serve as a principal academic advisor within the Executive Committee structure.
- Proactively coordinate academic decision-making between New York and Beijing through active engagement, timely action, and sustained presence.

Global Reputation and Programmatic Innovation

- Steward the program's identity as a global, leadership-centered Master of Global Affairs.
- Drive intellectual and curricular innovation that expands global scope—geographically and substantively—with a focus on leadership within and beyond the United States and China.

- Partner with College-based academic leadership to set the intellectual direction of the College curriculum and manage the flow of faculty, courses, and academic initiatives throughout the year.

Faculty Standards, Recruitment, and Conduct.

- Define and uphold standards for faculty appointment, participation, performance, and professional conduct.
- Recruit, source, and steward both international and China-based faculty in coordination with Beijing counterparts, ensuring balance, quality, and institutional credibility.
- Manage faculty engagement logistics and expectations throughout the academic year, including onboarding, teaching periods, and departures.

Student Academic Experience and Academic Risk Management.

- Oversee the academic dimensions of student life, including attendance expectations, absences, capstone progress, and academic standing.
- Adapt the required capstone (thesis) project to align with program goals and scholars' career paths.
- Ensure that academic issues affecting students are consistently monitored and managed through New York–Beijing coordination.
- Convene and effectively utilize the Academic Advisory Council as a resource for quality assurance, external perspective, and academic legitimacy.

External and China-Facing Engagement.

- Engage regularly with senior academic and administrative interlocutors in China, including through in-person meetings and ongoing relationship management.
- Represent the academic program with authority and credibility in Beijing during quarterly visits, with additional time in China during the initial phase of the role.

REQUIRED QUALIFICATIONS AND EXPERIENCE

- An established academic reputation with the stature to command respect in senior university settings and operate credibly with deans, provosts, senior faculty, and leading scholars globally and in China.
- Deep experience functioning as an institutional actor within complex academic governance systems.
- Demonstrated capacity as both innovator and steward—able to advance new ideas while protecting core academic and institutional standards.
- Significant, proven ability to navigate academic, political, and bureaucratic complexity. First-hand experience in Chinese higher education preferred but not required.
- Comfort managing academic programs at scale, with high levels of coordination, ambiguity, and cross-cultural tension.

Essential Personal Attributes

- **Strong institutional presence:** Commands respect without relying on formal authority.
- **Mission-holder:** Able to clearly articulate and defend Schwarzman Scholars' global leadership mandate.
- **Pragmatic operator:** Knows when to push, when to adapt, and when to escalate.
- **Highly organized coordinator:** Brings structure, follow-through, and discipline to complex, multi-actor academic processes.
- **Globally minded:** Thinks expansively about geography, disciplines, and leadership formation beyond traditional centers.

Work Environment and Expectations

- Administratively based in New York, with quarterly travel to Beijing and additional in-country presence during onboarding.
- Significant time-zone complexity and near-continuous coordination with China-based colleagues.
- A role of influence rather than formal authority, requiring judgment, credibility, and persistence.

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/schwarzman-scholars/senior-director-academic-programs>.

Sean Farrell, Partner
Peter Lange, Senior Advisor
Silvia Cheng, Senior Associate
Drew Chang, Senior Search Coordinator
Isaacson, Miller

This document has been prepared based on the information provided by Schwarzman Scholars. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Schwarzman Scholars would supersede any conflicting information in this document.

APPENDIX

INSTITUTIONAL LEADERSHIP

Stephen A. Schwarzman founded Schwarzman Scholars in order to give the most talented future leaders the power to change the course of history. An active philanthropist, Mr. Schwarzman has personally donated \$100 million to this effort and led a campaign to raise \$500 million more to endow the program in perpetuity—the single-largest charitable effort in China's history coming from largely international donors. In both business and philanthropy, Mr. Schwarzman has dedicated himself to tackling big problems with transformative solutions. His charitable giving has included a foundational gift to establish the MIT Schwarzman College of Computing, the creation of the Schwarzman Center for the Humanities at Oxford, anchor support for the New York Public Library, the establishment of the Schwarzman Center at Yale University, and sponsoring educational opportunities for talented children.

Amy Celico serves as Executive Director of Schwarzman Scholars and CEO of the Stephen A. Schwarzman Education Foundation based in New York. In this role, she provides strategic leadership for the program's global operations, institutional partnerships, and long-term vision, working closely with the Dean of Schwarzman College, the SASEF Board and staff, and stakeholders around the world. She has spent her career operating at the intersection of government, higher education, philanthropy, and international affairs, with a particular focus on building institutions and programs that foster cross-cultural understanding and leadership development. She works closely with the senior team in Beijing and New York to ensure alignment between Schwarzman Scholars' mission, values, and day-to-day execution.

Dean Xue Lan is a Cheung Kong Chair Distinguished Professor and Dean of Schwarzman College at Tsinghua University. A highly respected scholar and academic leader, Dean Xue plays a leading role in shaping the academic and institutional environment of Schwarzman College within Tsinghua University. As Dean, he oversees the academic mission of Schwarzman College and serves as a primary liaison between Schwarzman Scholars and Tsinghua University leadership. He also serves as the Convener of the State Council Public Administration Disciplinary Review Committee, a member of the National Committee for Strategic Consultation and Comprehensive Review, the Chair of the National Expert Committee on AI Governance, a member of the Advisory Group of STI Directory of OECD, an adjunct professor at Carnegie Mellon University, a Non-Resident Senior Fellow of the Brookings Institution, and a Co-Chair of the Leadership Council of the UN Sustainable Development Solution Network (UNSDSN). He is a recipient of the Fudan Distinguished Contribution Award for Management Science, and a recipient of the Distinguished Contribution Award from Chinese Association of Science of Science and S&T Policy.