

JOHNS HOPKINS

UNIVERSITY & MEDICINE

Provost
Johns Hopkins University
Baltimore, Maryland

THE SEARCH

Founded in 1876, Johns Hopkins University created the model for the American research university with the scholarly ambitions, norms, and cultures that still define the academy in the United States. The founding vision drew upon the German university model, based in scientific and empirical research, in contrast to American universities of the time.

Johns Hopkins University remains to this day tenaciously committed to the highest standards of academic excellence. Johns Hopkins is an ambitious and entrepreneurial university that is devoted to the excellence of its faculty and to the realization of their ideas and aspirations, that invests in transformative research programs, and that cultivates the talents and careers of an outstanding student population. In FY26, JHU received approximately \$5 billion in sponsored research revenue, roughly double that of any other research university in the nation. Its graduate programs are among the top in their fields, and the list of distinguished faculty members is impressive. Among many other honors, twenty-nine individuals associated with Johns Hopkins as a faculty member, fellow, resident, or graduate have received a Nobel Prize. JHU Nobel winners include recipients of the prize in Medicine (16), Physics (4), Chemistry (3), Economics (3), Physiology (1), and two Nobel Peace Prize honorees.

Comprising ten academic divisions and the Applied Physics Laboratory, Johns Hopkins is home to an academic medical center that is regarded as one of the best in the world. The School of Medicine alone conducts more than \$875 million in research annually, and houses the country's leading programs for Internal Medicine, Radiology, Surgery, Biomedical Engineering, Nursing (Master's), Nursing (DNP), Biostatistics, and Public Health.

President Ron Daniels has led the University since 2009. In 2013, Johns Hopkins launched its first strategic plan, the *Ten by Twenty*, which emphasized capitalizing on synergies across the University and building improved academic strength, with targeted central investments, across specific schools and departments. The plan also redoubled the University's commitment to the City of Baltimore and resulted in a dramatic shift in the approach to the undergraduate student experience, defining the nature of a first-rate educational and co-curricular experience in the 21st century. Building on the *Ten by Twenty*, the University

launched its latest strategic vision in 2023, the *Ten for One*. This plan is a set of 10 strategic goals, shaped by feedback from the members of the Hopkins academic community and our neighbors and partners across Baltimore and beyond.

It is guiding Johns Hopkins through the university's 150th anniversary in 2026 and to the end of the decade. The goals span the full spectrum of university activities, including major investments in the faculty, staff, and student experiences; continued embrace of pluralism; and expansion of research and teaching in fields that will shape the future of our society and the world.

In the last sixteen years, the University has added unprecedented resources to advance its strategy. The most recent campaign raised more than \$6 billion, and plans are underway for an even more ambitious campaign for the immediate future. As a result of the Rising to the Challenge campaign, the University, which historically had a modest endowment compared to institutions of its size and distinction, went from an endowment of roughly \$2 billion in 2010 to just over \$14 billion as of June 30, 2025.

During this period, the university received an extraordinary \$1.8 billion gift from former New York City Mayor and Johns Hopkins alumnus Michael R. Bloomberg, which enabled Johns Hopkins to fulfill President Daniels' commitment at his inauguration to make Johns Hopkins "need blind and no loan" for its undergraduates. Expanding on that vision, Johns Hopkins is now tuition-free for all undergraduate students from families earning up to \$200,000 a year and covers the full cost of attendance for undergraduate students from families earning up to \$100,000 a year. Under Daniels' leadership, Johns Hopkins also declared itself "legacy blind," and the Class of 2029 had the highest percentage of low-income (Pell-eligible) students in Hopkins' history, at 24.1%, and more than 31.8% were either first-generation or low-income, another all-time high for Hopkins.

This commitment to affordability and access has extended to graduate students as well. In 2024, Mr. Bloomberg made a new \$1 billion gift to make medical school free for more than 80% of students, while also increasing financial aid for students at its schools of nursing, public health, and other flagship graduate programs.

Over a nearly 15-year span, Johns Hopkins has invested \$725 million to support endowed faculty positions, more than doubling the number of endowed professorships – from 360 to 788 – in areas emphasized in the *Ten by Twenty* and *Ten for One* plans. Gifts to the University from Michael Bloomberg created the Bloomberg Distinguished Professors, eminent scholars with appointments in at least two departments or schools, whose research addresses significant global challenges. The University has recruited nearly 70 Bloomberg Professors and will likely recruit an additional sixty in the tenure of this Provost.

Hopkins educates 25,000 graduate students and 6,000 undergraduates. This reflects the scale and depth of its educational and research enterprise. In recent years, the University has put a more intentional focus on its undergraduate programs, and it has one of the strongest academic undergraduate classes in the country. Its highly personalized undergraduate Integrated Learning and Life Design program impacts the

experience of every undergraduate, from admission through career success after graduation. As a result, Hopkins has one of the highest career placement rates of any of its peer institutions, with 97 percent of graduates employed or in further education just six months after graduation.

The University seeks a Provost who shares the institution's rigorous commitment to the highest standards of excellence, brings a depth of experience as a collaborative and creative academic leader, and has a record of leading bold, principled change. Hopkins has audacious plans for the rest of this decade, and the Provost must bring an entrepreneurial spirit to achieve these ambitions. As the key ambassador to faculty and students, the Provost must be an engaged community leader who can inspire all constituents to advance the mission of the University.

THE ROLE OF THE PROVOST

The Provost serves as the institution's Chief Academic Officer and will need to be an agile strategist and a fearless champion for excellence and innovation. All 10 academic divisions report to the provost, in addition to numerous interdisciplinary research centers and institutes. The Provost is the university's key office for ensuring that the ambitious agendas for research, education, and the student experience are realized in a timely, effective manner that draws on the contributions of an outstanding academic leadership team at the university and divisional levels.

In collaboration with the Executive Vice President for Finance and Administration, this position oversees the university budget process, including the academic components of the School of Medicine. The Provost shares responsibility for an annual budget that exceeds \$9.5 billion in total revenue and works closely with central and divisional leadership in determining key goals and resource prioritization over the short- and long-term.

Johns Hopkins has benefited from extraordinary philanthropy, and the University will work to ensure that that trend continues. The Provost is responsible for ensuring that the institution's resources are deployed in service of the university's core academic mission, including its distinctive interdisciplinary initiatives. The Provost is the leading champion for the recruitment of faculty who will honor the highest aspirations and standards of the university. As Johns Hopkins continues to leverage its research enterprise to address global challenges, the Provost will encourage connections that advance work in critical areas such as data science, sustainability, global security, and public policy.

KEY OPPORTUNITIES AND CHALLENGES FOR THE PROVOST

Specific opportunities for the new Provost include the following:

Lead through an evolving research and higher education landscape

Johns Hopkins' leadership in research, education, and service has long been built on its commitment to the public good and a partnership with the federal government. The next Provost will play a critical role in helping the University navigate an evolving federal funding, regulatory, and policy environment while preserving the institution's research excellence and academic mission. Working closely with university leadership, deans, faculty, and external partners, the Provost will help Johns Hopkins adapt strategically, strengthen the resiliency of the research enterprise, diversify sources of support, build a pluralistic community, and continue advancing discoveries that improve lives and bring knowledge to the world.

Advance the institutional commitment to excellence

The Provost is a central figure in achieving the goals of the University's strategic plan, the *Ten for One*, including the clear focus on academic distinction, scholarly excellence, and disciplinary potential. The Provost must demonstrate an unequivocal commitment to ensuring the highest standards of academic quality across the institution as well as a deep intellectual curiosity and an appreciation for contributions across a wide array of fields. As the University undertakes major institutional and philanthropic investments in research and academic excellence, and adjusts to the changing federal research environment, the Provost will need to make principled, sometimes difficult, decisions to determine the highest priorities and areas of greatest impact to elevate the institution as a whole. This individual must bring significant energy, patience, and fortitude to engage community stakeholders and inspire their participation on the journey.

Nurture and strengthen interdisciplinary efforts and outcomes

Hopkins has historically been a highly decentralized university, but in the last decade it has developed a wide array of cross-university and interdisciplinary initiatives, fueled by Hopkins' collegial and entrepreneurial culture. The Provost plays a critical role in developing and implementing the programs, incentives, and structures that enable and support such broad collaboration. The Provost, in close concert with the President, also sets the tone for collaboration through the appointment of deans and by guiding institutional investments in interdisciplinary efforts, determining budget allocations, sponsoring center and institute activities, and leading the Bloomberg Distinguished Professorship program. To accomplish these goals, the position requires a superb relationship builder with a deep well of intellectual curiosity and administrative acumen who will identify new opportunities for profoundly exciting work at the intersection of schools and disciplines.

Advance research and scholarly impact

JHU has immense capabilities across its research portfolio, with dominance in many areas of the physical and biological sciences and great strengths across its schools, from Public Health and Nursing to Engineering and the Arts and Sciences. The Provost will seek the support of faculty champions to build strength where it is most needed and will engage actively with scholars across the institution as well as leaders in industry and government to identify opportunities that expand the impact of Johns Hopkins' discoveries.

The University is making significant investments in areas such as artificial intelligence and data science through the Data Science and AI Institute (DSAI), which is poised to elevate and transform research in every corner of the University. Already, nearly 40 cross-appointed faculty have been recruited to the institute under the leadership of an inaugural director, and the university has broken ground on a nearly 500,000 square foot complex that will serve as a hub for interdisciplinary collaboration and research.

Johns Hopkins also is expanding its facilities and laboratories along the Life Sciences Corridor in East Baltimore, anchored by a Life Sciences Building opening in 2029, Bloomberg School of Public Health building opening in 2028, and the Henrietta Lacks Building opening in 2027 to support our commitment to community health and bioethics. The Provost will play a key role in delivering on the promise of these expansions.

In addition, following the 2023 opening of the magnificent new Hopkins Bloomberg Center on Pennsylvania Avenue in Washington D.C., the Provost will also continue to drive major initiatives that significantly expand Hopkins' reach in international relations, social science, and national policy. These include the work of the university's new School of Government and Policy, now recruiting its inaugural faculty cohort and developing academic programs to launch in 2027, and the Nexus Awards, a program now in its third year that has supported more than 100 faculty from every division of the university to deliver convenings, research, and teaching opportunities that produce significant public impact.

All of these efforts will be supported by a unique set of university-wide internal grants programs and a strong central research development group, reporting to the Provost. In the last decade and a half, the university established several peer-reviewed internal research programs – the Catalyst, Discovery, and Frontier Awards – that together have provided more than \$85 million to support early career faculty and spark cross-disciplinary and transformative research projects. In 2026, the University marshalled institutional resources to launch the Research Resilience Fund (RRF), earmarking \$60 million annually over the next two years to meet the needs of faculty, students, and research teams experiencing the effects of the changed federal research ecosystem. Additionally, Johns Hopkins established a new Life Sciences Research Initiative that will invest \$80 million annually over the next two years to support groundbreaking basic and applied research across a wide array of life science disciplines and interests. The Provost plays a major role in overseeing these internal research awards programs, engaging a rigorous, peer-review

process for the allocation of funds and harnessing the entrepreneurial spirit across Johns Hopkins to fuel the research enterprise.

Lead the Johns Hopkins faculty, strengthening shared governance

The University has been in a period of exciting change, and as Johns Hopkins has evolved, it has added institutional capability, with new or enhanced faculty shared governance bodies, such as divisional senates, the Johns Hopkins University Council, and the University Tenure Advisory Committee. These structures cross the University and work in parallel with new student and staff councils. The Provost must pay close attention to the vitality and efficacy of these committees as critical means of including key stakeholders in the university's strategic direction and planning.

Advance pluralism and dialogue across the university

Johns Hopkins maintains a longstanding commitment to the importance of a pluralistic community for our academic, research, and service mission, and welcomes people from different backgrounds, experiences, and viewpoints. Supporting all those within our university is a core institutional value and a critical responsibility of the Provost, as is the fostering of an academic environment where differing viewpoints are engaged and rigorous inquiry is encouraged. The Provost will partner with faculty, students, and academic leaders to ensure open exchange, academic freedom, equal opportunity, and inclusive engagement.

Further strengthen the Johns Hopkins student experience

Johns Hopkins has fundamentally transformed the undergraduate student experience and attended carefully to the well-being and success of its superb student body at all levels. The Provost must continue to promote curricular and co-curricular innovations that respond to the current needs of students and must regularly examine the full range of educational offerings, including master's and doctoral programs, to ensure that the Johns Hopkins experience stands as a model for innovation and daring. The Provost is expected to lead efforts to ensure a modern approach to the professional development of graduate students, preparing them for careers in academia, industry, or entrepreneurial endeavors. The Provost should position the University as a national leader in defining the potential of graduate education, while continuing the impressive efforts to strengthen the undergraduate experience.

QUALIFICATIONS AND CHARACTERISTICS

The Successful Candidate

Johns Hopkins seeks a consummate and experienced academic administrator with a record of elevating the quality and standards of excellence across the enterprise. The Provost must be an imaginative and

energetic leader who can build a strong team and bring along a community in a time of dynamic growth and change.

The search committee understands that no single candidate will have all the ideal qualifications, but it seeks candidates with the following experience and abilities:

- A doctorate or equivalent terminal degree and a record of distinguished scholarship and teaching requisite for a tenured appointment as a full professor at Johns Hopkins University;
- An experienced, accessible, empathetic, and entrepreneurial academic administrator with a track record of success and change management at a complex research institution;
- Outstanding listening and communication skills;
- Budgetary experience and an astute understanding of university finances;
- A proven commitment to advancing pluralism, academic freedom, and free expression;
- Experience guiding the implementation of a comprehensive strategic plan;
- A proven commitment to the importance of undergraduate, graduate, and professional programs;
- A detailed understanding of sponsored research activity in an academic setting, and an ability to identify leaders and initiatives that build institutional capacity for transformative scholarship and research;
- A deep intellectual curiosity and understanding and appreciation for the varied schools within the institution and a deeply held belief and a clear record of supporting interdisciplinary hires and center development;
- Successful and decisive management of the myriad issues and decisions that cross the provost's desk while maintaining a commitment to transparency, trust, and open communication with multiple constituencies;
- Evidence of working collaboratively with a leadership team; judicious and diplomatic temperament; courteous, respectful, and tactful manner.

COMPENSATION

Compensation will be commensurate with experience and market factors, with an anticipated salary range of approximately \$800,000 to \$900,000. The position is also eligible for competitive benefits and performance-based awards. Therefore, the actual compensation paid to the selected candidate may vary slightly from the salary range stated herein.

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 [here](#).

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Johns Hopkins University is committed to recruiting, supporting, and fostering a diverse community of outstanding faculty, staff, and students. As such, Johns Hopkins does not discriminate on the basis of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, veteran status, or other legally protected characteristic in any student program or activity administered by the university or with regard to admission or employment.

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ADDITIONAL BACKGROUND

Johns Hopkins University

Johns Hopkins University was founded in 1876 as part of a \$7 million bequest from Johns Hopkins, a Quaker merchant of Baltimore, who directed that the funds be used for the establishment of a university and a hospital. Johns Hopkins University is America's first research university, founded for the express purpose of expanding knowledge and putting that knowledge to work for the good of humanity. Under the leadership of its visionary first president, Daniel Coit Gilman, the institution conceived the key elements of the American research university: a creative faculty given the freedom and support to pursue research; fellowships to attract the brightest students; education emphasizing original work in laboratory and seminar; and scholarly publication. The creation of this model and its later replication at other schools led to the American research university system as it exists today and that is emulated around the world.

Currently, Johns Hopkins is world-renowned for undergraduate and graduate study, research, professional practice, and patient care. It attracts more federal research funding than any other university in the United States. The institution now comprises approximately 5,200 faculty, 6,000 undergraduate students and 25,000 graduate students across 400-degree programs at the baccalaureate, master's, and doctoral levels. The mission of the University is to educate its students and cultivate their capacity for life-long learning, foster independent and original research, and bring the benefits of discovery to the world.

While Baltimore is the University's hometown, there are campuses throughout the Baltimore-Washington D.C. area, including 555 Pennsylvania Avenue, the University's new home in Washington, D.C. Internationally, in Bologna, Italy, and Nanjing, China. Johns Hopkins is also home to the nation's largest university-affiliated research center, the Applied Physics Laboratory. Faculty and students conduct research on six continents, and, as of last fall, more than 25 percent of the university's students come from countries outside of the United States.

There are ten academic divisions within the University. The Zanvyl Krieger School of Arts and Sciences, the Whiting School of Engineering and the School of Education are based at the Homewood campus in northern Baltimore. The School of Medicine, the Bloomberg School of Public Health and the School of Nursing are located in East Baltimore, sharing a campus with The Johns Hopkins Hospital. The Carey Business School and the Peabody Institute for Music are located in Baltimore's historic Mt. Vernon neighborhood and the city's downtown respectively. The Paul H. Nitze School of Advanced International Studies and our new School of Government and Policy are based in Washington, D.C. at our Hopkins Bloomberg Center. The Applied Physics Laboratory ("APL") is based in Laurel, Maryland, on a 400-acre campus with specialized technical facilities for its government R&D activities. For many years, Johns Hopkins has won more federal research and development funding than any other university, including ranking first among universities in grant support from the National Institutes of Health and the National Aeronautics and Space Agency.

Johns Hopkins is the leading private employer in Baltimore City and one of the leading employers in the state of Maryland. Johns Hopkins' history and success have been deeply entwined with the history of Baltimore and its citizens since its founding and this engagement and mutual benefit continue today. Johns Hopkins partners with community and civic leaders in sustaining the health and wellbeing of our city, and supporting educational, economic, and social opportunity for Baltimoreans, through initiatives like our economic inclusion program HopkinsLocal that encourages building, buying and hiring locally; partnerships like Vision for Baltimore, a public-private partnership that has provided 20,000 free eyeglasses to public school students; and the Henderson Hopkins School, a K-8 school operated by Johns Hopkins, among others. Additionally, Johns Hopkins Technology Ventures, our portal for the incubation and launch of Hopkins-based translational and entrepreneurial efforts is committed to ensuring more companies are founded, grow, and stay in Baltimore. Over the past decade, JHTV has managed a portfolio of startups that has raised \$4.8 billion in venture capital and created over 130 startups based on Johns Hopkins ideas and launched a Social Innovation Incubator to help support local entrepreneurs across Baltimore City. Johns Hopkins' overall economic impact is \$40 billion in Maryland and \$19 billion in Baltimore, with \$9.9 billion in Maryland and \$4.5 billion in Baltimore City coming from research alone.

President Ronald J. Daniels

Since taking office in March 2009, Ronald J. Daniels, Johns Hopkins University's 14th president, has focused his leadership on strengthening and expanding Johns Hopkins' community engagement in Baltimore and beyond; championing individual excellence and access in higher education; nurturing collaboration that spans disciplines and reflects the diversity of ideas, experiences and thought that fuel innovation. These overarching themes created the backbone of the *Ten by Twenty* and the *Ten for One*, the University's comprehensive strategic plans, and the \$6 billion Rising to the Challenge campaign, and continue to shape the direction of Johns Hopkins as it celebrates its 150th anniversary.

A law and economics scholar, he is the co-author of eight books and dozens of scholarly articles on the intersections of law, economics, development, and public policy. His writing has also focused on the constraints facing young scientists, the significance of the humanities, and public and private university governance. His most recent book, *What Universities Owe Democracy*, takes up the challenges facing democracy and argues for the indispensable role that universities play in sustaining democratic societies at this critical moment in history. Before coming to JHU, Daniels was Provost and Professor of law at the University of Pennsylvania and Dean and James M. Tory Professor of Law at the University of Toronto. He earned an LLM from Yale University and a JD from the University of Toronto.