



Search for the Dean of the College of Engineering and Computer Science  
The University of Tulsa  
Tulsa, Oklahoma

The University of Tulsa (TU), Tulsa's premier academic and research institution, seeks an innovative and entrepreneurial leader to serve as the new Dean of the College of Engineering and Computer Science (ECS). The Dean will join TU at a transformative time, working closely with a new President and Provost focused on a bold vision of joining the highest rank of research universities (R1) and creating an innovation ecosystem that attracts talents from around the world to Tulsa. Recently renamed as the College of Engineering and Computer Science, the College is clearly a pillar of TU's ambitious goals, and the new Dean will help propel the future of ECS, TU, and Tulsa.

With roots that trace back to 1894, TU has grown into the region's most prestigious university, welcoming 4,000 students from around the world. TU is one of the top 100 private U.S. research institutions and Oklahoma's highest-ranked private university. TU recently completed one of its most successful years. The first-year class of Fall 2022 is nearly 40% larger than two years ago and is the most diverse in TU's history. The endowment has gone up almost 33%, making it one of the largest in the nation at \$1.35 billion. The University welcomed 16 new faculty members in fall 2022, including three in Cyber Studies and one in Chemical Engineering, bringing compelling research backgrounds to contribute to TU's dynamic academic community. In 2023, TU will launch a new capital campaign to endow professorships, build additional research spaces, and provide more student scholarships to attract and retain top talents.

With a dedicated and innovative philanthropic sector, the city of Tulsa has transformed into an attractive, exciting hub of economic activity in the Heartland. Tulsa is home to some of the nation's largest companies, with key industry sectors that include aerospace, energy, health care, technology, manufacturing, and transportation. As a pillar in the Tulsa community, TU plays a pivotal role in continuing to propel the city forward.

In 2021, TU launched its new [strategic plan](#) with five priorities, including becoming a world leader in energy and cybersecurity. As an already established global leader in petroleum engineering education, ECS will expand TU's focus toward the future of oil and gas while growing strengths in energy transition and sustainability across disciplines. The new ECS Dean will also build on the College's reputation in public

sector cybersecurity to position TU as a renowned leader in government and private sectors, incorporating artificial intelligence, data analytics, ethics, and more. With a remarkable faculty, high-quality undergraduate education, state-of-the-art facilities, novel research and campus-wide collaboration, the Dean will help enhance the impact of ECS and shape the future of TU, the city of Tulsa, and the state of Oklahoma for years to come.

Moving forward, the new Dean will shepherd the College through its next phase of growth and influence, addressing the following set of key opportunities and challenges:

- Develop a compelling strategic direction for the future of the College that galvanizes the community and fuels TU's momentum to R1
- Grow research and enhance TU's impact by supporting a culture of excellence
- Continue to provide an excellent educational experience for both undergraduate and graduate students
- Recruit, retain, and develop eminent faculty
- Strengthen partnerships and leverage the city of Tulsa as a strategic advantage for the College's growth

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document, which was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

## **ABOUT THE UNIVERSITY OF TULSA**

The University of Tulsa is a private, nondenominational, NCAA Division I, student-centered research university with an R2 Carnegie Classification, whose mission reflects core values in excellence in scholarship, dedication to free inquiry, integrity of character, and commitment to humanity. As Oklahoma's top-ranked private university and a "Best Value" among all U.S. universities, TU welcomes students from many different faiths and countries. The University fosters a rich, diverse experience for students and faculty regardless of religious or cultural background through a strong belief in mutual respect and understanding.

Today TU offers 66 bachelor's, 28 master's, and 15 doctoral degrees and currently enrolls 3,705 (2,613 undergraduate and 1,092 graduate/law) students. 33% of those come from multicultural backgrounds and 9% are international. TU students have won 64 Goldwater Scholarships, 22 Fulbright Scholarships, 5 Marshall Scholarships, and 3 Rhodes Scholarships, along with several National Science Foundation, Department of Defense, and Morris K. Udall Fellowships. TU boasts top faculty delivering exceptional teaching and scholarship, with 303 full-time faculty, including 43 endowed chairs/professorships across five colleges: Arts and Sciences, Business, Engineering and Computer Science, Health and Natural Sciences, and Law.

TU seeks to deliver deep, career-ready knowledge and skills married with a well-rounded educational experience that fosters critical thinking skills and emotional intelligence. Students benefit from personalized faculty attention and support inside and outside the classroom. Each student builds a portfolio of skills comprised of broad academic courses, internships, and student research. TU offers an academically serious and intellectually curious student community to support these goals.

Research opportunities start the moment students step on campus. Since 1992, the Tulsa Undergraduate Research Challenge (TURC) has enabled undergraduates at TU to conduct advanced research under the guidance of expert professors. The program is a big draw for many students. TU has over 30 different research centers, institutes, and labs that provide hands-on, in-depth research opportunities for faculty and students. For over 50 years, TU's North Campus Research Facilities have supported numerous industrial consortia related to energy research and transitioned results from pilot scale experimentation to the field. In FY2020, the total funded external research was \$17.5 million, with 40% coming from federal sources, 53% from private sector, 5% from state and local government, and 2% from non-profit and other organizations.

The University is fortunate to have a strong endowment of \$1.35 billion thanks to its highly dedicated philanthropic and alumni base. In fall 2020, more than \$15.8 million in financial aid was awarded to incoming TU first-year students. Internship experiences are plentiful, and graduates report a 93% placement rate within six months of graduation. Graduates of TU also enjoy the highest earning potential among all Oklahoma universities, according to PayScale.com.

For more information about TU, please visit [www.utulsa.edu](http://www.utulsa.edu), including our lang acknowledgement: <https://utulsa.edu/university-of-tulsa-land-acknowledgment/>

### **University Leadership**

Brad Carson, JD, became TU's 21<sup>st</sup> President on July 1, 2021. Having built a distinguished career in public service, law, and education, Carson had been a professor at the University of Virginia since 2018, teaching courses related to national security and public sector innovation. He also served as a senior advisor at Boston Consulting Group. In 2015, President Barack Obama appointed Carson acting under secretary of defense for personnel and readiness at the U.S. Department of Defense. Prior to that, he served as the under secretary of the U.S. Army. Raised in Oklahoma on Indian reservations, Carson received his BA from Baylor University and was a Rhodes Scholar at the University of Oxford. He then went on to earn a JD at the University of Oklahoma.

George Justice, PhD, joined TU as Provost and Executive Vice President for Academic Affairs on July 1, 2022. He came to TU from Arizona State University, where he served as dean of humanities in ASU's College of Liberal Arts and Sciences from 2013 to 2017. Justice is one of the nation's leading thinkers on issues facing universities and a long-time columnist for The Chronicle for Higher Education. Prior to joining ASU, Justice taught at the University of Missouri, also serving as vice provost for advanced studies and

dean of the Graduate School from 2010 to 2013. Justice received his bachelor of arts in English from Wesleyan University and his master's degree and doctorate from the University of Pennsylvania. He also taught at the University of Pennsylvania, Marquette University, and Louisiana State University.

### **ABOUT THE COLLEGE OF ENGINEERING AND COMPUTER SCIENCE (ECS)**

In November 2022, as part of the drive to become an R1 institution, better align academic units, and position the University for success, the University of Tulsa decided to reorganize its academic colleges. It created the College of Engineering and Computer Science and the Oxley College of Health and Natural Sciences, moving natural sciences from an association with engineering to health sciences. While this shift is organizational in structure, it doesn't change the curriculum, faculty, or physical space of the respective colleges. This [reorganization](#) has received overwhelming support from faculty and department chairs due to the potential for more collaborative undergraduate, graduate, and faculty research and will formally go into effect on July 1, 2023.

The newly named College of Engineering and Computer Science enjoys a long history of academic excellence in computer science, engineering, and cyber security with several top-ranked programs. The cyber security program is growing in global reputation and is ranked No. 23 by *U.S. News and World Report* (tied with Harvard). TU has two Centers of Academic Excellence (CAE) designations from the National Security Agency in Cyber Defense Education and Cyber Research. The McDougall School of Petroleum Engineering is ranked No. 3 among petroleum engineering graduate schools and No. 5 among undergraduate programs by *U.S. News and World Report*.

The College offers 22 bachelor's, 15 master's, and 7 doctorate programs, serving 1031 undergraduate, 160 master, and 133 doctorate students, and is home to 101 faculty and 38 staff. Five of the bachelor's programs are accredited by the Engineering Accreditation Commission of ABET, including Chemical Engineering, Electrical Engineering, Mechanical Engineering, Engineering Physics, and Petroleum Engineering. The bachelor's degree in Computer Science is accredited by the Computing Accreditation Commission of ABET.

TU has long-standing scholarship for service programs supported by the NSF and the NSA. The TU-Team8 [Cyber Fellows Initiative](#) is a competitive, one-of-a-kind assistantship reserved for up to 10 PhD students per year in the College of Engineering and Computer Science, who will develop research projects that seek to accelerate commercial technology across cyber, data science, and machine learning. The Cyber Fellows initiative is funded by a generous donation from the George Kaiser Family Foundation to reach a steady state of 40 funded PhD students per year and works with the Tulsa Innovation Labs, a new economic development arm of GKFF, and Team8. The program was recently approved for a \$6.3 million, five-year NSF award to support more computer science and engineering students in the ongoing effort to protect America's cyberspace. The program has helped position TU as one of the top cyber education schools in the nation, fielded more than 400 students over its 22 years, and is one of the largest and most intense programs of its kind.

In 2022, TU launched the Oklahoma Cyber Innovation Institute (OCII) in partnership with Tulsa Innovation Labs, which is designed to promote research activity, workforce development across the state of Oklahoma, and commercialization of cybersecurity technologies. Tulsa Innovation Labs is developing a city-wide strategy for growing Tulsa's innovation economy and is working with a diverse coalition of partners to position Tulsa as a tech hub and a leader in the future of work. The new Institute will be a transformative initiative for the growth of cyber research within the University as well as for the local Tulsa ecosystem.

The College has seven schools and departments, including:

- [Russell School of Chemical Engineering](#)
- [Tandy School of Computer Science](#)
- [School of Cyber Studies](#)
- [Department of Electrical & Computer Engineering](#)
- [Department of Mathematics](#)
- [Department of Mechanical Engineering](#)
- [McDougall School of Petroleum Engineering](#)

## **ROLE OF THE DEAN**

As the chief academic leader of the College, the Dean reports to the Provost and Executive Vice President for Academic Affairs and provides support for the faculty, staff, and students by creating an inclusive environment and strong sense of community. Teaching, learning, research, and service to community are important priorities of the College and will be an important focus of the Dean. Student success must be a core passion and commitment. The Dean is responsible for the quality of academic programs and for managing the fiscal, human, and physical resources of the College, including staff and faculty recruitment and development, curricula, delivery of student services, and facilities maintenance. The Dean works collaboratively and collegially with other Deans and University leadership to develop and implement initiatives in support of the University's mission and will have direct access to the President via regular one-on-one meetings.

The Dean plays an external role as a fundraiser and representative for the College and University, overseeing a substantial operational and research budget. Positions reporting directly to the Dean include two Associate Deans and chairs of the seven departments represented in the College.

## **KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN**

### **Develop a compelling strategic direction for the future of the College that galvanizes the community and fuels TU's momentum to R1**

Building on TU and the College's many successes and institutional assets, the new Dean will work with the community to craft a compelling vision and a set of bold ideas to guide ECS toward its next era of excellence in research, teaching, innovation, and real-world impact. While honoring the College's legacy, the Dean will energize the community around a shared sense of purpose for the College's future.

Working closely with key constituents, the Dean will develop a strategic direction and plans that align with the mission and aspirations of TU. While leveraging the College's strengths in energy and cyber, the Dean will also identify new educational and research areas that can create distinction for TU and that are responsive to the needs of students, faculty expertise, and emerging areas of interest. Specifically, the Dean will outline steps to promote research growth and academic success, increase both undergraduate and graduate enrollment and recapture the international market, and cultivate stronger bonds and relationships with the community of Tulsa. As a champion for ECS, the Dean will advocate for its needs and successes, while collaborating with University leadership to determine how best to support and deliver programs that elevate the College's reputation regionally and nationally.

### **Grow research and enhance TU's impact by supporting a culture of excellence**

In support of the University's goal of reaching R1 in the Carnegie Classifications, the Office of Research and Sponsored Programs (ORSP) has implemented multiple incentive programs for proposal submissions, for acquiring external funding for course releases, and for seeding multidisciplinary research initiatives. Collaborating closely with ORSP and other Deans, the ECS Dean will advance the research culture by helping to minimize institutional barriers and encourage faculty to collaborate outside their departments or centers, increasing the University's ability to develop large grant opportunities. With an eye toward expanding the research funding base, the Dean will creatively pursue both university and industry relationships, ensuring the infrastructure necessary to support faculty so that they can respond to research opportunities as they arise in a timely way.

### **Continue to provide an excellent educational experience for both undergraduate and graduate students**

TU prides itself on providing excellent undergraduate education and rigorous, high-quality offerings for graduate students, and connections to industry and regional employers for experiential learning opportunities for both graduate and undergraduate students. To support ongoing excellence in the College and at TU, the Dean will partner with fellow Deans and units across campus to identify further interdisciplinary work and facilitate more innovative, high-impact practices in teaching, learning, and research. TU also prides itself on opportunities for curricular collaboration across campuses enabled by the relatively small size of the University, and there are already substantial collaborations in place

between ECS with the Collins College of Business, the Kendall College of Arts and Sciences, and the Oxley College of Health and Natural Sciences. As a strong institutional partner, the Dean will work with colleagues to encourage smooth pathways for students seeking engineering education and ensure they have the range of problem-solving and interpersonal skills needed to succeed in their careers.

The Dean also will continue to support the College's emphasis on first-rate undergraduate education and recognize the importance of advancing graduate programs within ECS. The Dean will gather input from industry leaders, alumni, donors, and other TU community members to inform how the College can continue to provide relevant academic programs, co-curricular experiences, and research opportunities to prepare students to be strong leaders, team members, and problem solvers. The Dean will build on national connections and a knowledge of the higher education landscape to lead the faculty in establishing and growing curriculum as well as research in new areas of knowledge.

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

ECS is home to a dedicated group of faculty who pride themselves on maintaining close relationships with students—and external colleagues and constituents—through teaching, research, and mentoring. By example and influence, the Dean will continue to attract an exceptionally talented faculty to ECS, hire to current and future areas of focus, enhance the diversity of the University, and support its academic and research mission. The Dean will work with the University leadership to put in place structures to support and nurture excellent junior faculty once they arrive on campus, and garner resources to recruit and retain established renowned senior faculty. The Dean will also seek to cultivate a faculty who understand and appreciate the diversity of the student body and know how to create an inclusive and welcoming community. The Dean will attend to the ongoing needs and professional development of all members of the College and will identify opportunities to strengthen the structures that support both tenure/tenure-track faculty and teaching faculty.

### **Strengthen partnerships and leverage the city of Tulsa as a strategic advantage for the College's growth**

The city of Tulsa is a significant industrial power in aerospace, energy, healthcare, technology, manufacturing, and transportation, and ECS is a key resource for engineering, computer science, and cyber education in the area. There is a great opportunity for increased educational programming, research activity, student internships, and career placement that is synergistic with key partners in underpinning the region's economic success. The Dean will harness the opportunities presented by this dynamic environment, deepening existing ties with current public- and private-sector partners and identifying new areas of collaboration in Tulsa and Oklahoma, so that TU becomes synonymous with Tulsa's growth and success. The Dean should also cultivate relationships with alumni and community supporters to assist in fundraising efforts for the upcoming comprehensive campaign – and in raising the profile of TU as a preeminent private university in the region.

## QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be an experienced academic and administrative leader with a high level of energy, enthusiasm, drive, and determination necessary to achieve ambitious goals. A terminal degree is required along with research and scholarship that merit an appointment as a tenured full professor in the College of Engineering and Computer Science at TU. While no single candidate will meet all the ideal qualifications, the committee seeks candidates with the following professional qualifications, skills, experiences, and personal qualities:

- Demonstrated track record of successful academic leadership and accomplishments at the level of department head or above or comparable experience in industry or government;
- Proven experience in recruiting, developing, retaining, and evaluating faculty and professional staff;
- Commitment to supporting faculty success, with proven ability to mentor faculty and a strong understanding of the environment, physical infrastructure, and resources required to advance faculty research and the processes involved to attain, administer, and renew extramural grant funding;
- A successful record of developing, implementing, and sustaining innovative policies and programs that foster excellence in teaching, research, and service in higher education;
- A demonstrated commitment to diversity, equity, inclusion, and student success, as well as working with broadly diverse communities;
- Excellent financial management skills with a clear understanding of how to build enrollments and revenues;
- Excellent interpersonal and leadership skills and ability to listen to and facilitate conversation between various constituencies, foster collaborative relationships and activities cross disciplines and Colleges;
- A track record of building effective relationships with industry, government, donors, alumni, and funding agencies that result in institutional goodwill and successful fundraising;
- Strong knowledge of issues and trends facing engineering and related disciplines;
- Inclusive team and relationship building skills, with the willingness and capacity to consult meaningfully with faculty and staff, valuing their experience, perspective, and voice in decision-making processes.

## THE CITY OF TULSA

Tulsa is Oklahoma's second-largest city. Enriched by its oil heritage, Tulsa boasts world-class cultural attractions, including the Philbrook Museum of Art, Gilcrease Museum, Woody Guthrie Center, Bob Dylan Center, and the Tulsa Air and Space Museum. The city stands tall with its magnificent art deco treasures, Route 66 gems, and the Cesar Pelli-designed BOK Center – a state-of-the-art venue for national concerts and sporting events. Tulsa's lively entertainment districts feature eateries, shopping and gaming, while the Tulsa music scene is the star of the state. Family fun also prevails in T-Town, home of the highly rated Tulsa Zoo and the Oklahoma Aquarium, as well as extensive Arkansas River trails. The world-renowned



66-acre park, The Gathering Place, offers outdoor respites from all the urban excitement, and has made Times' Greatest Places 2019 list.

Tulsa offers a fabulous array of cultural amenities including the acclaimed Tulsa Ballet, Tulsa Opera, Tulsa Symphony Orchestra, and other programs of the Tulsa Performing Arts Center. Theater-going opportunities abound around town, and the music scene pulses with sound from diverse genres, ranging from country and western to indie rock. A multitude of annual festivals and events like the Tulsa International Mayfest, Linde Oktoberfest Tulsa, Juneteenth, and ScotFest celebrate Tulsa's culture and heritage, adding to the long list of things to do in Tulsa.

Historically, a robust energy sector fueled Tulsa's economy, and the city held the nickname of "Oil Capital of the World" for most of the 20th century. Today, Tulsa is a vibrant community with high-value growth in existing and new businesses, thriving public and private educational institutions, and flourishing communities and downtown. Concerted efforts in economic diversification have created a base in the sectors of aerospace, finance, technology, and media.

The city's innovative program, [Tulsa Remote](#), supported by the George Kaiser Family Foundation, attracts new residents who have full-time employment or are self-employed and can work from anywhere with \$10,000 in cash, a housing stipend of \$1,000, and free-coworking space. Tulsa's housing affordability means a steady influx of young talent.

Tulsa is consistently ranked in the Top 10 on Resonance's Best Small Cities listing of US cities and was featured in the LA Times as a destination cover story. The city has been called one of America's most livable large cities by Partners for Livable Communities, Forbes, and Relocate America, and was ranked among the top 50 best cities in the United States by BusinessWeek. In 2019, Tulsa was ranked #1 in America for wage growth on Inc. magazine's annual Surge Cities list, and #47 overall as a best city in the U.S. for starting a business.

For more information, please visit <https://www.travelok.com/tulsa>

#### **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 for the search: [www.imsearch.com/8757](http://www.imsearch.com/8757). Electronic submission of materials is strongly encouraged.

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