



**Search for the Founding Dean
School of Government and Policy
Johns Hopkins University
Washington, DC**

THE SEARCH

Johns Hopkins University (JHU), America's first research university, seeks a visionary leader and accomplished scholar to serve as the inaugural dean of a new School of Government and Policy. Housed in a breathtaking new building located at 555 Pennsylvania Avenue in Washington, D.C., this distinct school of graduate and professional studies and undergraduate instruction will prepare the next generation of leaders and public servants to pursue evidence-based solutions to society's greatest challenges, and ensure that today's governments are well equipped to meet the needs of our time. The inaugural dean will be afforded the unique opportunity to shape the new School into a vital community and engine of discovery, impact, and action. The School aims to be a comprehensive hub, featuring both data-driven research and applied, practice-oriented, and evidence-based work. Faculty will draw on the most cutting-edge practices, technologies, and tools to explore solutions for contemporary policy challenges and effective government, and develop novel approaches to multi-disciplinary education and experiential learning as it prepares leaders for tomorrow.

The new School of Government and Policy will build on the foundation of JHU's nearly 150 years of leadership in research and discovery and draw on expertise from across its nine other academic divisions. Anchored at 555 Pennsylvania Avenue, in the heart of the nation's capital, the School will be a natural convening destination for understanding and debating critical policy issues. Its mission builds on JHU's established leadership in civic discourse and its distinction of being the federal government's largest academic research partner for 43 consecutive years, with deep connections across the [School of Advanced International Studies](#) (SAIS), [Bloomberg School of Public Health](#), [Applied Physics Laboratory](#), [Krieger School of Arts and Sciences](#), and many other divisions of the University.

The University's recently released strategic framework – the [Ten for One](#) – includes the following goal: “Develop new pathways to help us translate our cutting-edge research into meaningful policy ideas and become the preeminent source of academic expertise for evidence-based policymaking in service to the nation and the world.” The new School of Government and Policy is critical to realizing this goal.

At a time when the complexity of the policy environment is growing and risks ranging from climate change to unprecedented technological advances to income inequality are escalating, the inaugural dean will have the opportunity to bring innovative approaches – including those drawn from data science – to generating critical insights and advances that arise from academic investigation to help governments, policymakers, and partners in other sectors respond to rapidly evolving public needs. The successful candidate will bring an entrepreneurial spirit to achieve this vision of creating a world-leading new school by leveraging the breadth of excellence across JHU and drawing on its long-held and well-established connections to the federal government. The inaugural dean will have a distinguished academic record, experience as a proven administrator, and a national reputation in the policy realm, bridging the worlds of public policy practice and academic scholarship and research.

JOHNS HOPKINS UNIVERSITY

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. To this day, it remains 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, invests in transformative research programs, and cultivates the talents and careers of an outstanding student population. The University conducts \$4.5 billion in federally-sponsored research each year, 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 large and impressive. Among many other honors, 29 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. JHU educates 25,000 graduate students and 6,000 undergraduates. This reflects the scale and depth of its educational and research enterprise.

President Ron Daniels has led the University since 2009. Under his leadership, Johns Hopkins launched its strategic plan, the *Ten by Twenty*. This plan emphasized capitalizing on synergies across the University and building improved academic strength with targeted central investments across specific schools and departments. The plan has 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 first-rate educational and co-curricular experiences in the 21st century. With the strong support of the Board, administration, and broader community, Johns Hopkins recently announced another bold strategic framework, the [*Ten for One*](#), which establishes a subsequent set of ambitious goals that extends its impressive trajectory.

First launched in 2016 and renewed in 2021, the Johns Hopkins *Roadmap* on Diversity, Equity and Inclusion has provided the framework for advancing Johns Hopkins commitment to being a pluralistic community that embraces the values and imperatives of diversity, equity, and inclusion as integral to our institutional missions and our commitment to freedom of inquiry and expression. The *Roadmap's* 24 goals

support Johns Hopkins' belief that a rich diversity of people, experience, background, and thought is core to the university and to the critical inquiry and robust debate that fuel its excellence in research, education, and service. Additionally, Johns Hopkins believes that diversity, inclusion, and equity are essential to the well-being of a democratic society and to a university environment that allows each member of our community to feel valued, engaged, and empowered to succeed

During the last 14 years, the University enjoyed considerable success in its development activities, securing more than \$6 billion and increasing its total endowment to \$11.5 billion, placing it 16th among U.S. universities. As a result of the support received from its donors during its last campaign, the University more than doubled its number of endowed professorships (from 360 to 768); made its undergraduate program need-blind due to the generosity of former New York City Mayor and Johns Hopkins alumnus Michael R. Bloomberg; substantially increased support for graduate professional level financial aid; and created a host of interdisciplinary initiatives including the Coronavirus Resource Center and the Bloomberg Distinguished Professors (BDP) Program, which has resulted in the appointment of more than 50 leading interdisciplinary faculty to two or more schools of the University. The University intends to recruit an additional 50 Bloomberg Distinguished Professors in the years to come, several of which are anticipated for the School of Government and Policy, including on-going recruitment for a BDP cluster focused [Promoting and Governing Technological Advances](#).

THE SCHOOL OF GOVERNMENT AND POLICY

Johns Hopkins University recognized the pressing need for a new government and policy school that, situated in the nation's capital, can contribute to and inform local, regional, national, and global policy discourse at the highest level. Given the research strengths of the University and the growing significance of policy questions across a host of areas that are increasingly front and center in public affairs – including technology, data science, information, climate impact, health, and government innovation – Johns Hopkins is poised to emerge as a leader in this area. From its position in the heart of Washington, DC, as well as its many areas of excellence across academic disciplines and units, JHU will bring a multidisciplinary approach to generating new knowledge and solutions to pressing policy challenges.

Similar to JHU's other academic divisions, the School of Government and Policy will be grounded in both a commitment to exceptional education and world-class research. It will prepare the next generation of policy and public sector leaders to pursue evidence-based solutions to society's greatest challenges through an innovative approach that 1) embeds science, data, and the role and impact of technology in the curricula; 2) gives students the tools they need to think strategically and creatively about policy and government innovations that address the needs of the people they serve; and 3) emphasizes the critical need for cross-functional skills and capabilities at all levels of government and in bridging public, non-profit, and industry sectors.

The School will be housed in a cutting-edge new building at [555 Pennsylvania Avenue](#) that offers a multidisciplinary hub for education, research, collaboration, and engagement. It is strategically positioned

as a non-partisan convening destination for global experts and leaders that connects research with policymaking in service of informing decision-makers and strengthening global democracy. The School's co-location with the School of Advanced International Studies (SAIS) at the new facility will allow the two schools to combine faculty expertise in a powerful way to address pressing transnational policy challenges. The School will also draw on the work of existing government-strengthening ventures at JHU, such as the [Bloomberg Center for Public Innovation](#) and the [Bloomberg Center for Government Excellence](#).

Over its foundational years, the School will grow to encompass 35 full-time faculty members whose expertise will span theoretical and applied approaches to public policy and government, including broad academic investigation of governmental structures and exploration and crafting of public policy in specific fields. Given the expected close collaboration and intellectual synergies, several faculty positions are expected to be joint appointments with SAIS. Other critical linkages across the University, likely including additional cross-appointments, include the [Promoting and Governing Technological Advances](#) cluster of the Bloomberg Distinguished Professors and the recently announced major [initiative in data science and AI](#). These researchers within the School of Government and Policy will be complemented by a community of distinguished practitioners, including visiting fellows and scholars from government, policy, non-profit, advocacy, journalism, industry, and other sectors.

Public programming at the School will begin in the fall of 2024, and the first admitted students will start classes in the fall of 2026. The new School will be supported through philanthropic funding and is projected to serve approximately 200 to 250 graduate students while also hosting educational opportunities for undergraduate students in Baltimore and Washington, DC.

ROLE OF THE DEAN

The founding dean is responsible for facilitating the development of a unifying vision and strategic direction for the new School that will quickly establish its reputation and position as one of the leading schools of policy. The dean reports to the Provost and is the School's chief academic and administrative officer. In consultation with the Provost and President, the dean will convene and lead a Faculty Advisory Committee to set the academic direction of the School, and lead faculty recruitment. The founding dean will also convene an External Advisory Committee comprised of leading policy experts in academia, government, non-profit, and industry sectors to guide its strategy and direction. In addition, as the inaugural leader, the dean will establish the organizational structure for the School, including the appointment of a leadership team to ensure the efficient operations of the unit.

The dean will be a strong University citizen and work to establish connections across all schools and units and ensure that the new School develops substantive and collaborative relationships with the University's other campuses in Baltimore.

KEY OPPORTUNITIES FOR THE DEAN

Establish a cohesive vision and strategy to launch a world-class School of Government and Policy.

The dean will have the rare opportunity to envision and establish from the ground up a new School within a leading research university that meets the needs of our time. This is a creative endeavor that will set the intellectual direction of the School as well as forge the academic culture and community. The parameters are intentionally broad for a founding dean to shape the future direction through dialogue with leaders across JHU and beyond. The mandate is to create a School that is evidence-based, applied, practice-oriented, disciplined by data-driven research, and anchored by the promise of strong public institutions. The dean will lead and build a vibrant, collaborative, innovative, intellectually engaged, and inclusive culture that attracts top scholars, practitioners, staff, and students to the School. One important aspect of the School's emerging identity will be a significant presence in the quickly evolving data science, technology, government innovation, and public policy ecosystems.

Recruit a distinguished, diverse founding faculty that quickly establishes the credibility and reputation of the School.

The founding dean will have a profound imprint on the School for generations to come by appointing the foundational faculty members. Within the first five years, the School expects to recruit a diverse group of approximately 35 full-time faculty. The dean will have generous packages to attract leading scholars at all ranks to constitute the new faculty. The dean will work closely with other deans at JHU, as it is expected that some faculty will have cross-appointments with other schools, most notably SAIS. Several Bloomberg Distinguished Professorships, the University's most prestigious endowed positions, are expected to be directed to the new School for hiring world-renowned scholars.

Promote connections and collaborations between the new School, the broader University, and beyond.

The University has made tremendous strides in promoting collaboration across disciplines, and the academic units thrive through collaboration at the intersections. The School of Government and Policy will, by its very nature, be an academic unit that addresses issues explored in other areas of excellence across the University. As the School defines its mission, focus, and approach, the founding dean will build bridges across JHU and identify areas of preeminent research where there is an opportunity for synergy and where JHU can become a leading voice in policy research. The dean will build and sustain a culture and community rooted in collaboration, interdisciplinarity, and service throughout the School. The dean will also be a University leader and will work closely with the senior administration and other centers, departments, and schools across JHU to coordinate in areas of shared interest to advance the goals of the *Ten for One*. In addition, the dean will engage and communicate with the internal constituents of students, faculty, and staff and be highly visible externally in Washington, D.C., and beyond with government and non-government entities and organizations engaged in the policy realm.

The extraordinary locational advantage of being at the nerve center of the U.S. government in Washington D.C., with colleagues in Baltimore and around the world, will position the School as a critical interdisciplinary policy hub where theory and practice interface and thrive. The dean will leverage the new Washington D.C. location, together with the larger university, to create distinctive interdisciplinary study and problem-solving opportunities not available at peer institutions.

Establish organizational processes and efficiencies and effectively manage and steward finances.

While JHU has committed significant resources—financial and otherwise—to the new School of Government and Policy, the dean will be expected to attract the human capital and establish the operational structure and team to achieve its aspirations. In addition, the dean will create the internal systems and processes necessary to support a modern, world-class academic unit that is nimble and has the ability to respond to emerging opportunities. This work will include establishing a system of shared governance that is in keeping with JHU's strong culture of faculty inclusion across the University.

Recruit outstanding students and create an unparalleled student experience.

The government and policy school landscape is increasingly competitive, with a growing number of seats available for a limited number of qualified students applying for admission. The dean will be expected to generate excitement about the new School, leveraging its location and facilities as well as the highly interdisciplinary and applied programs, and attract top students. In keeping with the University's goals as outlined in the Second JHU Roadmap on Diversity, the dean will create access programs to ensure a robust and diverse student body as well as infrastructure and support to help all students thrive in their studies and careers. In the first five years, the dean and their foundational team will be expected to recruit 200-250 graduate and professional students to its programs while also offering a robust set of courses and offerings for undergraduate students. The dean and the inaugural team will design and develop a curriculum that blends theory and practice and provides students with the ability to work comfortably with disciplinary and interdisciplinary approaches.

QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will be a distinguished academic with substantive experience managing an operationally complex institution. A doctorate or equivalent terminal degree and a record of distinguished scholarship requisite for a tenured appointment as a full professor in the School of Government and Policy at Johns Hopkins University is required.

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

- Academic stature, a record of scholarship and recognition within the policy-making community, with the ability to lead and inspire the faculty on issues of academic and programmatic innovation and policy engagement;
- A track record of success as an experienced academic administrator in a complex university or similar organization;
- A track record of developing and implementing an ambitious vision;
- Familiarity with the landscape for schools of government and policy, emerging trends, and opportunities for distinction;
- An astute understanding of university operations and the ability to work collaboratively with other campus leaders;
- Budgetary experience and a keen understanding of how to deploy resources in support of the academic mission;
- A proven commitment to diversity, equity, belonging, and inclusion;
- The capacity to recruit, retain, and develop a diverse community of exceptional faculty, staff, and administrators;
- The ability to attract financial and human resources;
- An experienced, accessible, empathetic, and entrepreneurial leader;
- Outstanding listening and communication skills; and,
- A high degree of integrity and an unwavering ethical compass.

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: <https://www.imsearch.com/open-searches/johns-hopkins-university/founding-dean-school-government-and-policy>. Electronic submission of materials is strongly encouraged.

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