UNIVERSITY OF MICHIGAN

Position Specification

University of Michigan
Dean, School of Information

2015-2016
POSITION SPECIFICATION

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<th>Position</th>
<th>Dean, School of Information</th>
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<tr>
<td>Institution</td>
<td>University of Michigan</td>
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<td>Reporting Relationship</td>
<td>Provost and Executive Vice President for Academic Affairs</td>
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<tr>
<td>Location</td>
<td>Ann Arbor, Michigan</td>
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<td>Website</td>
<td>si.umich.edu</td>
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ABOUT THE SCHOOL OF INFORMATION

The School of Information at the University of Michigan (UMSI) offers advanced research and programs of study which address the social and technical aspects of contemporary information use, creating and sharing knowledge so that people can use information — with technology — to build a better world. The School's degree programs include a Bachelor of Science in Information; a Master of Science in Information; a Master of Health Informatics; and a Ph.D. in Information. UMSI has approximately 450 graduate students, and brought its first undergraduate students in 2014 for its ground-breaking bachelor of information degree (the first of its kind in the U.S.), which examines what makes information valuable, memorable, and accessible in our lives and communities.

UMSI is cross-cutting intellectual base that draws from the interaction of scholars in areas such as computer science, economics, information systems, history, library and information science, and psychology. The synergy of these disciplines contributes both to the creation of new knowledge as well as to strategic multidisciplinary curriculum. Collaborative faculty and doctoral research projects address such areas as human-computer interaction, information analysis and retrieval, information economics, library and information science, preservation of information, and social computing.

From its inception, the School has set an ambitious course of growth and development, realizing a re-defined and interdisciplinary curriculum, securing substantial research and development support, and establishing a solid resource commitment from the University. The composition of the student body reflects the diversity of interdisciplinary interests, and enrollment projections reflect the growing demand for professionals with the integrated skills and values of UMSI graduates. Significant partnerships and research awards mirror the diversity of support that help shape this community of interests: e.g., significant research and program awards from federal agencies such as NSF, NIH, IMLS, Department of Education, and DARPA as well as Foundations and Industry sponsors such as the Alfred P. Sloan Foundation, Google, and the John D. and Catherine T. MacArthur Foundation. The School has achieved international recognition for its contributions to the development of new information professionals as well as the broader policy domain in which these professionals will participate. These assets, coupled with continued visionary leadership will ensure that the School can leverage these opportunities toward future intellectual and societal achievements.
ABOUT THE UNIVERSITY OF MICHIGAN

The University of Michigan has a long and distinguished history beginning with its founding in 1817 as one of the first public universities in the nation. It is one of only two public institutions consistently ranked among the nation’s top ten universities. The University is distinguished by its broad excellence across many disciplines, with many of its departments and professional schools ranked among the top ten in the country. The University has one of the largest health care complexes and one of the best library systems in the country. Currently with more than $1.3 billion in research expenditures annually, the University ranked third overall in total research expenditures as of 2013, according to the tally made by the National Science Foundation. The University has an annual all funds budget of over $7 billion for the coming year and an endowment valued at more than $9.6 billion. The University is currently in the midst of a $4 billion capital campaign, ending in 2018-19, of which over $2.9 billion has been raised as of June 30, 2015.

Originally established in Detroit, the University moved to Ann Arbor in 1837, where its flagship campus is located. The University has two additional campuses located in Flint, opened in 1958, and in Dearborn, opened in 1959. The 3200-acre Ann Arbor campus is an eclectic, vibrant, cosmopolitan community.

The University’s academic programs are organized into 19 schools and colleges on the Ann Arbor Campus – Architecture & Urban Planning; Art & Design; Business; Dentistry; Education; Engineering; Graduate Studies; Information; Kinesiology; Law; Literature, Science & the Arts; Medicine; Music, Theatre & Dance; Natural Resources & Environment; Nursing; Pharmacy; Public Health; Public Policy; and Social Work. Collectively, the Schools and Colleges in Ann Arbor enroll more than 41,000 students, broken down into 26,000 undergraduates and 15,000 graduate students. The University has more than 5,200 faculty in Ann Arbor. Its faculty has received numerous awards, including MacArthur Foundation awards, Pulitzer prizes, National Medals of Science, National Medal of Technology, and a Nobel Prize. Recognition for creative accomplishments in the arts, media, and public service is also widespread.

As one of the nation’s great public research universities, Michigan encourages the members of its community to make a serious commitment to public service, to diversity in all its manifestations, and to access to opportunity on the widest scale. Faculty research addresses a large range of critical issues—health care, the environment, social issues, technology, educational reform and improvement, and many others. Students take part in community-based service and learning projects, and take advantage of opportunities made possible by the University’s many collaborations with other universities, colleges, and K-12 schools, as well as with a variety of national, state, and private agencies.

The Fiscal Year 2016 operating budget for the Ann Arbor campus is $7.1 billion. This includes the General Fund (teaching, research, library services, student aid, and the operation of the physical plant), the UM Health System, and all other specialized funds. The State of Michigan provides approximately 4 % of the total operating budget and 16 % of the General Fund budget for the Ann Arbor campus. UM continues to enjoy strong financial health even in the most recent fiscal crisis. This is due in large part to its ability to diversify revenue sources, its strong and broad research portfolio, its focus on fiscal accountability within and across the 19 schools, and its strong support from alumni and other donors.

The administrative leadership model at the University of Michigan is decentralized in that the deans of the schools and colleges have significant autonomy in terms of their vision, activities
and budgets. In broad terms, the University’s budgeting system is an “activity-based” budget system, so that increases in certain activities lead to automatic flows of resources and costs to the units that do the work and obtain the revenue. In addition, UM central administration provides a great deal of support for campus-wide activities and intellectual initiatives that cut across the schools and colleges.

Additional information can be found at www.umich.edu

Living in Ann Arbor
Ann Arbor offers an exceptionally high quality of life, combining the safety and intimacy of a smaller city of about 115,000 residents with an abundance of cultural opportunities exceeding those of cities of much larger size. Situated on lush, rolling terrain along the banks of the Huron River, Ann Arbor is one of the world’s great college towns. Intellectual, artistic, and recreational opportunities in the broader community abound for people of all ages. Ann Arbor perennially ranks in magazine polls as one of the best places in the United States to live and raise a family. Twenty percent of Ann Arbor residents speak a language other than English at home, and sixteen percent were born outside the U.S.

The University Musical Society, Ann Arbor Art Fair, Ann Arbor Summer Festival, and Ann Arbor Film Festival punctuate continuous public offerings in the arts and sciences. The University of Michigan’s Museum of Art, Exhibit Museum of Natural History, and Kelsey Museum of Archaeology, along with numerous smaller galleries and exhibits, and innumerable lectures and presentations are free to the public.

Additional information can be found at www.umich.edu/mus_culture.php

Ann Arbor and the University of Michigan provide a major venue for college sports. Several well-known sports facilities exist in the city, including Michigan Stadium (“the Big House”), the largest college football stadium in the country with a seating capacity of 109,901. Crisler Arena and Yost Ice Arena host the University’s basketball and hockey teams, respectively.

Ann Arbor is 30 minutes away from a major international hub airport, making day trips to the Eastern and Central U.S. common and offering easy access to cities around the world. The City of Detroit, 40 miles to the east of Ann Arbor, is in a challenging transition from an over-dependence on the automobile industry to a more diversified economy. From urban farming to artist communities, the transition offers exciting opportunities to explore new models of urban architecture, land use, and organization.

The State of Michigan has more coastline than any state in the union except Alaska. It is surrounded by the Great Lakes, inland seas of stunning beauty with a rich maritime history. From 300 foot high sand dunes and pristine beaches to emerald islands in turquoise water, the Great Lakes are a precious natural resource and an inviting recreational destination.

POSITION OVERVIEW
The new Dean will step into the role at a time when the School of Information has a strong financial footing and outstanding reputation, allowing UMSI to continue its ascendancy and impact in the field. The operations of the school are solid in terms of financial management, enrollment, faculty productivity and institutional culture. Moreover, the School’s mission is both relevant and timely, given the changes in information management and societal needs; the
School’s newly-launched Bachelor of Science in Information is yet another indication of the growing demand for the skills UMSI students possess. Perhaps most importantly, UMSI’s reputation for having a strong interdisciplinary focus has made it distinctive amongst the growing landscape of iSchools.

Nevertheless, it will be important for the School to even further establish its identity in a rapidly-changing field—not only to solidify UMSI’s own reputation, but also the direction of the field itself. The School has just undergone a period of intense growth, and the results of those efforts are paying off. Yet, with this growth comes other challenges: increasing space constraints, the need for curriculum review (already underway) and the challenges and opportunities of being a relatively small school within the University.

Diversity is an expressed value of UMSI and continues to be a priority for the School, as a value to be upheld in all areas—from recruitment to culture to contribution. The next Dean will provide personal leadership on the university’s long-standing commitment to a culture of diversity and inclusion in its intellectual and community life and across its student, faculty, and staff populations. The University of Michigan has worked explicitly and carefully within the framework of the law to recruit students and faculty who create a community that is diverse along many dimensions. But there remains much work to be done. The Dean must strive not only to strengthen UMSI’s broad diversity agenda, but also to institutionalize the positive changes in climate that have been achieved.

There is an inherent richness to a school like USMI, given its interdisciplinarity. That richness, though, can give rise to complex faculty management that is, perhaps, less common in more traditional disciplines. The School now has a portfolio of undergraduate, professional master’s and doctoral programs, each with its unique constituent needs; the growth of any or all of these programs will continue to shape the identity of the School.

The next Dean must thrive in this multifaceted environment, and leverage all of these strong components to allow the School to help all sectors of society realize the potential benefits of the dramatic changes that are occurring in information resources and technology. The Dean will have the vision and experience to lead the community of faculty, students and staff in synthesizing the new, interdisciplinary lines of research and education that are so urgently required.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

The successful candidate’s portfolio will reflect a balanced coalescing of three essential areas of accomplishment: leadership, scholarship, and administration.

I. Leadership

Fundamental criteria

- Prominence/leadership in public and/or scholarly discourse related to the interaction of people, information and technology.
- Record of visionary leadership in program development.
- Ability to develop, articulate, and realize a shared vision for the School of Information to further enhance its program.
- Ability to inspire large-scale financial gifts to the School.
- A leadership style fostering cooperation, consensus-building, and collaborative decision-
making appropriate to an interdisciplinary faculty, and a diverse staff and student body.

- Integrity, vision, creativity, adaptability, persuasiveness among other qualities that inspire confidence and a clear sense of direction for faculty, students, and staff.

**Highly Valued criteria**
- Contribution to policy development and analysis at local, state, national, or international levels.
- Prominence/leadership in creating or promoting new programs, activities, or organizations that have been widely emulated.

## II. Scholarship

**Fundamental criteria**
- Recognized contributions as a scholar and as an expert in one or more substantive arenas relevant to UMSI’s mission.
- Background appropriate for a tenured position as full professor in the School of Information.

**Highly Valued criteria**
- Continuing productivity as a research scholar and/or public intellectual.
- Accomplished commentator and/or educator.
- Record of interdisciplinary research.

## III. Administration

**Fundamental criteria**
- Administrative experience, including ability to establish priorities and make difficult choices among competing demands and to make decisions in a consultative and an informed manner.
- Commitment to attracting and retaining students and faculty from diverse disciplines.
- Commitment to a special emphasis on attracting and retaining students and faculty from historically underrepresented groups.
- Demonstrated ability to acquire and enable campus and external partnerships to enhance the assets or resources of the UMSI Program.

**Highly Valued criteria**
- Demonstrated skill in recruiting, mentoring, and retaining outstanding faculty, students, and staff.
- Thorough understanding of principles of fiscal management and budgeting within a university setting.
- Commitment to guide curriculum development as internal and external needs evolve.
- Successful record of research support and ability to foster a collaborative research enterprise.
- Experience in fundraising.
EDUCATION

The successful candidate will be tenurable at the full professor level in the School of Information. Candidates with distinguished scholarly accomplishments and records of success in academic administration are strongly encouraged. However, the path-breaking mission of the School implies that candidates from other backgrounds – such as information technology companies – may also be highly attractive.

COMPENSATION

The University of Michigan is prepared to offer a competitive compensation package to attract a compelling candidate.

KORN FERRY CONTACTS

<table>
<thead>
<tr>
<th>Kenneth L. Kring</th>
<th>Jackie Zavitz</th>
</tr>
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<tbody>
<tr>
<td>Co-Managing Director, Global Education Practice</td>
<td>Principal, Global Education Practice</td>
</tr>
<tr>
<td>Korn Ferry</td>
<td>Korn Ferry</td>
</tr>
<tr>
<td>1835 Market Street, Suite 2000</td>
<td>1835 Market Street, Suite 2000</td>
</tr>
<tr>
<td>Philadelphia, PA 19103</td>
<td>Philadelphia, PA 19103</td>
</tr>
<tr>
<td>Direct: (215) 656-5309</td>
<td>Direct: (215) 656-5334</td>
</tr>
<tr>
<td><a href="mailto:ken.kring@kornferry.com">ken.kring@kornferry.com</a></td>
<td><a href="mailto:jackie.zavitz@kornferry.com">jackie.zavitz@kornferry.com</a></td>
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Inquiries, nominations and applications should be directed electronically to:

Email: umichischooldean@kornferry.com
Korn/Ferry
1835 Market Street, Suite 2000
Philadelphia, PA 19103

More can be learned about the mission and resources of the School of Information at
https://si.umich.edu

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