



**SCHOOL OF
INFORMATION**

UNIVERSITY OF MICHIGAN

Dean, School of Information

2022-2023

The Institution

Location	Ann Arbor, Michigan
About the Institution	<p>University of Michigan</p> <p>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. Currently, with more than \$1.7 billion in research expenditures annually, the University ranked first overall in total research expenditures among U.S. public universities as of 2021, according to the tally made by the National Science Foundation. The University has an annual all-funds budget of over \$11 billion for the 2022 – 2023 academic year and an endowment valued at \$17.3 billion. In October 2018, the university became the first public university to raise more than \$5 billion in the most successful fundraising campaign in its history.</p> <p>Originally established in Detroit, the University moved to Ann Arbor in 1837, where its flagship campus is located. The U-M campus was founded on the ancestral and current lands of the Ojibwe, Odawa, and Bodewadmi Nations. The sale of this land established U-M's endowment and helped create and sustain it as a premier research university. The University has two additional campuses located in Flint, opened in 1958, and in Dearborn, opened in 1959.</p> <p>The University's academic programs are organized into 19 schools and colleges on the Ann Arbor campus. Collectively, the Schools and Colleges in Ann Arbor enroll more than 52,000 students, broken down into 32,695 undergraduates and 18,530 graduate students. The University has more than 5,606 instructional 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 Nobel Prizes. Recognition for creative accomplishments in the arts, media, and public service is also widespread.</p> <p>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, and to providing 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.</p> <p>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 "activity-based," 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.</p>
About Ann Arbor	Ann Arbor offers an exceptionally high quality of life, combining the intimacy of a smaller city of about 121,500 residents with an abundance of cultural opportunities exceeding those of cities of much larger size. Situated on 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.

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.

Ann Arbor is 30 minutes away from DTW, the Detroit airport, a major international hub, offering direct flights to Asia, Europe, the Middle East, other countries in North America and every major city in the US.

For additional information on living in Ann Arbor and in Michigan, see <https://www.annarbor.org/>.

About the School of Information

The University of Michigan School of Information (UMSI) offers advanced research and programs of study that 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 was one of the first iSchools in the nation and is the premier institution for studying and using technology to improve human-computer interaction, computational social science, data analytics and data science, information economics, health informatics, and library science and archives. More information on research areas addressed by UMSI scholars can be viewed [here](#).

Facts & Figures (More available [here](#))

Degrees Awarded

- Bachelor of Science in Information
- Master of Science in Information
- Master of Health Informatics
- Master of Applied Data Science
- PhD in Information

Total Enrollment | Fall 2022: 1,803

- BSI students: 380
- MSI students: 590
- MHI students: 76
- MADS students: 626
- PhD students: 131

Core Faculty | Fall 2022: 74

Postdocs/Research Fellows | Fall 2022: 20

Core staff | Fall 2022: 85

The School of Information was chartered by the Board of Regents in 1996, but the school has had several other incarnations since its origin as the University of Michigan Department of Library Science in 1926. In 1927, the first class of 34 students graduated with an ABLS degree. In 1928, the department was the third in the nation to receive accreditation by the American Library Association — an accreditation it has held continuously ever since.

The department continued to evolve throughout the twentieth century, reinventing itself to meet the needs of each new generation. In 1948, the department ended its undergraduate program, replaced the bachelor's degree

in library science with a master's degree, and introduced a PhD program. In 1969, the Department of Library Science became the School of Library Science. In 1986, the name was changed again, to the School of Information and Library Science.

Toward the end of the twentieth century, as the pace of change quickened in the information field, the name changed again. The School of Information was founded in 1996, taking on a new identity and mission: to prepare socially engaged information professionals and to create people-centered knowledge, systems, and institutions for the information age.

Today, UMSI's programs are broadly interdisciplinary. The faculty comes from many fields, including computer science, communication, economics, information science, and public health. In many cases faculty have significant industry experience prior to joining UMSI. The student body is likewise diverse, representing well over 100 majors in their prior studies. The faculty, staff, and students reflect the intellectual diversity of the broad range of social and technological sciences that make up the unique UMSI approach to solving information problems.

Administrative offices, faculty offices, and classrooms are located in the North Quadrangle Academic and Residential Complex on the northern edge of the University of Michigan central campus. In 2025, the School will move to a new and larger home on the university's north campus, adjacent and connected to the College of Engineering (more on this below).

UMSI's Core Values

- Learning and research that deeply engage pressing social issues
- Diversity, equity, and inclusion
- Public and scholarly impact
- Effective stewardship of public and donor resources
- Pursuit, integration, and respect of diverse intellectual perspectives
- Being intellectually adventurous and creative
- Public access to information
- Civility and respect in public discourse
- Public undergraduate and graduate education as a path for increased social and economic mobility, in particular for student populations historically underrepresented in higher education
- Passion and engagement
- Work-life balance

Diversity, Equity, and Inclusion at UMSI

In 2015, UMSI created its first Diversity, Equity, and Inclusion Strategic plan. Revised every year, the plan lists specific actions UMSI offices, faculty, and staff undertake to:

- Promote an equitable and inclusive community
- Recruit and retain diverse students, faculty, and staff
- Promote DEI education and scholarship

Progress and highlights from UMSI's first DEI Strategic Plan are summarized [here](#).

The Position

Title	Dean, School of Information
Reports to	Provost and Executive Vice President for Academic Affairs, Laurie McCauley
About the Role	<p>The Dean is the chief academic and administrative officer of the School of Information, responsible to the Provost and Executive Vice President for Academic Affairs for oversight and quality of the School's academic and research programs, managing a general fund budget of approximately \$50 million, with the fastest growth rate among U-M's schools and colleges. The University of Michigan has a decentralized governance structure, granting significant autonomy to schools and colleges to deploy their resources flexibly and intelligently.</p> <p>UMSI is one of a small number of institutions that have both founded and continue to shape the field of information. Under the most recent Dean's leadership, UMSI grew significantly in faculty, staff, and student headcount and expanded its portfolio of programs. The online Master's in Applied Data Science program (MADS) was launched in 2019 and is now the largest program at UMSI by headcount, an indication of the importance of online education to the future of the school. The School has established a deep commitment to diversity, equity, and inclusion (DEI) through the establishment of a DEI Office, standing committee, an Assistant Dean, and a series of ongoing DEI assessments and actions. Among these actions is the 2022 launch of UMSI's Graduate Guarantee, establishing UMSI as the first school at the University of Michigan to also offer free graduate school tuition to students who have already received the University's "Go Blue Guarantee" grant (four years of free tuition for full-time, high-achieving, in-state undergraduate students with family incomes of \$65K or less and assets below \$50K).</p> <p>Looking ahead, as information, informatics, and data science play increasingly central roles in how our society operates across every industry and sector: UMSI is well-positioned to use its considerable intellectual and fiscal resources to shape public discourse and outcomes. The role that UMSI plays must evolve as well. The Dean of UMSI serves as the chief steward of the School's vision-setting and strategy implementation and is thus key to UMSI realizing that vision. From shepherding curricular and program innovation, to supporting research that addresses the critical gaps not met by industry and government, to ensuring that UMSI prepares future leaders in the field who hold both progress and integrity as unassailable values: the Dean will work with faculty, staff, and students to ensure UMSI meets the changing landscape of the field.</p> <p>Importantly, the Dean will oversee the School's transition in 2025 to the University's north campus in Ann Arbor, when UMSI will join the schools of Architecture & Urban Planning; Art & Design; Engineering; and Music, and Theatre & Dance on that campus. Along with the Computer Science and Engineering Division, UMSI will move into the brand new \$145M Leinweber Computer Science and Information Building. The facility represents a convergence of disciplines that will strengthen collaboration, foster innovative research partnerships and lead to the development of breakthrough technologies.</p> <p>The Dean also plays a significant role in ensuring that UMSI lives up to the values of the field of information and of the UMSI community. This responsibility manifests in numerous ways, from serving as a voice externally and internally on the intersection of social justice and information, to ensuring that staff, students, and faculty find UMSI to be a safe, welcoming space that</p>

fosters both rigor and balance. Finally, as one of 20 Deans on Michigan's campus, the Dean of UMSI has the platform to be a voice for justice, equity and the role that the nation's leading public research institution can have on society.

Responsibilities

The Dean of UMSI has the overall responsibility for defining the School's strategic priorities; fostering an inclusive culture and furthering DEI and anti-racism initiatives; recruiting and maintaining an excellent faculty; maintaining a productive and supportive working environment for staff, creating and supporting educational programs of the highest quality; attracting excellent students; creating collaborative opportunities with other schools and departments within the University; and enhancing productive relationships with alumni, donors, and local, national, and international communities.

The successful candidate will have the vision, talent, and energy to build on UMSI's legacy of academic excellence and provide an inclusive and equitable environment for faculty, students, staff, and alumni to continue to make a profound impact in industry and society.

The Dean will be a champion of the School as a community of scholars, teachers, and leaders and will model the School's core strengths and values, especially a commitment to DEI. The new Dean will inspire a dynamic and innovative academic culture appropriate for a changing world.

The detailed responsibilities of the Dean and expectations for the successful candidate include the following:

- Provide strategic direction for UMSI's continued pursuit of its mission and articulation of its identity in the face of changing social, economic, and political landscapes and the opportunities provided by them;
- Develop and build on the School's financial strength via fundraising;
- Build partnership opportunities for UMSI to advance the School's programs and research;
- Sharpen and articulate UMSI's brand in the midst of a changing field and a changing world;
- Create a scholarly environment that promotes excellent research and teaching; promotes equity, diversity, inclusion, and anti-racism; and enhances the School's reputation;
- Lead and manage a highly engaged and motivated faculty and staff to support the mission of the School and cultivate the School's research culture to ensure its academic vitality;
- Promote recruitment, mentoring, and retention of outstanding staff and faculty from across disciplines with special attention to growing diversity;
- Engage with both in-person and remote students in a way that reinforces and builds the connected, purpose-driven nature of the UMSI community;
- Cultivate relationships with alumni and business leaders on a local, national, and international level for the benefit of students, faculty and society.

The Person

Pivotal Experience & Expertise

Scholarly Achievement and/or Field-Building Thought Leadership: The successful candidate will be tenurable at the full professor level in the School of Information at the University of Michigan. 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 – including, but not limited to, industry or government – may also be compelling.

Strategic Vision: Demonstrated evidence of the ability to develop – in consultation with the relevant stakeholders – a strategic vision for an organization’s future; to establish and pursue clear strategic priorities and to inspire others to play a role in collective goals.

Administrative or Operational Leadership: A demonstrated track record of achievement as a strong and collaborative leader and administrator, providing evidence of a capacity to lead UMSI as it pursues its highest priorities. This includes effective management of UMSI’s programs, financial resources, staff, and infrastructure, and a demonstrated ability to partner effectively with the School’s faculty, the President, the Provost, Deans, and other members of the University’s senior leadership team.

Commitment to Diversity, Equity, and Inclusion: A demonstrated track record of supporting DEI initiatives and commitment to equity, inclusion, and diversity in all its forms (e.g., racial, gender, disability, socio-economic, intellectual, methodological, disciplinary, etc.) at their own institution. Strong evidence of being eager and able to lead, recruit, retain, and support a diverse and eminent faculty, staff, and student body.

Stakeholder Engagement: Successful experience in engaging varied stakeholders external to an organization: for partnerships, collaborations and community engagement. An aptitude, if not a demonstrated ability, to fundraise from a range of sources including individuals, foundations, and other relevant organizations.

Engagement Team

Jackie Zavitz

Partner, Social Impact

Office: + 1 215 636 5062

Mobile: + 215 901 9098

Email: jzavitz@heidrick.com

J.J. Cutler

Managing Partner, Social Impact

Office: + 1 215 988 1008

Mobile: +1 215 527 0658

Email: jcutler@heidrick.com

Erin Kneeley

Associate, Social Impact

Office: + 1 215 636 5066

Mobile: + 484 844 7143

Email: ekneeley@heidrick.com

Nomination/Application Information

Initial screening of applicants will begin immediately and continue until the position is filled. The University of Michigan will be assisted by Jackie Zavitz, J.J. Cutler, and Erin Kneeley of Heidrick & Struggles, Inc.

Nominations and applications should be directed to: UMSIDean@heidrick.com

The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions. Inquiries or complaints may be addressed to the Equity, Civil Rights and Title IX Office (ECRT) at 734-763-0235 and ecrtoffice@umich.edu, and as follows:

Sex/Gender Identity/Gender Expression/Sexual Orientation, including sexual misconduct: ECRT Sexual and Gender-Based Misconduct Director and Title IX Coordinator

Disability: ECRT Disability Director and ADA Coordinator

Race/Color/National Origin/Age/Marital Status/Religion/Height/Weight/Veteran Status: ECRT Civil Rights Director

Land Acknowledgement: *The University of Michigan occupies the ancestral, traditional, and current lands of the Anishinaabe or People of the Three Fires, namely the Ojibwe, Odawa, and Bodewadmi Nations. These nations were forced to cede their lands in 1817 through the coercive Treaty at the Foot of the Rapids. The Treaty earmarked half of the lands for 'a college at Detroit,' where Indigenous students would be able to receive an education. Despite this commitment, U-M did not enroll an Indigenous student until 130 years later. Additionally, it is the sale of this land that established U-M's endowment and helped create and sustain U-M as a premier research university.*

As U-M continues to occupy this land, we recognize that this acknowledgment does not substitute for the creation of an authentic and sustained relationship with the indigenous communities and their lands that we occupy. Further, this acknowledgment will not erase the harm and violence that have been done to indigenous people through the actions and inactions of the institution. However, through a land acknowledgment U-M is taking an important small step towards the creation of an equitable, sustainable, and self-determined future. In offering this land acknowledgment, we recognize and affirm indigenous people and communities who live in Michigan now and those who were forcibly removed from their homelands. We also affirm Indigenous histories and experiences, and the historic and ongoing struggles for Indigenous sovereignty.