



Dean, Herbert Wertheim College of Engineering

University of Florida

Gainesville, Florida

THE SEARCH

The University of Florida (UF), a member of the American Association of Universities (AAU) and Florida's public flagship university, seeks an accomplished and ambitious leader to serve as the Dean of the Herbert Wertheim College of Engineering (HWCOE or the College). This is an opportunity to lead a college enjoying a tremendous run of success and growth at a university that offers a unique combination of scale, breadth, and excellence.

Thanks to generous philanthropic and state support, HWCOE has two new signature buildings and is completing aggressive hiring initiatives to expand the faculty. This growth has allowed the College to become more diverse, productive, and collaborative as the faculty produces world-class research and educates engineering leaders with the skills and creativity to change the world. The Dean will build off of this strong foundation to aggressively pursue excellence in HWCOE's research, teaching, and outreach missions and promote its story and impact on a national and global level.

The University of Florida has made significant investments in faculty across the University, adding more than 500 new positions supported by the state legislature over the past several years. Another 100 new faculty are being hired across campus through a signature long-term artificial intelligence initiative that will transform the curriculum and research at UF. These efforts are part of a run of growth and success at UF that has translated into a startling rise in the U.S. News and World Report (USNWR) rankings. The University has moved up 22 spots in rankings of national universities since 2017 and is now ranked the No. 5 public university in the nation, with excellence across the campus reflected in 28 top-25 national programs. Total University research expenditures increased to \$960 million in FY 21.

Reporting to the Provost and Senior Vice President for Academic Affairs, the Dean is the chief academic officer of the College and is responsible for leading its education, research, service, and outreach agenda, as well as leading philanthropic efforts and building strategic internal and external relationships to support its mission. The Dean will pursue excellence in a variety of ways: developing and moving aggressive research agendas and projects within the College and across UF, improving the College's reputation across multiple metrics including rankings, federal funding, inventions, and patents and licenses; developing a strategic vision for the College that will carry it through the next decade; and leading a vigorous fundraising program in support of the College for the next campaign. The Dean must be an experienced administrator and collaborative leader who views inclusion, diversity, equity, and access (IDEA) as foundational values central to a successful academic enterprise.

The University has retained Isaacson, Miller, a national executive search firm, to assist in this search. All inquiries, applications, and nominations should be directed in confidence as noted at the end of this document.

UNIVERSITY OF FLORIDA

The University of Florida (UF) is a land-grant research university and the flagship of Florida's state university system. Founded in 1853 and located in Gainesville since 1906, UF has 16 colleges, a major academic health center, a championship-winning athletic program and, in keeping with its land-grant mission, one of the nation's most comprehensive agriculture and natural resources programs. All are located on the university's 2,000-acre campus, joining its historic core with advanced facilities and preserved natural areas, and connecting to adjacent innovation, commercial, and residential districts. The University is among the nation's largest and most academically comprehensive, offering more than 100 undergraduate majors, 200 graduate programs, and 30 certificates. With their online bachelor's program ranking first in the nation by USNWR, UF is also a leader in providing online education that allows online students to graduate with the same valued credentials as their on-campus peers. UF prides itself on providing students with a fulfilling and affordable educational experience, with more than half of UF students graduating with no student loan debt.

Community

Enrollment numbers for Fall 2021 totaled 41,180 undergraduate, 16,017 graduate, and 3,915 professional students for a total enrollment of 61,112. The University employs more than 30,000 people, including approximately 6,470 faculty. UF faculty include 40 members of the National

Academies including nine National Academy of Engineering members. Fifty-two faculty are fellows of the American Association for the Advancement of Science.

The University received a record number of applicants to last fall's entering class. Of the more than 52,000 students who applied, more than 16,500 were accepted. The average SAT and ACT scores for the Class of 2025 are 1376 and 30. First-year retention rate for UF students is 97 percent and the latest six-year undergraduate graduation rate is 91 percent, placing UF among the top-10 public universities in the nation in that metric. UF is also ranked No. 10 on the USNWR list of Best Colleges for Veterans. The University has more than 450,000 living alumni.

More than 75 percent of students are Florida residents, but University of Florida students hail from 48 states and more than 140 countries. The University serves a diverse community and the commitment to inclusion, diversity, equity, and access excellence runs throughout the institution. UF has embedded antiracism initiatives into education, research, and community engagement, embracing the philosophy that the entire institution is stronger for the culture of inclusion, diversity, equity, and access fostered in all educational, social, and research endeavors at both the university and college level.

Financials

The University has enjoyed a sustained run of unwavering support from the State of Florida, which has endorsed its drive to become one of the nation's best public research universities while offering the second-lowest undergraduate tuition rates for in-state students among all flagship universities in the nation. The University has an annual budget of \$3.4 billion and will close the largest fundraising campaign in its history later this year. *Go Greater* has already exceeded its \$3 billion goal and generated vital funds to support students and faculty, improve the university infrastructure, and pursue multidisciplinary ideas to address global challenges.

UF today

With engineering, life sciences, and a comprehensive complex of health science colleges within walking distance of one another, UF's disciplinary breadth positions it well to address modern problems and questions through interdisciplinary research. For the first time in 2021, USNWR ranked UF on the list of the nation's most innovative universities. Research expenditures have grown by 20 percent since 2017 as the University has sought and won more large, multi-PI grants. It is home to more than 170 research centers and institutes across its portfolio and is among the top 25 public research universities in the U.S. for industry-sponsored research. Notably, the institution is a leader in artificial intelligence (AI) research and home to higher education's most powerful AI supercomputer.

In 2020, UF launched an artificial intelligence initiative to achieve its vision of becoming a national leader in the application of AI. The initiative is anchored by a \$50 million gift from alumnus and engineering advisory board member Chris Malachowsky that included \$25 million in hardware, software, training, and services from NVIDIA, the technology company he co-founded and world leader in AI and accelerated computing. The initiative includes an AI-centric data center that houses the most powerful university-owned supercomputer in the nation and a comprehensive effort to integrate AI across the curriculum, with modules for specific technical and industry-focused domains, certificates and degree programs, and the hiring of 100 faculty.

By deploying AI across the curriculum, UF students and faculty will be better equipped to address major challenges such as rising seas, aging populations, data security, personalized medicine, urban transportation, and food insecurity. Graduates will take this training with them to their careers, impacting the world and playing an important role in the state as Florida transforms its workforce to support a diversified, technology-driven, high-wage economy. UF promotes AI across the curriculum as a replicable and scalable strategy to address the nation's pressing need to develop an AI-enabled 21st-century workforce.

The University is pursuing other initiatives to engage industry in the state and develop the workforce of the future, including plans to open a campus in downtown West Palm Beach in 2026. If all goes as planned, the campus will eventually encompass 1 million square feet, enroll 1,000 full-time graduate students and offer executive, professional, and graduate degrees in business, law, and engineering. Primary areas of study will be data analytics, cybersecurity, artificial intelligence, financial technology, transportation, and coastal infrastructure. The Dean will be expected to be a leader in delivering on this new opportunity in a rapidly evolving urban economy.

Location

UF's 2,000-acre campus is located in Gainesville, a vibrant college city located in North Florida. With a population of approximately 285,000 residents, the Gainesville metropolitan area offers a rich history, short commuting times, and a temperate climate. The city is known for its diversity of cultural events, restaurants, year-round outdoor recreational activities, social opportunities, and abundant natural resources including forests, lakes, springs, rivers, and wetlands. For 37 years, Gainesville has been a Tree City Community and is known for its extensive tree canopy. Situated in the central part of the Florida peninsula with both Atlantic and Gulf coasts in easy driving distance, Gainesville area residents have ready access to state and regional attractions and international travel. UF plays an integral role in both the city of Gainesville and Florida as a whole, which is the third most populous state in the U.S. An economic powerhouse, UF supported

134,609 full- and part-time statewide jobs and contributed \$16.9 billion to the Florida economy in the 2017-18 fiscal year.

THE HERBERT WERTHEIM COLLEGE OF ENGINEERING

Named after distinguished alumnus Dr. Herbert Wertheim in 2015, HWCOE champions a multi-disciplinary approach to engineering to produce problem-solving and innovative leaders hailed as New Engineers. These New Engineers are focused not only on being exceptional scientists, but leaders, entrepreneurs, collaborators, and savvy professionals.

HWCOE is ranked No. 23 overall and No. 18 for undergraduate programs among public universities by U.S. News and World Report, with six departments ranked in the top-15 among public institutions. Each of the departments across the College prioritize collaboration and cross-departmental work for undergraduate as well as graduate programs, encouraging students to be involved with research at all levels. This year, HWCOE also moved up to the No. 13 position among industry recruiters balloted by USNWR. A consistent emphasis on leadership mentoring, hands-on and interdisciplinary research—some of them conducted in real-world settings and targeted at solving the most critical societal problems—make Gator Engineering graduates among the most well-prepared in the workforce. The UF AI Initiative further boosts the demand for these engineering graduates, immersing them in multidisciplinary, artificial intelligence technology that prepares them for success in what has been called the “Fourth Industrial Revolution.”

Community

The Dean will oversee [10 departments, 2 academic institutes, and 7 research institutes](#). The College’s 15 degree programs are taught by 290 tenured and tenure-track faculty and 66 instructional faculty. The College enrolls more than 10,700 students, including about 7,900 undergraduates. Reporting from the American Society for Engineering Education (ASEE) data indicate that the college is growing research expenditures at a rate of 7 percent per year, to approximately \$85.4 million last year.

The College is one of the most diverse colleges of engineering in the country and the most diverse college of engineering among public AAU universities. About 27 percent of undergraduate students are underrepresented minorities and 30 percent are women. The diversity of doctoral students has grown in the College as well, with 26% of those degrees being awarded to women graduates, 5.6% to Hispanic graduates, and 3.9% awarded to Black graduates (up from 19%, 1.1%, and 3.4% in 2009 respectively).

Finances

Colleges at UF operate in a Responsibility Center Management budget model. The College receives support from the state and tuition dollars (\$74 and \$47 million respectively) and generated approximately \$20.5 million in research overhead last year. Its endowment is valued at \$176 million as of the quarter ending March 31, 2022.

Philanthropic gifts, since 2009, have totaled more than \$400 million, including the \$50 million catalyst gift from Dr. Herbert Wertheim and his family. The generosity has allowed the College to launch a \$300 million public-private partnership that leveraged funds from the state, university, and private donors, and add two major facilities to enhance the scholarship of engineering and its application to practice: The [Wertheim Laboratory for Engineering Excellence](#), which opened last fall, and the [Malachowsky Hall for Data Science and Information Technology](#), which is a 263,000 square foot academic building currently under construction and set to open in Spring 2023.

Research

The research enterprise at UF is poised to continue its tremendous momentum and growth, and research in engineering is seen as a priority and foundational player in those efforts. College faculty conduct impactful research and have been recognized for their excellence through awards, memberships in the national academies, and other leading professional associations. Research funding awards to faculty in the College reached \$118 million last year, a record high. The College won 27 large awards (\$1 million or more) during the past fiscal year, the most in its history and triple the FY 2015 total. The College excels in research across a range of areas including cybersecurity, coastal hazards, transportation, materials under extreme environments, humans and technology, regenerative medicine, space, technologies for national security, neuroengineering, semiconductor materials and devices, and more recently, computer science and engineering education research. HWCOE has more than 120 faculty actively working with AI systems and serves as a critical piece in the university-wide endeavor to be a leader in this field. The two-year average of federal awards won by the College has grown 84 percent over the past six years. Hires over the past decade have strengthened the College's research impact as faculty have won 90 NSF CAREER awards, 9 PECASE, and 14 Department of Defense YIP and YFA awards. The College also operates more than [20 centers and institutes](#).

HWCOE's research and teaching is supported by world-class facilities and infrastructure comprising more than 1 million gross square feet of space, including more than 300,000 square feet of lab space. Examples of specialized and shared user facilities include the UF Nuclear

Training Reactor, NSF NHERI Boundary Layer Wind Tunnel, DOE NSUF Nuclear Materials Characterization Facility, a drone park operated by the Air Force Center of Excellence for Assured Autonomy, and a new 12,000 square foot biotechnology laboratory. The College's Research Services Center provides access to characterization and process instrumentation, including SEM, TEM, FIB and class 100 and 1000 clean rooms.

THE ROLE OF THE DEAN

Reporting to the Provost, the Dean of the Herbert Wertheim College of Engineering will be responsible for the oversight of the entirety of the College, including the strategic pursuit of research excellence, the recruitment and retention of a highly accomplished diverse faculty group made up of top-tier scientists and educators; the success of HWCOE's students as they prepare to be leaders in engineering; managing the allocation of the College's fiscal, human, and capital resources; setting a priority for interdisciplinary collaboration; planning and assessing academic programs; managing promotion and tenure processes, and garnering support from UF's wide alumni base as well as from industry and other external stakeholders and cultivating development opportunities with a broad array of constituents.

OPPORTUNITIES AND CHALLENGES

The next Dean of the Herbert Wertheim College of Engineering will inherit a college with ample resources and talented people that is playing a vital role in the advancement of one of the top public universities in the nation. As the leader of the College and an integral member of the leadership team at UF they will face many challenges and have the chance to seize a variety of opportunities to advance HWCOE and UF and contribute to the betterment of the State of Florida, the nation, and the world.

Grow research

Research in the College has grown steadily over the past several years and the Dean will enjoy several advantages to enable this to continue—including faculty hiring initiatives, new infrastructure, and its location on a campus with 16 colleges including a medical school and a comprehensive complex of health sciences colleges. Still, the College lags behind many of its AAU peers in total research and all of them in research productivity per faculty member.

Working with faculty and department leaders, the Dean will ensure the success of a renowned, impactful research enterprise by establishing a vision for research excellence, supporting and connecting faculty and seeding big ideas. They will support these ambitious goals through strategic hires and by building the resources, infrastructure, and support to enable teams to

pursue multidisciplinary projects and compete for multi-university center grants. As the external face of the College, the Dean will pursue efforts to connect with federal agencies and industry partners to continue to produce exceptional discoveries and interdisciplinary collaborations. The Dean must have the academic taste, judgment, and foresight to make opportunistic hires, develop resources, and advocate for additional research infrastructure and space renovations.

Advocate for the College and build its reputation

The College played an important role in the University's \$3 billion fundraising campaign, raising more than \$370 million, more than double its original goal. These resources and state funding have been put to good use as the College has recruited exceptional new faculty and built two new statement buildings. The College's affordability, reputation, and position as the flagship university in a large and growing state ensure that it will continue to attract strong students. But in a competitive environment where reputation often lags results, the Dean must be a tireless advocate for the College on a university, state, and national level. They must seek out and strategically pursue areas where the College can be world-class and make the case for the College's impact and needs to alumni, friends, and industry. While rankings are not an end unto themselves, the pursuit of improved metrics that influence rankings and reputation will make HWCoe a stronger and more impactful College, which will allow the Dean to be increasingly effective at attracting world-class faculty and students.

Collaborate across the institution

Deans at UF enjoy a great deal of autonomy and the size and breadth of the College allow for plenty of opportunities for internal collaboration. But the increasing focus on interdisciplinary research and educational opportunities to address modern challenges and prepare for modern careers requires a leader who can work creatively across campus, and within HWCoe, to pursue areas of mutual benefit for the colleges and the University as a whole. The Dean must be a careful listener, strong communicator, and thoughtful risk-taker to craft a vision that leverages the strengths of the College and its surroundings. The West Palm Beach campus will offer multiple opportunities for HWCoe to collaborate with the Levin College of Law and Warrington College of Business, particularly given Florida's role as a hub for FinTech. Other opportunities for engineering to collaborate across the 16-college campus abound, particularly in areas such as medicine, agriculture, and the physical sciences.

Recruit and retain top faculty

HWCoe has enjoyed an unprecedented run of faculty hiring and expansion over the past several years. Given the increasingly competitive space the College finds itself in and the success that

faculty have attained, the Dean's role will include ensuring faculty develop their careers and work in a collaborative culture where they can prosper. The Dean will build on existing strengths, working with departments to seek opportunities for complementary hires, promoting HWCOE and its people on the national level, and ensuring that faculty are retained. While the recent rate of growth of the faculty ranks is not sustainable, the Dean will play an important role in shaping the College in the coming years through hiring and retention efforts and ensuring that resources and attention are devoted to faculty development and mentorship.

Encourage, promote, and enrich student and faculty diversity and foster an environment of inclusion, diversity, equity, and access

The Dean will be building on a strong legacy of a commitment to IDEA throughout the College as reflected in its increasingly diverse community. In addition, a strong partnership with the research enterprise through the lens of IDEA will be a priority for the Dean as they continue to strengthen the College through collaboration, interdisciplinary research, and diversity of background and thought.

The College made great strides in diversifying faculty in recent years. The total number of women faculty has nearly doubled since 2017 and women now make up 28 percent of the faculty. The number of Black faculty, and faculty of Hispanic or Latin origins has also grown in both total number and percentage during that time. Beyond demographic progress, the Dean will work to continue to educate and support the value of IDEA to the educational experience and preparation of students prior to entry into the workforce. The Dean must have an understanding that addressing these matters is a fundamental good and will aid HWCOE in creating a culture and climate of belonging to the students, faculty, and staff.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate should possess many of the following qualifications:

- A world-class scholar with broad recognition in engineering or a closely related field with a distinguished research and educational record that merits appointment as full professor in the College;
- A strong record of achievement in research, and the ability to energize and inspire faculty across a diverse array of disciplines to pursue research opportunities;
- Record of demonstrated creative thinking, vision-and-mission setting, and the ability to make clear, informed, data-driven decisions;

- Record of meaningful commitment to and demonstrated accomplishment in issues associated with inclusion, diversity, equity, and access as it pertains to recruitment, retention, and success of underrepresented students, faculty, and staff;
- A nuanced understanding of sponsored research activity in an academic setting and the taste, drive, and energy to seize upon creative opportunities to establish areas of excellence;
- Strong communication skills and the ability to articulate a compelling message to diverse audiences;
- Strong executive ability and the courage to accept challenges and decisively pursue opportunities;
- A strong and politically savvy negotiator, adept at finding mutually beneficial solutions to problems;
- An innovator who can reference the latest trends in engineering education scholarship, and has the judgment and knowledge to take informed risks;
- Collaborative leader with a proven track record of bringing interdisciplinary groups together to achieve goals and objectives;
- Ability to develop a climate and a culture conducive to recruiting and retaining outstanding and diverse faculty and staff;
- Financial acumen and proven abilities in budget and financial management;
- Evidence of securing external support through fundraising and development;
- Evidence of support for student achievement and student success;
- Ability to provide civic leadership and to successfully work with professionals in industry and academic, community, and governmental organizations;
- Strong emotional intelligence, combined with nuanced listening and interpersonal communication skills.



TO APPLY

The University of Florida has retained Isaacson, Miller, a national executive search firm, to assist in its identification and review of candidates. The search is underway and will continue until the position is filled. The search is being conducted under Florida's Sunshine Laws. Inquiries, nominations, and applications should be sent electronically to:

Greg Esposito, Partner

Melissa DePretto Behan, Senior Associate

<https://www.imsearch.com/search-detail/S8-504>