Peterson Family Dean, School of Arts & Sciences

Worcester Polytechnic Institute

Worcester, MA

Since 1865, WPI has pioneered an educational philosophy that theory and practice must work together, producing graduates who combine technical expertise with the ability to solve meaningful problems.

Executive Summary

Worcester Polytechnic Institute (WPI) seeks an experienced academic leader to serve as the next Peterson Family Dean, School of Arts & Sciences. This is an exceptional opportunity to advance interdisciplinary education and research at a premier technological university known for project-based learning and strong graduate outcomes.

The Dean will join WPI following the university's recent achievement of Carnegie R1 research university status and recognition as No. 18 nationally for best return on investment by *U.S. News & World Report*. This leader will shape the future of a school that bridges cutting-edge science, technology, and the liberal arts while contributing to WPI's continued rise in international prominence.

The School of Arts and Sciences encompasses seven departments: biology and biotechnology, chemistry and biochemistry, computer science, humanities and arts, mathematical sciences, physics, and social science and policy studies. The school also houses numerous interdisciplinary programs, which leverage expertise from across the university to address important topics such as artificial intelligence, data science, and interactive media and game development. The school contributes $27 million in research expenditures—37.8% of WPI's $71.6 million total—while offering 31 degree programs from undergraduate through doctoral levels. This substantial scope positions the Dean to lead one of WPI's most academically diverse and research-productive units.

The Dean will report directly to Senior Vice President for Academic Affairs and Provost Andrew Sears and serve as a key member of the provost's leadership team, with a significant opportunity to shape WPI's academic strategy. The successful candidate will lead distinguished faculty across fundamental sciences, emerging technologies, and humanistic disciplines while strengthening interdisciplinary collaboration and expanding research excellence.

The successful candidate will be a seasoned academic administrator with a minimum of five years as a department head, chair, associate dean, dean, or equivalent experience. The ideal leader will demonstrate strategic vision, excel at building partnerships across disciplines, and possess the leadership skills to attract top faculty and students while showcasing the school's unique strengths in bridging technical expertise with humanistic understanding.

All inquiries, nominations, and applications should be directed to the Division of Talent and Inclusion using our dedicated search email: WPIDeanArtsAndSciences@wpi.edu.

All communications will remain confidential.

About Worcester Polytechnic Institute

Founded in 1865, WPI is the third oldest engineering and technological university in the United States. The university has established itself as a leader in project-based learning and undergraduate research, distinguishing itself through an innovative approach that integrates rigorous STEM education with the

liberal arts. Students engage in hands-on learning through WPI's network of global project centers, connecting academic work directly to real-world challenges.

WPI is experiencing significant momentum. The university recently achieved Carnegie R1 research status, while earning recognition for outstanding student outcomes. *U.S. News & World Report* ranks WPI No. 18 nationally for best return on investment, with graduates achieving an estimated ROI of $3.4 million over 40 years. LinkedIn also recognized WPI among its 50 Top Colleges for 2025 based on career outcomes and alumni success.

Located on 95 acres in Worcester, Massachusetts, WPI serves more than 5,500 undergraduates and 2,000 graduate students representing 48 states, two U.S. territories, and 103 countries. The School of Arts and Sciences enrolls over 2,100 undergraduate students and 650 graduate students.

The university maintains a 13:1 student-to-faculty ratio, 95% first-year retention rate, and 90% six-year graduation rate. This creates conditions where faculty can engage meaningfully with students while pursuing impactful research. WPI combines the resources of a major research institution with the collaborative culture of a more intimate academic community.

The WPI Plan

Worcester Polytechnic Institute transforms lives by turning knowledge into action to confront global challenges. Central to this mission is the WPI Plan, a pioneering model of project-based learning that integrates rigorous academics with real-world problem-solving. Since its creation, the Plan has distinguished WPI as a leader in experiential education, requiring all students to complete signature projects that connect technical experience with societal impact.

Every WPI student completes multiple major projects during their undergraduate experience, including two intense, professional-level research and design experiences that challenge students to solve complex problems at the intersection of technology and society, often in collaboration with external sponsoring organizations and corporate partners.

Through the Interactive Qualifying Project (IQP), generally in the junior year, students explore the intersection of science, technology, and human needs, often working at one of WPI's 54 global project centers spanning 30 countries. The Major Qualifying Project (MQP), typically in the senior year, provides a discipline-specific capstone experience where students apply their knowledge to solve real problems through research, design, or implementation projects within their major field. These hallmark projects create opportunities for Arts and Sciences faculty to mentor students in contexts ranging from public health and policy analysis to artificial intelligence applications, cultural inquiry, and advanced scientific research.

In addition, students achieve depth within the humanities and arts by completing an inquiry seminar or practicum on a theme emerging from a self-selected series of courses. Taken together, these activities

emphasize that professionals must learn not only to create technology, but also to assess and manage the social and human consequences of that technology.

This commitment to project-based education produces measurable results. WPI graduates consistently earn strong outcomes—$80,294 average starting salary for bachelor's recipients and $95,444 for master's graduates—with an estimated 40-year return on investment of $3.4 million, ranked No. 18 nationally by *U.S. News & World Report*. These outcomes reflect the university's distinctive ability to graduate students who not only master disciplinary knowledge but also demonstrate creativity, communication, and interdisciplinary problem-solving skills.

At its core, WPI's strategic position is defined by this integration of theory and practice. By aligning global project-based learning with the research strengths of a Carnegie R1 university, WPI empowers students and faculty to advance solutions to pressing challenges while enhancing the university's growing reputation for academic and research excellence.

Academic Structure

This educational philosophy is delivered through four schools, each embodying WPI's commitment to project-based learning and real-world impact.

1. **The Engineering School**, WPI's largest school, offers comprehensive programs across eight departments, with areas of study including robotics, biomedical engineering, mechanical engineering, aerospace, chemical engineering, and materials science, among others. Students gain technical expertise and understanding of how engineering advances society.
2. **The School of Arts and Sciences** combines rigorous science and mathematics with humanities and social sciences, developing students' creativity, communication, and critical thinking alongside technical expertise in fields like computer science, data science, physics, and mathematics.
3. **The Business School** prepares leaders at the nexus of technology, business, and entrepreneurship, with programs in financial technology, business analytics, industrial engineering, supply chain management, and information systems. The school earned accreditation from the Association to Advance Collegiate Schools of Business (AACSB) in 2003, a distinction held by fewer than 5% of business programs worldwide.
4. **The Global School** offers interdisciplinary programs in integrative and global studies and community climate adaptation, advancing WPI's mission to prepare students to address complex challenges around the world. Through its network of 54 global project centers across six continents, the school provides opportunities for students from all disciplines to gain hands-on experience working with communities and organizations on real-world problems at the intersection of technology and society.

The university offers more than 70 undergraduate and graduate degree programs across these four schools. With a 13:1 student-to-faculty ratio, WPI combines the personal attention of a smaller institution with the resources and opportunities of a major research university.

Leadership

Grace J. Wang, President

WPI is led by President Grace J. Wang, a nationally recognized leader in research, innovation, and higher education. She became WPI's 17th president in April 2023 and also serves as a professor in the Department of Mechanical and Materials Engineering.

President Wang brings a unique blend of experience across higher education, government, and industry. Prior to joining WPI, she served as executive vice president for research, innovation, and knowledge at the Ohio State University, where she oversaw a research enterprise with $1.38 billion in annual expenditures and advanced interdisciplinary research, entrepreneurship, and industry partnerships.

Earlier in her career, she held senior leadership roles within the State University of New York system, including interim president of SUNY Polytechnic Institute and senior vice chancellor for research and economic development of the SUNY system, where she guided $1.7 billion in research activity. At the national level, President Wang served at the National Science Foundation as acting assistant director for engineering and as director of the Division of Industrial Innovation and Partnerships, managing major federal investments supporting research, technology development, and small business growth.

Her professional roots began in the private sector at IBM and Hitachi Global Storage Technologies, where she earned seven U.S. patents in materials science and engineering. President Wang holds a PhD in materials science and engineering from Northwestern University and currently serves on several national advisory boards, including the National Quantum Initiative Advisory Committee, appointed by the White House in 2022.

At WPI, President Wang is leading the university through a period of significant momentum. Her strategic priorities include elevating WPI's national visibility and expanding its reach to attract top students and faculty from around the world. The Dean of Arts and Sciences will partner closely with President Wang to leverage WPI's Carnegie R1 achievement and translate educational excellence into continued institutional growth that positions WPI as a nationally recognized university.

Andrew Sears, Senior Vice President of Academic Affairs and Provost

The Dean will report directly to Andrew Sears, who joined WPI as Senior Vice President of Academic Affairs and Provost in August 2024. An accomplished computer scientist and academic leader with more than 30 years of higher education experience, Sears brings a unique blend of technical expertise, administrative excellence, and collaborative leadership to his role as the university's chief academic officer.

Prior to joining WPI, Sears served as professor and dean of the School of Information Studies at Syracuse University, where he focused on bringing people together to support interdisciplinary efforts that produced new academic programs and impactful scholarly activities. He also held leadership positions at Pennsylvania State University, including professor and dean of the College of Information Sciences and Technology, where he helped establish the university's Center for Socially Responsible Artificial Intelligence.

Sears has extensive experience in research and innovation, with work focusing on human-computer interaction, mobile computing, and health information technologies. His research has been supported by major agencies including the National Science Foundation, IBM, Intel, Microsoft, and NASA, demonstrating his ability to build strong partnerships between academic institutions and industry leaders.

A first-generation college student whose life was transformed by higher education, Sears earned his bachelor of science in computer science from Rensselaer Polytechnic Institute and his PhD in computer science with an emphasis on human-computer interaction from the University of Maryland, College Park. He brings a deep personal understanding of the transformative power of higher education.

About the School of Arts and Sciences

The School of Arts and Sciences serves as a vibrant hub of discovery, creativity, and collaboration that bridges scientific innovation with human-centered impact. All undergraduates complete the equivalent of a minor in humanities and arts during their studies and immerse themselves in the courses and experiences available within the school.

With accomplished faculty across seven departments, the school has experienced remarkable growth, with enrollment in arts and sciences majors increasing 71% since 2005 and degree production increasing dramatically—bachelor's degrees by 75%, master's degrees by 90%, and PhD degrees by 364% over the past 10 years. The school prepares students to address global challenges through interdisciplinary collaboration and project-based learning, with one-third of all WPI master's students enrolled in arts and sciences degree programs. During the 2024–25 academic year, the school awarded 40 PhDs, representing 46% of WPI's total doctoral degrees.

As one of WPI's most academically diverse units, the School of Arts and Sciences reflects the university's commitment to integrating technical excellence with broader understanding of how science and technology impact society. The school also houses exceptional expertise and talent in the arts that provides pathways for students to pursue their passions both inside and outside the classroom.

Recognition and Rankings

The School of Arts and Sciences has earned national recognition for program excellence and student outcomes.

Computer Science and Data Science

- #4 best online master's in computer science (Fortune 2025)
- #6 best in-person master's in computer science (Fortune 2025)
- #20 best online master's in data science (Fortune 2024)
- #27 best master in data science in the U.S. (Fortune 2025)
- #21 most affordable master in data science in the U.S. (Fortune 2025)
- Top 20% ranking in computer science (U.S. News & World Report)
- Top 5% in the U.S. and #4 in Massachusetts (College Factual 2025)

Artificial Intelligence and Game Design

- #14 master's of science in artificial intelligence (College Raptor 2025)
- #12 top undergraduate game design programs nationally (The Princeton Review 2025)
- #13 top graduate game design programs nationally (The Princeton Review 2025)

Life Sciences

- #4 skills-based MS in biotechnology (MHA Online)
- Top 15% biochemistry, biophysics, and molecular biology bachelor's degrees in the U.S. (College Factual)
- >90% of pre-health program students accepted into professional health programs (including medicine, dentistry, and more)—over twice the national average

These achievements reflect the school's commitment to delivering education that translates into career success and graduate school preparation.

Departments and Academic Programs

The School of Arts and Sciences offers 31 undergraduate and graduate degree programs across seven departments: biology and biotechnology, chemistry and biochemistry, computer science, humanities and arts, mathematical sciences, physics, and social science and policy studies.

- **Undergraduate Programs**: Bachelor's degrees span traditional sciences (chemistry, physics, biology, mathematics) and cutting-edge fields (computer science, data science, artificial intelligence), along with interdisciplinary programs such as interactive media and game development and environmental and sustainability studies.
- **Graduate Programs**: Master's degree offerings include both disciplinary and interdisciplinary programs, with particular strength in computer science, data science, artificial intelligence, biotechnology, applied mathematics, and emerging fields at the intersection of technology and society.
- **Doctoral Programs**: PhD programs across core departments prepare graduates for leadership roles in academia, industry, and government research, emphasizing both disciplinary depth and interdisciplinary collaboration.

For complete program details, visit WPI Arts and Sciences Available Degrees.

Interdisciplinary Programs

The School of Arts and Sciences oversees more than 15 interdisciplinary programs that represent a significant and growing dimension of the school. These programs bridge traditional departmental boundaries and reflect WPI's distinctive commitment to collaborative, project-based education.

Significant interdisciplinary programs include artificial intelligence; bioinformatics and computational biology; learning sciences and technologies; data science; and interactive media and game development.

Program directors work collaboratively with relevant department heads and report directly to the Dean for strategic oversight, resource allocation, and program development. Given the substantial enrollment in programs such as data science and the projected growth of the artificial intelligence program, the Dean's leadership in managing and guiding these interdisciplinary initiatives is critical to the school's continued innovation and success.

Research Excellence

The school accounts for $27 million in research expenditures (37.8% of WPI's total) with faculty receiving prestigious NSF CAREER Awards, NIH grants, Department of Energy grants, Department of Defense funding, and other major federal support. This substantial research enterprise positions the school as a

key driver of WPI's Carnegie R1 research university status and the university's growing international reputation.

Faculty pursue breakthrough research across many interdisciplinary areas, including artificial intelligence and data analytics at the interface with health or learning sciences; computational modeling in genomics or materials sciences; molecular and cellular biology; environmental sustainability; and digital humanities and policy analysis. This work reflects WPI's distinctive collaborative approach, where faculty from different disciplines naturally connect their scholarship to address complex real-world challenges.

The school leverages cutting-edge research facilities across campus, including:

- **Life Sciences and Bioengineering Center** at Gateway Park for life sciences research
- **PracticePoint** for translating research into medical device development and testing
- **Laboratory for Education and Application Prototypes** for educational technology development and research in integrated photonics
- **Fuller Laboratories** housing advanced computing infrastructure and the Computing and Communications Center
- **Biomanufacturing Education and Training Center** for pharmaceutical biomanufacturing education, research, and industry collaboration
- **Materials characterization laboratories** and microscopy/instrumentation core facilities
- **Academic and Research Computing center** supporting computational research, data science, and artificial intelligence applications

Academic Excellence

WPI demonstrates its commitment to teaching innovation and student success through state-of-the-art learning environments and comprehensive support programs. Faculty and students benefit from Active Learning Classrooms designed to facilitate collaborative, hands-on pedagogy across campus locations, including in the Innovation Studio and Unity Hall.

The Morgan Teaching and Learning Center provides extensive professional development and pedagogical support for faculty, while the STEM Education Center advances evidence-based teaching practices. The Academic Technology Center empowers faculty to integrate cutting-edge technology into their courses, and faculty learning communities foster collaborative exploration of teaching challenges and innovations.

The school's facilities support rich cocurricular experiences in the arts. Alden Memorial Hall hosts performances and lectures, while the Little Theatre provides a venue for academic and club productions. Students engage with 13 faculty-led music ensembles; nine student-led, faculty-advised music ensembles; and 10 theatre productions that connect artistic expression with WPI's project-based learning philosophy.

The school also houses specialized laboratory spaces for arts innovation, including the Music, Perception, and Robotics Lab; virtual orchestra technology; the Music and Science Lab; the Interactive Music Systems Lab; the Electric Guitar Innovation Lab; the Development Design Lab, and the scene shop.

The school has strong academic and research partnerships with institutions including UMass Chan Medical School as well as numerous other institutions of higher education, creating collaborative pathways for students and faculty across the Worcester region and beyond.

Notable Faculty Research Achievements

Faculty across the school have secured substantial external funding and national recognition for their research. The examples below represent a subset of recent awards and highlight the breadth of research excellence across departments, with many faculty having brought in tens of millions in funding throughout their careers.

Computing and Data Sciences

- Professor Neil Heffernan received $3.7 million in a recent NSF award to develop AI-powered math tutoring systems.
- Associate Professor Tian Guo leads quantum cloud computing research with nearly $800,000 in current NSF support.
- Computer science faculty collectively manage over $5 million in current federal cybersecurity funding, including secure software development and automotive cybersecurity training initiatives.

Life Sciences

- Several faculty members have been elected fellows of the American Association for the Advancement of Science, including Jose Arguello, David Adams, Bruce Bursten, Ramdas Ram-Mohan, Karen Oates, Reeta Rao, Suzanne Scarlata, and Pamela Weathers.
- Associate Professor Natalie Farny won a $1.2 million NSF CAREER Award for research on environmental influences on gene expression in soil bacteria.
- Assistant Professor Jeff Bourgeois received Department of Defense funding to study Lyme disease.
- Faculty including Inna Nechipurenko and Rong Wang conduct NIH-funded research on neurobiology and women's health.

Humanities and Social Sciences

- Professor Michelle Ephraim's memoir, Green World, won the 2025 Friends of American Writers Literature Award.

- Professor John Sanbonmatsu's book The Omnivore's Deception earned recognition from Forbes and Food Tank.
- Professor Fred Bianchi developed virtual orchestra technology, which integrates acoustic instruments with electronic/computer-generated sound and has been used in over 300,000 performances worldwide.
- Assistant Professor Richard Lopez studies AI's impact on human connection, presenting his work through TEDx talks and national publications.
- Professor Anita Mattson develops comic books to make organic chemistry more accessible to students.

Role of the Peterson Family Dean

The Dean of the School of Arts and Sciences serves in a pivotal role, providing strategic and operational direction across seven academic departments and advancing WPI's arts and sciences education and research initiatives with a focus on collaborative, faculty- and student-driven projects. The Dean will work closely with faculty, staff, and students in the School of Arts and Sciences and will play a key role in fostering faculty and student success, securing extramural funding, engaging with distinguished alumni and the local community, and building valuable industry and professional partnerships. Additionally, the Dean will collaborate with the Vice President and Vice Provost for Research and Innovation, as well as the deans of Undergraduate Studies, Graduate Studies, the School of Engineering, the Business School, and the Global School, to elevate WPI's achievements and enhance its reputation.

Essential Duties and Responsibilities

- Provide visionary intellectual and research leadership for faculty, students, and staff. Cultivate an entrepreneurial mindset among students, faculty, and staff.
- Further elevate WPI's arts and sciences programs to even greater national and international prominence.
- Strengthen collaborative relationships with other deans to foster interdisciplinary connections. Forge industry and professional partnerships, including the growth of the Arts and Sciences Advisory Board.
- Prioritize recruiting, retaining, and advancing faculty and staff with a strong focus on fostering belonging, well-being, and community in alignment with strategic priorities.
- Inspire and reward excellence in teaching and the adoption of best practices in education. Collaborate with faculty and staff to determine program and enrollment growth opportunities, amplify the school's impact at both undergraduate and graduate levels, and enhance WPI's unique project-based undergraduate programs.
- Support and expand the research enterprise by aligning faculty research initiatives with the school's strategic goals. Identify and develop interdisciplinary centers to enhance research and collaboration.

- Facilitate opportunities for faculty to secure external funding from federal agencies, corporations, foundations, and donors for industry-relevant research.
- Ensure continuous accreditation of programs by maintaining standards set by the New England Commission of Higher Education.
- Ensure compliance with university, state, and national policies, standards, and laws.
- Oversee the school budget, promote fiscal responsibility, and ensure administrative excellence throughout the school.

The Dean will manage a budget of nearly $44 million and provide leadership for the dean's office comprising 11 direct reports:

- Associate Dean
- Department Head, Biology and Biotechnology
- Department Head, Chemistry and Biochemistry
- Department Head, Computer Science
- Department Head, Humanities and Arts
- Department Head, Mathematical Sciences
- Department Head, Physics
- Department Head, Social Science and Policy Studies
- Senior Director, Academic Operations
- Senior Executive Administrator
- Administrative Associate

The Dean also works closely with the directors of interdisciplinary programs housed within the school.

Strategic Opportunities for Leadership

Develop and Advance a Strategic Vision for the School of Arts and Sciences

WPI's Carnegie R1 research university status creates a strong platform for academic leadership. The Dean will leverage this momentum alongside the school's research portfolio—representing $27 million annually in research expenditures—to develop and implement a vision for arts and sciences that establishes the school as a national model for interdisciplinary STEM education. This represents an opportunity to lead a school that spans fundamental and applied sciences, mathematics and computer sciences, cutting-edge technology, and humanistic inquiry, with both the institutional support and growing reputation necessary for innovative program development and strategic faculty recruitment.

Drive Interdisciplinary Education and Research

The School of Arts and Sciences draws upon the pillars of imagination, integration, and impact. The Dean will champion collaborative approaches that prepare graduates to address complex global challenges requiring both technical expertise and ethical reasoning. This includes fostering joint research initiatives,

developing cross-departmental academic programs, and creating environments where faculty from diverse disciplines collaborate on meaningful problems. The opportunity exists to strengthen WPI's position as a leader in education that bridges traditional academic boundaries while advancing research that leverages the school's interdisciplinary strengths.

Strengthen and Expand the Research Enterprise

Building upon the school's research foundation, the Dean will cultivate new areas of excellence while strengthening existing programs that have achieved recognition. This includes supporting faculty in securing competitive external funding, developing strategic research clusters that leverage WPI's interdisciplinary culture, and establishing partnerships that amplify research impact. The Dean will have the opportunity to position the school's research portfolio to address emerging challenges in areas such as artificial intelligence ethics, environmental sustainability, and digital humanities.

Support Faculty and Staff Excellence

The Dean will serve as an advocate for faculty and staff in the School of Arts and Sciences, prioritizing recruitment, retention, and advancement with a focus on fostering belonging, well-being, and community. This includes inspiring and rewarding excellence in teaching and research, cultivating an entrepreneurial mindset among faculty, and creating an environment where faculty and staff can flourish in their teaching, mentoring, and research endeavors. The Dean will work to attract distinguished faculty while supporting existing faculty in achieving their potential.

Build Strategic Partnerships and Elevate Prominence

The Dean will develop collaborations with industry leaders, international institutions, and community organizations that enhance both research opportunities and student experiences while elevating the school's national and global reputation. These partnerships will create pathways for faculty collaboration, innovative student projects, and sustainable funding streams. The Dean will also work to showcase the school's accomplishments and research and further expand recognition of arts and sciences programs in the broader academic community.

Foster Collaborative Leadership and Innovation

As a member of WPI's academic leadership team, the Dean will contribute to university-wide strategic initiatives while advocating for the school's mission. This collaborative approach will strengthen connections across schools and enhance the university's academic reputation. The Dean will also champion academic program innovation, working with faculty to develop new programs that anticipate future demands while honoring disciplinary foundations, ensuring that the School of Arts and Sciences continues to attract outstanding students and faculty.

Professional Qualifications and Personal Qualities

Required Qualifications

The successful candidate will have a proven record of leadership excellence in complex higher education settings; demonstration of the highest personal and professional integrity; an earned doctorate or other terminal degree from an accredited institution; and a record of high-quality teaching and scholarship appropriate for appointment as a tenured professor at WPI.

- Minimum 5 years of senior academic administrative experience as department head, chair, associate dean, or dean, or equivalent experience
- Demonstrated success in complex higher education administration with experience managing substantial budgets and personnel
- Record of scholarship and research appropriate for tenured professor appointment at a Carnegie R1 research university
- Experience with STEM disciplines and interdisciplinary collaboration
- Proven leadership in strategic planning, change management, and team building

Preferred Qualifications

- Experience at research universities, particularly R1 institutions
- Success in securing external funding, grants, and developing industry partnerships
- International experience in global education or research initiatives
- Academic program development and accreditation experience
- Experience in technology transfer and innovation commercialization

Leadership Characteristics

In addition, the following characteristics are critical:

- **Strategic Planning**: Demonstrated strategic leadership in planning, communication, and organization as well as the vision, tact, and judgment to set clear priorities and goals, with proven success in leading change; the ability to communicate the vision of arts and sciences at WPI in a compelling way to internal and external constituents

- **Vision**: The ability to discern future trends and capitalize on them for the benefit of WPI and the school; the ability to envision, create, and capitalize on novel opportunities, especially as new trends emerge; an eye toward innovation and creativity in problem-solving

- **Leadership**: Demonstrated success in administrative leadership that includes experience with a broad range of disciplines, and the creativity, vision, and entrepreneurial approach to achieve goals; approachability as a leader with high energy and motivation to excel in a fast-paced environment; the ability to lead through influence and by example; commitment to highly collaborative leadership, engaging all key constituents and fostering transparency and trust; proven ability to inspire, collaborate with, and lead diverse constituencies, including faculty and professional staff, to achieve the university's mission and strategic priorities

- **Shared Governance**: Demonstrated success in working collaboratively in a shared-governance environment, engaging and empowering faculty in moving shared goals forward with agility; the ability to inspire key constituencies to collaborate to achieve WPI's priorities and to model a truly collaborative approach in all areas of their work; demonstrated commitment to a consultative process and an ability to utilize and analyze data to inform decision-making

- **Management**: Successful experience managing staff and overseeing staff personnel matters; ability to work with and through a team, delegating and effecting results through others; a commitment to provide professional development and opportunities for career advancement; the desire to create a work environment that positions individuals and teams to excel and be creative

- **Resource Development and Allocation**: An enthusiasm for fundraising and resource development and the ability to forge new opportunities for the school through philanthropic support; the ability to evaluate, allocate, and leverage resources in strategic and effective ways to advance organizational objectives; an ability to gain the respect and the colleagueship of leaders within the local, academic, scientific, and business community

- **Academic Affairs**: Demonstrated experience and success with effective evaluation of academic programs, learning outcomes, assessment methodologies, and accreditation standards; proven success in building new and innovative academic programs to ensure WPI stays at the forefront of STEM education given the changing landscape of scientific and technology advancements and workforce needs; the breadth of knowledge and foresight to identify existing, emerging, and interdisciplinary fields for investment; the skills and initiative to work with faculty, administration, and other constituents across campus to champion teaching and research; substantial experience in equitable practices and success in faculty hiring, retention, evaluation, promotion, and tenure processes

- **Student Success**: Strong commitment to student access and success and continuing enhancement of the quality of an immersive student living and learning experience at both undergraduate and graduate levels

- **Research**: The ability to build initiatives on campus and beyond to significantly increase external research and education funding, identify and leverage areas of opportunity, and successfully compete for program opportunities nationally and globally

- **Fiscal Acumen**: Exceptional management, planning, and financial acumen; an astute understanding of finances and the relationship between academic priorities, budgeting, and fundraising

- **Decision-Making**: The ability to assess risks, make informed decisions, and communicate decisions with context, respect, and clarity; proven record to ensure follow-through to actions, delegate authority when appropriate, and manage confidential matters effectively

- **Interpersonal and Communication Skills**: Thoughtfully articulate with excellent public speaking skills; ability to uphold a culture of respect and inclusion in all engagements

- **Personal Qualities**: Empathetic listening and enabling skills; an effective and wise blending of patience, persistence, compassion, and urgency, as well as a sense of humor

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the position is filled. Candidates should submit a resume and a two- to three-page letter of interest that addresses the opportunities and challenges outlined in this profile.

All inquiries, nominations, referrals, and applications should be directed in confidence to:

Division of Talent and Inclusion
Worcester Polytechnic Institute
100 Institute Road
Worcester, MA 01609
Dedicated Search Email: WPIDeanArtsAndSciences@wpi.edu

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