Dean
College of Science
Virginia Polytechnic Institute and State University
Blacksburg, Virginia

THE SEARCH

Virginia Tech, a leading research university in the Commonwealth of Virginia, welcomes applications and nominations for the next Dean of the College of Science. This is an exceptional opportunity to guide a college with the potential to expand boundaries of research, education, and service in the modern comprehensive university. The dean will have the opportunity to build on degree programs that cut across disciplines and further develop an innovative curricular structure that creates an educational continuum for students interested in solving complex real-world problems. Born out of the College of Arts and Sciences in 2003 to promote and unite the sciences at Virginia Tech, the College of Science is home to world-class faculty across eight departments, a school, and two academies that sit at the nexus of interdisciplinary relationships at Virginia’s most comprehensive university. In addition to research partnerships and curricular innovations, the college fulfills a service and teaching mission that is critical to the success of other colleges and the university as a whole.

The dean will join Virginia Tech at an exciting time of transition. The university’s 16th president, Timothy D. Sands, who began his tenure in 2014, has led the university community in a generational visioning process to ensure Virginia Tech’s position as a global land-grant university leader. This has been followed by university- and college-level strategic planning that seeks to build on the key opportunities the university currently has to make meaningful and visionary progress in the coming years.

For its College of Science, Virginia Tech seeks an energetic leader, strategic thinker, relationship builder, and strong communicator who will broaden the role of the college throughout the university without diluting the fundamental strengths that have been so integral to its past success. The dean will continue to build strategic growth areas, identify new opportunities for growth, and advocate for the college and the important role it plays in the university’s research, outreach, and education mission. The right candidate will have a strong record of relevant research and scholarship success and the ability to lead complex organizations. The dean will also be adept at championing the college externally to donors and alumni, as well as state, national, and international leaders.

A representative search committee has been convened to conduct the search and to recommend finalists to the provost. The university is assisted in the recruitment by the executive search firm
Isaacson, Miller. All inquiries, nominations, and applications should be directed in confidence as noted at the end of this document.

Building on its motto, *Ut Prosim* (That I May Serve), Virginia Tech is dedicated to InclusiveVT, an institutional and individual commitment to community, diversity, and excellence. The institution seeks candidates who adopt and practice their Principles of Community, which are fundamental to the university’s ongoing efforts to increase access and inclusion and to create a community that nurtures learning and growth for all its members. Virginia Tech actively seeks a broad spectrum of qualified candidates to join its community in preparing leaders for a diverse, global society and encourages individuals across racial, ethnic, religious, gender, sexual orientation, ability, and other identities to apply.

**College of Science**

In fall 2003, the College of Science was formed as part of a university-wide restructuring, with a primary goal to reform science education and research to effectively meet the STEM-H challenge of the 21st century. The college carries out its work in line with its mission to explore, teach, advance, and apply science to promote healthy people, strong communities, and a sustainable planet. It envisions becoming a world leader in transdisciplinary science, grounded in fundamental disciplines, fueled by data, focused on discovery, and directed at well-informed decisions. The College of Science core values – excellence, discovery, hands-on learning, and diversity and inclusion – rest on the Virginia Tech motto of *Ut Prosim* and the spirit of a land-grant institution pervades all that it does. Science at Virginia Tech is inherently *Ut Prosim*. The college also upholds the university’s core values of diverse and inclusive communities, knowledge and innovation, opportunity and affordability, and excellence and integrity.

Outstanding faculty members teach courses and conduct research in biological sciences, chemistry, data science, economics, geosciences, integrated sciences, mathematics, neuroscience, physics, psychology, and statistics. The college offers innovative programs in cutting-edge areas including, among others, those in energy and the environment, developmental science across the lifespan, infectious diseases, computational science, nanoscience, nanomedicine, and systems biology. The college is dedicated to fostering a research-intensive environment that promotes scientific inquiry and outreach. It recognizes science’s place within a social context and positions the college’s students and scholars to take advantage of a future marked by rapid advances in technology and globalization. The college has also been greatly aided by the Science Roundtable, the college's alumni advisory board. Made up of successful alumni in industry, the Roundtable is highly engaged and valued. It provides essential support at all levels and the college leadership relies on it for counsel based upon their vast experience in many diverse fields.

The college’s broad conceptualization of science and desire to conduct research and education across boundaries is evident in the myriad research relationships and programs faculty have with colleagues in other colleges – from the establishment of a biostatistics group in Roanoke to support the university’s expanding medical research efforts there, to the development of a Behavioral Decision Science minor, to efforts with the College of Engineering to expand the university’s Quantum Information Science expertise, to a joint Economics Ph.D. program with the College of
Agriculture and Life Sciences – to name just a few. The college’s Academy of Integrated Science and the new Academy of Data Science are evidence of the college’s continued efforts at reimagining science education and interdisciplinary research. The Academy of Integrated Science is home to the innovative Integrated Science Curriculum and interdisciplinary degree programs in computational modeling and data analytics, nanoscience, nanomedicine, and systems biology – which do not fit neatly within the parameters of a single academic department. The Academy of Data Science will teach scientists in other fields how to make better use of data science, and also plans to offer a plus-one degree — undergraduate training in a scientific field and, after another year of study, a master’s in data science. This innovative new academy will also give students a chance to work with businesses and government agencies, examining their real-world data challenges while potential employers see students’ work.

The college also has close relationships with Virginia Tech’s seven research institutes and university level research centers that work with more than 500 faculty throughout the university. Spanning all of the colleges at Virginia Tech, the institutes allow the university to address large-scale research opportunities by integrating across traditional disciplinary lines. The executive director of the newest institute, The Fralin Biomedical Research Institute, is a faculty member in the College of Science. The other institutes and centers all have missions that align well with departments in the college, providing unlimited opportunities for partnerships. The seven university institutes are:

- Fralin Biomedical Research Institute at VTC (Virginia Tech Carilion)
- Fralin Life Sciences Institute
- Hume Center for National Security and Technology (pending incorporation into a new National Security Institute)
- Institute for Creativity, Arts and Technology
- Institute for Critical Technology and Applied Sciences
- Institute for Society, Culture and Environment
- Virginia Tech Transportation Institute

**Finances and Research**

In many ways, the College of Science is at the forefront of an interdisciplinary research environment that is unique among top-tier research universities, with the potential to position Virginia Tech as one of the premier universities in the country recognized for its research and scholarship. The College of Science conducted $32.8 million in research expenditures in the 2019-20 fiscal year (a 53% increase since 2016), with $43.6 million in research awards. It has an annual budget of approximately $68 million and an endowment of nearly $41 million.

**Faculty**

The College of Science consists of 456 faculty – 244 tenured and tenure-track, 186 non tenured instructional and research faculty, and 26 administrative and professional faculty”. Professors include world-renowned leaders in their disciplines and rising stars who have received National Science Foundation Career awards and equivalent early career awards from the Department of
Energy and Department of Defense. Faculty members have also received prestigious fellowships in recent years including the Humboldt. The college is home to six endowed chairs, 19 endowed professorships and faculty fellowships, four of Virginia Tech’s 20 University Distinguished Professors, and one of the university’s ten current Alumni Distinguished Professors. Faculty clearly excel in the classroom, teaching more credit hours than faculty in any other college at Virginia Tech. Professors conduct research on all seven continents – including Antarctica – and serve as advisors to Congress and the U.S. Department of State.

Students

For academic year 2020-21, the College of Science enrollment includes over 4,700 undergraduate majors and 562 graduate students. The number of undergraduate majors in the college has grown more than 30 percent over the past five years. The college teaches at least one class to more than 98 percent of all Virginia Tech students, delivering more than 240,000 student credit hours in academic year 2019-20, including much of the first-year curriculum for Engineering students. Undergraduate students win Goldwater Scholarships, Fulbright Fellowships, and go on to earn Ph.D.s at the top universities in the world.

* Note: All faculty, staff, and student numbers in this document are pulled from the fall 2020 university census.

DEPARTMENTS AND ACADEMIC UNITS

The College of Science includes eight departments, one school, and two academies. More information about each unit, including links to their leadership and web pages can be found at: [https://www.science.vt.edu/about/directory.html](https://www.science.vt.edu/about/directory.html)

**Biological Sciences**

The Department of Biological Sciences is a major hub for life sciences research and teaching at Virginia Tech, with interdisciplinary connections that span the university. The department is home to 55 faculty, 25 postdocs/research scientists, and 90 graduate students on the Blacksburg and Roanoke campuses, in addition to over 1,500 undergraduate majors. As major players in both basic and applied research at Virginia Tech, biological sciences faculty have a $12.6 million share in over $38 million in new grants awarded this past year to tackle the most challenging problems facing our world today, from global change to human disease.

**Chemistry**

The Department of Chemistry has a long history, a strong reputation and a bright future. With 43 faculty, 14 post-docs, and 21 permanent staff, the department generates about $10M annually in extramural research funding and disseminates chemistry knowledge to the Commonwealth, the nation and the world. Chemistry faculty hold leadership roles in major research initiatives such as the Molecular Sciences Software Institute (MoSISI), GlycoMIP – National Science Foundation Materials Innovation Platform, the Macromolecules Innovation Platform, the Virginia
Tech Center for Drug Discovery (VTCDD). Courses provide the chemical foundation for all Virginia Tech science and engineering students and broaden their understanding about the structure and properties of matter. The department currently has over 300 undergraduate majors and 131 graduate students working in programs preparing them to be society's future chemists and scientists.

**Data Science**

The Academy of Data Science (ADS), established in 2020, promotes the application of data science methods to help solve scientific problems and fosters the development of data science methods in support of science. The Academy serves as the interdisciplinary hub for data science collaboration and research for faculty and it promotes the infusion of data science into the college’s curricula. The Academy is currently offers two data science related degrees: the MA in Data Analysis and Applied Statistics, a professional Master’s in the National Capital Region; and the proposed MS in Applied Data Science, currently under development. The ADS also sponsors other initiatives such as: the ADS Discovery Fund supporting faculty research; data science workshops for faculty; and a speaker series in collaboration with the Northern Virginia Technology Council.

**Economics**

The Department of Economics focuses on teaching, research, and outreach in regard to economic issues at the state, national, and international levels. The department has a focus on understanding decision-making in all its aspects – including formal mathematical models, empirical techniques to establish causality, experimental methods to test behavior, and applications to various subdisciplines of economics and policy-making. Home to 28 instructional faculty, 218 undergraduate majors and 35 Ph.D. students, the Department has strengths in the emerging areas of economics including behavioral economics, neuroeconomics, big data economics and network theory, and is a key partner in the newly formed Politics, Philosophy and Economics (PPE) major. As part of its instructional mission the Department of Economics offers general education courses that provide undergraduates from across the university with a background in the business, policy, and international aspects of economics they need to support their programs of study.

**Geosciences**

The Department of Geosciences focuses on research, education, and outreach dealing with the nature of the Earth. Students and faculty investigate Earth processes at scales that range from atomic to planetary. With 27 instructional faculty and 6 research faculty, the department currently has 75 students pursuing undergraduate degrees, and an additional 50 students participating in M.S. and Ph.D. programs. The undergraduate program offers B.S. degrees with options in geology, geochemistry, geophysics, engineering/environmental geoscience, paleobiology/geobiology, and earth sciences education, and the graduate program offers M.S. and Ph.D. degrees in several research areas. The outreach program also operates the Museum of Geosciences, located on campus in Blacksburg and open to the public year-round.
Integrated Science

The Academy of Integrated Science serves as the home for three undergraduate degree programs: Computational Modeling and Data Analytics (CMDA); Nanoscience (with the two majors Nanoscience and Nanomedicine); and Systems Biology. In addition, it supports two cross-disciplinary minors, Science, Technology, & Law and Data & Decisions, as well as the Integrated Science Curriculum that offers a two-year educational experience (freshman and sophomore years) on the fundamentals of modern science. Close to one thousand students (740 majors, 110 minors, and 140 students in the Integrated Science Curriculum) were enrolled in the Academy’s programs during the past academic year. Most of the faculty teaching in the programs of the Academy of Integrated Science have their home in one of the traditional departments. Five teaching faculty, specialized in interdisciplinary education, have academic homes in the Academy. New programs under development include the Behavioral Decision Science program (major and minor) and the minor in Quantum Information Science and Engineering.

Mathematics

The Department of Mathematics offers a range of degree programs that educate highly qualified students in the burgeoning world of advanced mathematics and prepares them for careers in its use and development. New mathematically related career paths continue to emerge as the technology-based economy evolves, with opportunities in Big Data, Machine Learning and AI, Cybersecurity, Quantum Information Science, and other areas. The department currently has 95 instructional faculty members serving 325 undergraduate majors, 330 minors, and 70 graduate students, in addition to meeting the mathematics education needs of the broader university student population. The Department of Mathematics offers the B.S. degree at the undergraduate level and the M.S. and Ph.D. degrees at the graduate level. The department is particularly strong in computational and applied mathematics and is seeking to strengthen its programs in areas related to Cybersecurity, Quantum Information Science, Analysis and Differential Equations.

Neuroscience

The School of Neuroscience, formed in 2016, trains and educates research-oriented undergraduate students, graduate students, and postdoctoral fellows from diverse backgrounds in the transdisciplinary field of neuroscience. The School aspires to be at the forefront of research as well as graduate and undergraduate education regarding adaptive and maladaptive changes that occur in the brain over an individual’s entire lifespan. Currently, the School has 23 instructional faculty members (including two in the Fralin Biomedical Research Institute at VTC) and is home to almost 800 undergraduates divided among four majors (Clinical Neuroscience, Cognitive and Behavioral Neuroscience, Computational and Systems Neuroscience, and Experimental Neuroscience). In 2020, the School of Neuroscience’s newly created graduate program was fully approved and first cohort of students will arrive in the summer of 2021.
Physics

Physics has been taught at Virginia Tech since it opened its doors in 1872. The department, with 38 instructional faculty and 23 research faculty, currently offers the B.A. and B.S. degree at the undergraduate level and has 260 undergraduate majors. The department is in the top 20 in the country in the number of Bachelor of Science graduates. At the graduate level, it offers both M.S. and Ph.D. degrees, with 85 graduate students enrolled. The study of physics at Virginia Tech provides students the opportunity to engage in a broad range of cutting-edge research projects, from particle physics, astrophysics, and string theory to nanoscience, biological physics, and quantum information science using state-of-the-art facilities. The department includes two centers – the Center for Neutrino Physics and the Center for Soft Matter and Biological Physics. The department is strongly dedicated to the mentoring and career preparation of students.

Psychology

The Psychology Department is dedicated to the discovery of knowledge about human behaviors, thoughts, and emotions identifying normal and disordered processes that contribute to mental and physical health disorders across the lifespan, as well as the psychological and social processes that influence people’s thoughts, feelings, and behaviors as they engage with family, work, and their community. The department offers courses in the classroom, research laboratory, and community to provide both undergraduate and graduate-level training. The Graduate Program in Psychology currently has 70 graduate students who are trained in four major areas: Clinical Science, Developmental Science, Industrial and Organizational Psychology, and Biological Psychology. Psychology is one of the most popular courses of study among undergraduates, with 930 majors and 350 minors. The department is home to 26 faculty and includes four centers – the Center for Applied Behavior Systems, the Child Study Center, the Autism Clinic, and the Psychological Services Center.

Statistics

The Department of Statistics offers both undergraduate and graduate training for students who wish to concentrate in theoretical or applied statistics. For undergraduates, the department offers a B.S. in Statistics and plays a significant role in the College’s Computational Modeling and Data Analytics (CMDA) degree. At the graduate level, the department offers a M.S. and Ph.D., with focus areas that include bioinformatics, data analytics, computational statistics, environmental & geographical applications, industrial & engineering statistics, and biostatistics. In addition, an MA in Data Analysis and Applied Statistics (DAAS) is offered to concurrent students (seeking a graduate degree in another field) in Blacksburg. The M.A. in DAAS is also offered in Arlington as a professional degree. With 40 faculty members, the department is home to roughly 100 undergraduate majors and 65 graduate students. The Statistical Applications and Innovations Group (SAIG) provides support in the form of consulting, research collaboration, and focused instruction for colleagues within the university as well as for clients in industry, and government. Graduates from the department find rewarding jobs in industry, business, academia, and government.
ADDITIONAL COLLEGE PROGRAMS, CENTERS, and INSTITUTES

Macromolecules and Interfaces Institute

The Macromolecules Innovation Institute (MII) is a university-wide research and education institute, representing a group of faculty, students, and staff dedicated to fostering an interdisciplinary understanding of the macromolecular sciences and technologies. With strong representation and leadership from the College of Science Chemistry faculty, the Institute is committed to unifying and advancing Virginia Tech’s internationally recognized interdisciplinary program in macromolecular science and engineering through recruitment and education of high-potential students, timely research at both the basic and applied levels, and pursuit of continuing education and economic growth with industry and government agencies. The MII has 60 affiliated faculty, representing five colleges, the Institute for Critical Technology and Applied Sciences, and the Fralin Biomedical Research Institute at VTC.

Interdisciplinary Center for Applied Mathematics

The Interdisciplinary Center for Applied Mathematics (ICAM) was formed in 1987 to promote and facilitate interdisciplinary research and education in applied and computational mathematics. Recognizing that applied mathematics plays a central role in all modern science and advanced technology, the fundamental mission of ICAM is to enhance and expand the historical links among mathematics, engineering, and the sciences. With 37 faculty members, ICAM has representation from 11 departments in two colleges (Engineering and Science), as well as the Hume Center and Advanced Research Computing. ICAM provides opportunities for traditional academic disciplines to meet the rapidly developing needs in scientific, engineering, and technological fields through active engagement with national research laboratories, industry research and development centers, and federal research funding agencies.

Center for Biostatistics and Health Data Science

The Center for Biostatistics and Health Data Science (CBHDS), located on Roanoke’s Health Sciences and Technology Campus, provides expertise in biostatistics, data science, analytics, statistical programming and data management for investigators in the VT and Carilion Clinic research communities and beyond. CBHDS’s mission is to achieve excellence in Virginia Tech’s health- and medically-related research portfolio through fostering collaborations across various disciplines within a team science model. CBHDS’s Director, Dr. Alexandra Hanlon, is also Co-Director of the Biostatistics, Epidemiology and Research Design (BERD) Methods Core for the Integrated Translational Health Research Institute of Virginia (iTHRIV), a cross-Commonwealth consortium of research and healthcare institutions that has been established as an NIH-funded Clinical and Translational Science Awards (CTSA) program hub. The CBHDS team
includes 10 core members and over 30 affiliated members, spanning 13 Departments and 11 Colleges, Institutes and Centers.

Virginia Tech Center for Autism Research

The VT Center for Autism Research (VTCAR) promotes collaborative research on Autism Spectrum Disorders (ASD) and related conditions from multiple disciplinary perspectives. The Center is committed to improving the quality of life for individuals with autism and their families through intervention, education, and research directed towards effective treatments and support. Currently, VTCAR consists of over 30 affiliated faculty across the university, from departments as diverse as biological sciences, psychology, engineering, computer science, education, human development, and more. The aim is to assist these researchers through establishing a central and ongoing research database of potential research participants that are well-characterized with behavioral assessments. The goal is also to facilitate interactions among scientists who wish to apply their work to ASD, through an annual conference, outreach, and assistance with grant development.

Virginia Tech Center for Drug Discovery

The Virginia Tech Center for Drug Discovery (VTCDD) is an interdisciplinary group committed to continuing the growth and advancing the stature of the existing drug discovery and development programs at Virginia Tech. The Center has 50 affiliated faculty from 15 different departments with strong representation and leadership from College of Science faculty in chemistry and biological sciences. The goals of the center include providing a visible presence for Virginia Tech in the drug discovery and drug delivery areas, facilitating high impact collaborative research, working closely with industry partners, and strengthening graduate and undergraduate active learning in drug discovery, development, and delivery research.

OPPORTUNITIES AND CHALLENGES FOR THE DEAN

The dean leads all aspects of the college, setting the academic tenor, promoting a culture of outstanding innovation and scholarship, and representing its faculty, students, and staff to the university and beyond. The college’s department heads, associate deans, and directors report to the dean. The dean has financial and administrative management responsibility for the college, guides and oversees its annual operating budget, works with the central administration to invest in new initiatives, and leads its fundraising efforts. The dean’s charge also includes providing effective leadership for the college’s faculty and administrative staff.

To ensure the College of Science’s continued growth and distinction, the next dean will be expected to place high on her/his agenda several key opportunities and specific challenges:

Set an overarching strategy to clearly differentiate the college as a national leader

The next dean will shape the college’s strategic direction. As scientific discoveries—and their impacts on society—accelerate, the college must continually focus its efforts on the most pressing
and innovative areas. Faculty will be essential in identifying these areas that also will align broadly with university priorities. Interdisciplinary connections and cross-campus collaborations will be a priority. To this end, the new dean will seek out opportunities for growth and expansion with the new Innovation Campus, the Academies of Integrated Science and Data Science, and the School of Neuroscience. At the same time, the dean will ensure excellence in each of the individual departments and serve their disciplines while shaping a coherent, connected college.

**Embrace the VT mission and provide leadership with a deep commitment to equity, diversity and inclusion**
Members of the College of Science community are committed to imbuing these principles into all aspects of the college. Working collaboratively across the college and the university, the dean will increase access and retention of underrepresented students, faculty, and staff, and ensure that all members of the COS community feel welcome and valued. These efforts will require ongoing attention and resources, as well as the dean’s personal leadership commitment. Moreover, the dean will be a skillful communicator who engages faculty, students, and staff in meaningful, ongoing dialogue on these principles.

**Recruit and retain eminent faculty**
The next dean will lead efforts in the college to recruit and retain eminent, diverse, and innovative faculty who embrace the university’s mission through their research, teaching, and service. The dean will work closely with fellow deans and the provost’s office to further strengthen the organization to enable tenure- and non-tenure track faculty to achieve their full potential. As the next era of academic excellence at the college emerges, the dean will lead with a focus on achieving excellence in research, teaching, service, and professional development.

**Set a vision to broaden and deepen excellent scholarship in research, education, and outreach**
The dean will work with COS faculty to develop a vision to advance high-impact scholarship that aligns with the university’s goals as a major public research university. This requires substantive experience supporting the growth of research and scholarship, and a record of providing greater opportunities for students to be engaged in these activities. The dean will build strong collaborations across COS and Virginia Tech to provide opportunities for and support of interdisciplinary collaborations. The next dean will do so in a fashion that conveys and ensures equal support for the broad array of work engaged in by faculty. Excellent graduate students are essential to generating meaningful scholarship so the Dean will champion programs that attract the strongest trainees.

**Lead and empower a capable administrative team**
The next dean will engage the entire College of Science community by leading with transparency in decision-making, listening carefully, and thoughtfully knitting together all areas and interests of the college, including those of faculty, staff, students, and alumni. Working closely with associate deans and departmental leaders, they must demonstrate a willingness to listen to the college’s diverse constituents, make critical data-driven decisions, articulate the reasoning behind such decisions, and allocate resources accordingly. The dean will also empower heads to innovate and sustain excellence in their departments. Leading with integrity, the dean will be expected to
cultivate an environment that excels in growing the positive climate that will attract a diverse faculty, staff, and student body working with strong cooperation to further the goals of the college.

Provide leadership in managing budgetary resources
In order to secure the future success of the College of Science, the dean will need to provide leadership in identifying sufficient financial resources to fund new and improved facilities, support faculty needs and research growth, expand academic programs at the undergraduate and graduate levels, and form strategic partnerships to advance the mission of the college. The dean will bring a strategic mindset to developing financial resources and then aligning them to sustain the mission.

Strengthen fundraising and foster meaningful relationships between the college and friends, donors and alumni
The dean must have the potential to become a skilled fundraiser willing to work in close coordination with University Advancement to secure the private gifts necessary for future development of the College. The dean plays an important role in fundraising efforts by reaching out to a wide array of friends, donors, and alumni to make a strong, compelling case for investment; and by supporting department heads to spearhead fundraising within their respective units. The dean will work directly with leaders from advancement to develop and advance a cohesive, integrated fundraising effort, while also leading the effort to reach out to the college’s highly supportive Alumni and donor networks.

THE SUCCESSFUL CANDIDATE

The College of Science seeks an inspiring, intellectual, and entrepreneurial leader to sustain its dynamic development toward a bright future. The new dean will bring high academic standards, an outstanding record of scholarship, and strong leadership and management skills. The new dean will bring a successful record of leadership experience relevant to an academic setting, and must possess a doctoral degree and the qualifications for an appointment as a tenured professor in a College of Science department. The successful candidate will also be able to demonstrate a commitment to advancing inclusion and diversity. While no one person will embody all of them, the successful candidate will bring many of the following qualifications and attributes:

- An intellectual leader; a distinguished teacher, scholar, and academic leader who has a passion for students, research, and service.

- An experienced academic leader with a track record of success in a large, complex academic unit or related organization; an astute understanding of finances and the relationship between academic priorities and the budget.

- A demonstrated commitment to diversity, equity, and inclusion; an understanding of its importance to the mission and richness of the College of Science and its ongoing success.

- A person of absolute integrity who engenders trust.
• A team player who will work collaboratively with other deans, academic leaders, and central administration to set a strategic vision for the college in the broader context of the university and help the university and colleges achieve shared goals.

• A record of accomplishment in recruitment and retention of outstanding faculty, staff, and students, including women and those traditionally underrepresented in faculty, staff, and student bodies in the sciences.

• An open and consultative leader; an excellent collaborator who can partner with and motivate faculty, staff, and students to take the college to a heightened level of success.

• A dedication to the mission and vision of Virginia Tech and the college; a tireless advocate for access, interdisciplinary research and teaching, and engagement.

• A technologically adept communicator who can inspire, cultivate key external constituencies, attract partners, raise funds, generate enthusiasm among alumni, and obtain commitments to support the college.

• A person of high energy, optimism, and perseverance to bring initiatives to fruition.

TO APPLY

Nominations and applications are welcome. All applications will be considered until the position is filled.

Nominations and inquiries should be sent to:
Pam Pezzoli, Partner
Neeta Mehta, Managing Associate
Isaacson, Miller
1300 19th Street, NW, Suite 700
Washington, DC 20036
www.imsearch.com/7917

Electronic applications strongly encouraged.

Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, genetic information, veteran status, or any other basis protected by law.
APPENDIX

UNIVERSITY BACKGROUND

Dedicated to its motto, *Ut Prosim* (That I May Serve), Virginia Tech takes a hands-on, engaging approach to education, preparing scholars to be leaders in their fields and communities. Founded as a land-grant institution in 1872, Virginia Tech is Virginia’s most comprehensive university and a leading research institution as well as one of the nation’s senior military colleges. With more than 1,500 instructional faculty, Virginia Tech offers more than 280 undergraduate and graduate degree programs to nearly 35,000 students. Of those students, 81 percent are undergraduate students, and 19 percent are graduate students. Fifty-seven percent are male, and 43 percent are female. Virginia Tech is ranked 5th in the nation for number of engineering graduates, 46th in the nation on the National Science Foundation Rankings by Total R&D Expenditures and manages a research portfolio of more than $550 million. Its operating budget for 2020-21 is $1.6 billion and its endowment is approximately $1.14 billion.

The university offers more than 110 bachelor’s degree programs through its seven undergraduate academic colleges: Agriculture and Life Sciences, Architecture and Urban Studies, Engineering, Liberal Arts and Human Sciences, Natural Resources and Environment, Pamplin College of Business, and Science. It offers over 170 master’s and doctoral degree programs through the graduate school and professional degrees from the Virginia-Maryland College of Veterinary Medicine and the Virginia Tech Carilion School of Medicine in Roanoke.

UNIVERSITY LEADERSHIP

Virginia Tech is led by Timothy Sands, the university’s 16th President, who reports directly to the Board of Visitors. Cyril Clarke, Executive Vice President and Provost, and Dwayne Pinkney, Senior Vice President and Chief Business Officer, lead the academic and administrative areas, respectively.

Leadership:
- [Office of the President](#)
- President’s Executive Staff
- President’s Leadership Team
- President’s Council
- [Office of the Executive Vice President and Provost](#)
- EVP & Provost Staff
- EVP & Provost Organizational Chart
- [Office of the Senior Vice President and Chief Business Officer](#)

STRATEGIC PLANNING AND STRATEGIC CHANGES

The university’s strategic plan, *The Virginia Tech Difference: Advancing Beyond Boundaries*, was developed over 18 months through holistic collaboration with faculty, staff, students, alumni, and university partners across colleges, institutes, offices and campuses, and shaped by consultative partners.

The university’s strategic plan guides initial steps to achieving the long-term *Beyond Boundaries* vision as a comprehensive research land-grant university by affirming Virginia Tech’s mission and core values; defining university priorities; and outlining goals and initial milestones to achieve each priority. It also reinforces the university's established strengths and serves as a university-level guide for colleges, institutes, offices, departments, and units as they develop their respective strategies and plans to advance
institutional priorities. Virginia Tech’s vision, mission, core values, and strategic priorities are already being put into action in efforts at the university.

The Strategic Affairs team worked with leadership within the Office for Inclusion and Diversity throughout this process to ensure alignment between the Office for Inclusion and Diversity's strategic planning efforts and the integration of the campus’ diversity plan within the university strategic planning framework. The Office for Strategic Affairs will continue to collaborate and partner with the Office for Inclusion and Diversity to ensure ongoing alignment.

The Office for Strategic Affairs will continue to collaborate and partner with colleges, institutes, offices, and units in the development of unit-level strategic plans as part of the continuous planning process.

FUNDRAISING

In October of 2019, Virginia Tech announced the most ambitious fundraising and engagement campaign in university history. Boundless Impact: The Campaign for Virginia Tech has a goal to raise $1.5 billion to fuel excellence across all university programs and drive forward major strategic priorities. A second goal is to engage 100,000 alumni in meaningful ways over the course of the campaign, which is projected to run until June 30, 2027.

The campaign is expected to fuel major initiatives across the university. These include innovative new collaborations to solve complex problems, constructing a four-building Global Business and Analytics Complex in Blacksburg, investing in cutting-edge research in health sciences to push the Health Sciences and Technology Campus in Roanoke forward, and maximizing the impact of the emerging Innovation Campus in the greater Washington, D.C., area.

Other major campaign priorities are to help Virginia Tech reach its inclusion and diversity recruiting goals, which include 40 percent of the student body coming from groups that are underrepresented or underserved, and to support innovative new ways of learning through internships, collaborations, and other programs that go beyond the classroom to prepare students to thrive on transdisciplinary teams.

STUDENTS AND FACULTY

The university fulfills its role as a land-grant institution by fostering a collaborative environment that integrates technology into all disciplines, so that the Virginia Tech community can serve as a force for positive change around the commonwealth, the country, and the world. Through experiential learning, future-focused research, and an inclusive, spirited culture, Virginia Tech strives to accomplish the charge of its motto Ut Prosim (That I May Serve).

Guiding the transformation of their students are 2,070 instructional faculty members (both full and part-time) of which 51 percent are tenured. Twenty-one faculty members belong to the prestigious National Academies, which advance the pursuit of science, engineering and medicine. Virginia Tech has two faculty members and one student who have risen to the rank of Fellow in the preeminent American Academy of Arts and Sciences.

The Institutional Research website offers data tables, graphs, and maps related to Student Data, Faculty & Staff Data, Course & Grade Data, Common Data Sets, Peer Institutions & Comparisons, and Reports.
CAMPUS LIFE

Campus life aims to complement Virginia Tech’s world-class academic experience by building communities, promoting holistic education, and cultivating environments that offer opportunities for leadership, innovation, and service. These communities offer a dynamic residential campus and award-winning dining in an environment committed to well-being including health and wellness programs to hundreds of student organizations and clubs. By being student-centered, Virginia Tech aims to transform students into the Hokies who will change the world for the better by believing in teamwork, integrity, development, and equity.

Virginia Tech is a member of the Atlantic Coast Conference. NCAA Division I-A men's varsity sports are football, basketball, baseball, soccer, indoor and outdoor track, swimming and diving, wrestling, tennis, golf, and cross country. Women’s varsity sports are basketball, tennis, volleyball, swimming and diving, indoor and outdoor track, soccer, softball, lacrosse, golf, and cross country. Learn more at HokieSports.

An extensive recreational program provides opportunities for participation in numerous activities. The university also offers intramural sports and club-sports programs that allow students to compete against programs from other colleges and universities across the country.

DIVERSITY, EQUITY, AND INCLUSION

Virginia Tech is a just and inclusive community that welcomes, encourages, and supports individuals who desire to contribute to and benefit from the institution’s missions of learning, discovery, and engagement. Virginia Tech is working to promote:

- sustainable institutional transformation and accountability;
- representational diversity;
- an inclusive, welcoming, affirming, and accessible safe campus climate; and
- the integration of issues of equity and identity into the academic mission are promoted with steadfastness.

InclusiveVT is the institutional and individual commitment to Ut Prosim in the spirit of community, diversity, and excellence. InclusiveVT institutional goals are:

- institutionalizing structures to promote sustainable transformation;
- increasing faculty, staff, and student diversity;
- ensuring a welcoming, affirming, safe, and accessible campus climate; and,
- advancing the academic, research, teaching, and service mission through inclusive excellence.

SUSTAINABILITY

Virginia Tech serves as a model community for a sustainable society. Sustainability is an integral part of the fabric of the university as it pursues enhanced economic stability and affordability, diversity and inclusion, environmental stewardship, expansion of knowledge, and education of future leaders. Virginia Tech strives to be a leader in campus sustainability and was recently ranked No. 12 among The Princeton Review’s top “Green Colleges” for 2019. The pursuit of sustainability is achieved through Virginia Tech's administration; physical environment and operations; student life and experience; campus culture and behavior; and academic learning, discovery, and engagement. The Sustainability Office and the university’s Climate Action Commitment guide this pursuit.
MAIN CAMPUS LOCATION AND LOCAL CULTURE

Situated on a plateau between the Blue Ridge and Allegheny mountains, Blacksburg is continually ranked as one of the best places in the United States to live and for small business and careers. Home to about 42,600 residents and ample attractions, it is a town that perpetually earns its good reputation. With abundant leisure activities, a reasonable cost of living, safety, moderate climate, and award-winning services, Blacksburg is known nationwide as a well-managed, forward-looking community.

Founded in 1798, Blacksburg is rich in history and offers a vibrant culture. Resting in Montgomery County, Blacksburg has a delightful downtown, paved with wide red-brick sidewalks and lined with Victorian streetlamps and park benches. Unique stores, art galleries, and eclectic restaurants are ready for exploration.

Outside magazine named Blacksburg as one of the top 10 places to live in the country because of its proximity to some of the best hiking, camping, rafting, golfing, climbing, and caving in the region. Venture Out is Virginia Tech’s outdoor recreation program. From the Appalachian Trail to the Washington-Jefferson National Forest, Blacksburg has much to offer.

Blacksburg at a glance:

- **Safe:** The nationally accredited Virginia Tech Police Department operates 24 hours a day and provides full police service to the university community.
- **Welcoming:** Blacksburg residents gave the highest ratings to their town’s appearance, openness, and acceptance, as well as its many cultural opportunities, safety, and low crime rate in the National Citizens Survey.
- **Connected:** Award-winning Blacksburg Transit provides town-wide public transportation at a reasonable cost and a game-day shuttle for football and basketball games.
- **Wired:** As a high-tech, professional environment, Blacksburg is one of the most “wired” communities in America.

CAMPUSES AND FACILITIES

With 250,000 living alumni and students who have come to Tech from every state and more than 100 countries, Virginia Tech is rooted in many places.

**Blacksburg**

Virginia Tech’s main campus in Blacksburg has 2,600 acres, 213 buildings, an airport, Lane Stadium, Cassell Coliseum, the Moss Arts Center, an adjacent research park, and a 1,800-acre agriculture research farm. As the university meets the global demands of the future, the Blacksburg campus is constantly adapting to fulfill learning and research needs. See a list of all buildings on Virginia Tech's Blacksburg campus.

**Roanoke**

The New River and Roanoke valleys are linked more tightly than ever thanks to collaborations among Virginia Tech, Carilion Clinic, and other partners. Roanoke is the home to the university’s ninth college, the Virginia Tech Carilion School of Medicine and the adjoining Fralin Biomedical Research Institute at VTC. Both are part of the VTC Health Sciences and Technology Campus in the Roanoke Innovation Corridor. The city is also home to Virginia Tech Roanoke Center, the Virginia Tech Center for Organizational and Technological Advancement, and the Hotel Roanoke & Conference Center, which is owned by the Virginia Tech Foundation.
Northern Virginia
With facilities, faculty, graduate degrees, and research in the region since 1969, Virginia Tech has a long history in the Washington, D.C. area. The university offers 45 graduate degree and certificate programs and has facilities in seven Northern Virginia locations. These include the Falls Church campus, the Marion duPont Scott Equine Medical Center in Leesville, the Virginia Tech Research Center – Arlington and the Advanced Research Institute in Arlington, Washington-Alexandria Architecture Center in Alexandria, the Language and Culture Institute in Fairfax, the Occoquan Watershed Monitoring Laboratory in Manassas, and the Middleburg Agricultural Research and Extension Center in Middleburg.

In June 2019, Virginia Tech officials announced plans to build the university's Innovation Campus in Alexandria. The campus’s strategic location, on 15 acres just south of the Four Mile Run stream that separates Alexandria and Arlington, positions Virginia Tech and its future partners near the nation’s capital, diverse industries, and leading tech companies, including Amazon and its HQ2 project. The new campus will triple Virginia Tech’s footprint in Northern Virginia, where approximately 60,000 alumni live. While Amazon was the catalyst for Virginia Tech to build its campus now, business leaders in the Washington, D.C., area stress that the impact of the Innovation Campus will go far beyond meeting the campus’s goals to grow the tech-talent pipeline. The campus will include academic classrooms, incubator space for new startups and research and development, offices for industry collaboration, and convening space for alumni events. The development plans call for public open space and ground-floor retail, knitting the campus into the fabric of Alexandria.

Across the Commonwealth, Virginia Tech also has facilities in and offers courses to residents of Abingdon, Richmond, Virginia Beach, and Newport News, where construction is underway on Tech Center Research Park, a fusion of the best of today’s research parks and innovation districts.

Switzerland
The Steger Center for International Scholarship in Riva San Vitale is home to several study abroad programs for students.

For more information about Virginia Tech, please visit www.vt.edu.