

**2007-08 College of Architecture, Art, and Planning Dean Search
Candidate Specification**

Major Responsibilities

The Dean is the academic and administrative leader of the College of Architecture, Art, and Planning and part of the senior leadership team of Cornell University. He/she will be responsible for:

- Leading the development, implementation, and evaluation of an effective strategy for architecture, art, and planning that supports the mission of the College.
- Engaging the academic leadership, faculty, staff and students to create strong and productive working relationships and promote a culture of transparency.
- Focusing on resource allocation and fundraising, including the current capital campaign, to support research, students, programmatic initiatives, outreach, and physical infrastructure.
- Aggressively pursuing completion of the currently adopted Milstein Hall project, renovation and renewal of existing facilities, and planning for additional future capital projects.
- Playing a critical and constructive role in promoting collaboration and interdisciplinary partnerships among the College and the other units at the University and with leaders and practitioners in the fields of architecture, art, and planning.
- Developing, refining, and strengthening the New York City program.
- Coordinating existing off-campus programs and exploring new global opportunities.
- Leading the recruitment and retention of a diverse and world-class faculty in the areas of architecture, art, and planning.
- Serving as an example, by virtue of intellectual rigor, caliber of experience, and personal and professional attributes, of the exemplary leadership that befits a renowned college of architecture, art, and planning.

Ideal Experience

The successful candidate will be a dynamic leader with an exciting vision for architecture, art, and planning in the 21st century. Ideally, he/she will have a track record that includes:

- Experience in a leadership role in a top architecture, art, or planning department, or a demonstrated track record as a leading practitioner or teacher.
- Proven fundraising experience.
- Strong financial and administrative management skills.
- A demonstrated track record of attracting, mentoring, and developing a diverse, top-tier faculty or group of colleagues.
- Experience in building relationships, collaborations, and connections with a wide range of key constituencies, including international scholars and practitioners, fellow deans, and alumni.

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- Preferably, a master's degree in architecture, art, or planning or a doctorate in any of these or related fields.

Critical Competencies for Success

The successful candidate will have leadership competencies and personal skills that will enable him or her to do the following:

Leadership Talent: In a College that is undertaking ambitious plans to take it to the next level of academic leadership in its field, the Dean will create and inspire a cohesive and high-performance team culture and provide stable leadership, by:

- Demonstrating an open, accessible, and visible leadership and communication style.
- Inspiring and motivating the College to produce results through collaborative development of a shared vision of excellence.
- Serving as a leader and mentor to the leadership team, staff, and faculty, helping to define and refine their respective agendas,
- Attracting a top-tier, diverse faculty and helping faculty members with their professional development and growth.
- Demonstrating a passion for education and a desire to intellectually engage with students.

Partnering Skills: In a College that comprises three distinct departments with priorities that do not always overlap, the Dean will establish new and innovative programs across the College and University, by:

- Identifying, developing, and implementing strategic disciplinary and interdisciplinary programs with department leadership and faculty.
- Leveraging Cornell's extensive network of alumni, practitioners, and global intellectual leaders to support strategic initiatives.
- Assessing the College's needs and implementing appropriate initiatives to address those needs.

Influencing Skills: Leverage strong fundraising and communication skills to further advance the College's vision and support key projects, such as the new building project and planned renovations, by:

- Proactively communicating, both internally and externally, the academic mission, achievements, priorities, and progress of the College.
- Providing strong leadership as the College competes for financial resources and academic talent.
- Taking an active role in alumni and donor relations to enhance fundraising aspirations, outreach efforts, and tangible financial results.
- Leading the faculty in a College-wide effort to raise the funds needed to complete Milstein Hall and to support other physical improvements as needed.