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Instructions:

You are part of the search team tasked with finding the next Director for a prestigious research-oriented university, the London Institute of Epidemiology and Public Health (LIEPH).

Note: This is the second attempt to fill the Director position, as a previous search committee was unable to agree on a candidate.

Job Posting

Title:

Director, London Institute of Epidemiology & Public Health (LIEPH)

Overview of Role:

The LIEPH Director has primary responsibility for overseeing the institute's administration, encompassing teaching, research, mission fulfillment, and financial stability. They are in charge of strategic planning, fundraising, budget management, compliance with university policies, and cultivating relationships with the community, alumni, and external stakeholders.

Candidates will be evaluated on the following criteria:

Demonstrated academic scholarship or extensive, relevant professional credentials suitable for leadership in an academic setting.

Leadership qualities in an academic or comparable environment, characterized by:

- Unwavering commitment to ethical standards.
- Dedication to inclusive governance involving faculty, staff, and students.

- Commitment to fostering diversity among faculty, staff, and students.
- Capacity to envision the university's future and provide the necessary leadership to actualize that vision.
- Commitment to instilling a culture that values excellence in teaching, scholarship, and service.
- A track record of successful fundraising.
- Ability to advocate for the university to external stakeholders, increasing support for its mission and programs.
- Dedication to enhancing the quality of life for students, faculty, and staff.
- Support for the adoption of new technologies to enhance learning, scholarship, and knowledge dissemination.

Briefing Notes: Pro Director of Research

In this exercise, you will play the role of the "Pro Director of Research"

In this capacity, you are responsible for overseeing faculty recruitment and promotion, and investment in support personnel and research infrastructure across the institute's three academic faculties: public health, infectious diseases, and health policy.

As a member of the 4-person search committee, your primary objective is to select a new director who will champion the necessary initiatives to maintain LIEPH's global leadership in its specialized areas within the life sciences field, with a particular focus on research excellence and productivity.

Following a meticulous selection process, you have narrowed down the pool of candidates to three individuals. The purpose of this meeting is to decide whom to invite as the next Director of LIEPH.

In the following pages you will find notes prepared by your executive assistant. As per your customary practice, please review these thoroughly and identify your preferred candidate before the final selection committee meeting.

Candidate 1: Smith

Resume Highlights:

- Holds the rank of Full Professor in Information Technology (IT).

- Past roles include Business Dean and Chair of the Information and Technology department at a large northern university.
- As Dean, initiated plans for a £25 million business school building.
- Currently serves as Provost and Executive Vice President at a medium-sized Welsh university.
- While serving as Provost in Wales, the business college secured a £15 million donation.

Additional Insights from the Interview Process:

- National reputation for IT research among academics.
- Recognized for IT expertise by business leaders.
- Smith's spouse holds a Ph.D. in Spanish and occasionally teaches at the college level.
- In an interview, emphasized the importance of collaboration with campus leaders and faculty.
- Exhibited strong oratory skills during faculty presentations.
- Stepped down as Dean at a northern university before fundraising for the business school building began.
- As Provost, teaches one class per year.
- Smith was not primarily responsible for securing the £15 million donation to the Welsh business college.



Candidate 2: Patel

Resume Highlights:

- Recently completed one term as a Member of Parliament for Richmond, and opted not to seek re-election.
- Raised a significant amount of money to campaign for M.P.
- Previously held positions as Dean of the College of Arts and Sciences at a medium-sized Scottish university and later at a large private university in Surrey.
- Attained the rank of Full Professor in Public Administration before assuming the role of M.P.

Additional Insights from the Interview Process:

- Established influential contacts during time as M.P.
- Feedback noted a perceived aloofness in Patel's faculty presentations.
- Six-year absence from higher education.

- Faculty research productivity at the university in Surrey increased under Patel's deanship.
- Owns a condo in Port Isaac
- Actively volunteers for two respected non-profit organizations: one focused on affordable housing and the other on advancing human rights.
- Has little direct experience with student life issues on campus.
- Maintains a vegetarian diet.
- As an M.P., was accused of changing positions on issues for political gain.

Candidate 3: Jones

Resume Highlights:

- Senior Managing Partner at a prominent London law firm.
- Last 5 years dedicated to service on LIEPH Board of Trustees and as a member of the steering committee for the ongoing £150 million capital campaign.
- Expertise in employment law and a track record of effective government lobbying for key policies.
- Published a successful book on controversial public health law and policy.

Additional Insights from the Interview Process:

- Pleasant personality in social settings.
- Regarded by partners as a strategic thinker in the law firm's direction.
- Colleagues from the law firm note occasional sudden outbursts of temper.
- Resides in the local area.
- One of the more active members of LIEPH's Board of Trustees.
- Well-received as a teacher, based on student enrollment and evaluations.
- Is married with a grown child.
- Law firm sources attribute a higher turnover rate to Jones' somewhat abrasive leadership style.