

Position Specification

Dean, Case School
of Engineering



CASE WESTERN RESERVE
UNIVERSITY

Celebrate
CENTER FOR
LAYERED
POLYMERIC
SYSTEMS
Case Western Reserve University

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Leadership Profile Statement

Case Western Reserve University seeks a Dean of Engineering with a distinguished record of excellence in research and teaching in engineering, effective leadership, support of high-quality academic programs, and successfully engaging both internal and external stakeholders. The Case School of Engineering (CSE) has a strong tradition of interdisciplinary innovation, an essential element of its entrepreneurial spirit and a hallmark of today's engineering environment. The next dean will build on this foundation, enhancing collaboration across the university and with external partners.

Leveraging the school's location in Cleveland—close to leading technology and business enterprises and renowned health care institutions—the dean will strengthen research and educational partnerships while driving progress on President Eric W. Kaler's institutional priorities: elevating academic excellence, expanding the research enterprise, and enhancing community engagement and impact.

The Role

The Dean of Engineering will report to Provost Joy K. Ward and work in close partnership with President Eric W. Kaler. The ideal candidate will bring a distinguished record of research and scholarship in engineering, along with a demonstrated ability to engage collaboratively with fellow deans and senior university leaders. The dean will also be expected to advance President Kaler's three institutional priorities: elevating academic excellence, expanding the university's research enterprise, and enhancing community engagement and impact.

To that end, the dean is charged with the following:

- Visibly and substantially increase the research and scholarly profile of the school;
- Foster collaborations and effectively partner with the School of Medicine, College of Arts and Sciences and other schools across the university;
- Encourage innovation of the undergraduate experience to better prepare students for a rapidly changing world;
- Strengthen graduate and postdoctoral programs to attract and recruit high-caliber students and researchers and foster an environment that encourages both their development and retention;
- Hire and retain top faculty and helping to support their advancement;
- Engage with donors and supporters of the school on both a national and international level with highly successful outcomes for fundraising;
- Provide responsible financial stewardship for the school;
- Enable staff and supporting an effective leadership team;
- Establish and nurture relationships with partner organizations, funding agencies, and the corporate and industrial partners; and
- Fully engage with the City of Cleveland and leveraging the school's proximity to companies across the city.

The school has a strong tradition of interdisciplinary engagement, which is crucial for today's engineering environment. This interdisciplinarity is an essential ingredient in the School of Engineering's unique entrepreneurial environment. The dean must be committed to these principles, and will be expected to continue this tradition, working to enhance collaboration across the schools and college of the university and with partners outside the university. The location of the school within Cleveland, its proximity to technological companies and other businesses in Cleveland, and a strong commitment to cooperation have resulted in myriad of productive partnerships for research and education.

Building on this foundation, the dean will help advance the Interdisciplinary Science and Engineering Building (ISEB)—the university's 189,000-square-foot, state-of-the-art research hub and a bold investment in collaborative discovery. Set to open during CWRU's bicentennial in 2026, the ISEB will bring together researchers, students, and partners across disciplines to confront society's most pressing challenges. The dean will be instrumental in shaping the School of Engineering's presence within this transformative space, and also in championing its potential to catalyze innovation, expand research impact, and inspire the next generation of engineering breakthroughs.

Priorities

In addition to the day-to-day management of the school, the dean will focus on the following:

Enhance academic excellence

- Attract, develop, and retain the most talented faculty members in their fields;
- Expand research efforts through external partnerships and funding;
- Work with Campus Planning and Facilities Management to ensure that facilities are meeting the needs of researchers and align budgets to support new initiatives and fundraising successes;
- Empower students to engage in research and active learning; and
- Drive toward the university's strategic goals.

Provide inspirational leadership

- Set a forward-looking vision that drives innovation and excellence;
- Foster collaboration and inclusive decision-making;
- Guide strategic planning with faculty and campus partners;
- Support growth in academic leadership, teaching methods, and technology;
- Promote a culture of belonging for faculty and students; and
- Encourage interdisciplinary work and develop a robust, sustainable program grounded in research and teaching.

Building organizational strength

- Recognize and promote excellence in teaching, research, and innovation;
- Support and celebrate faculty and staff achievements;
- Enhance graduate education;
- Maintain a welcoming environment and encourage faculty-driven innovation; and
- Cultivate open communication and a positive workplace culture.

Increasing visibility and resources

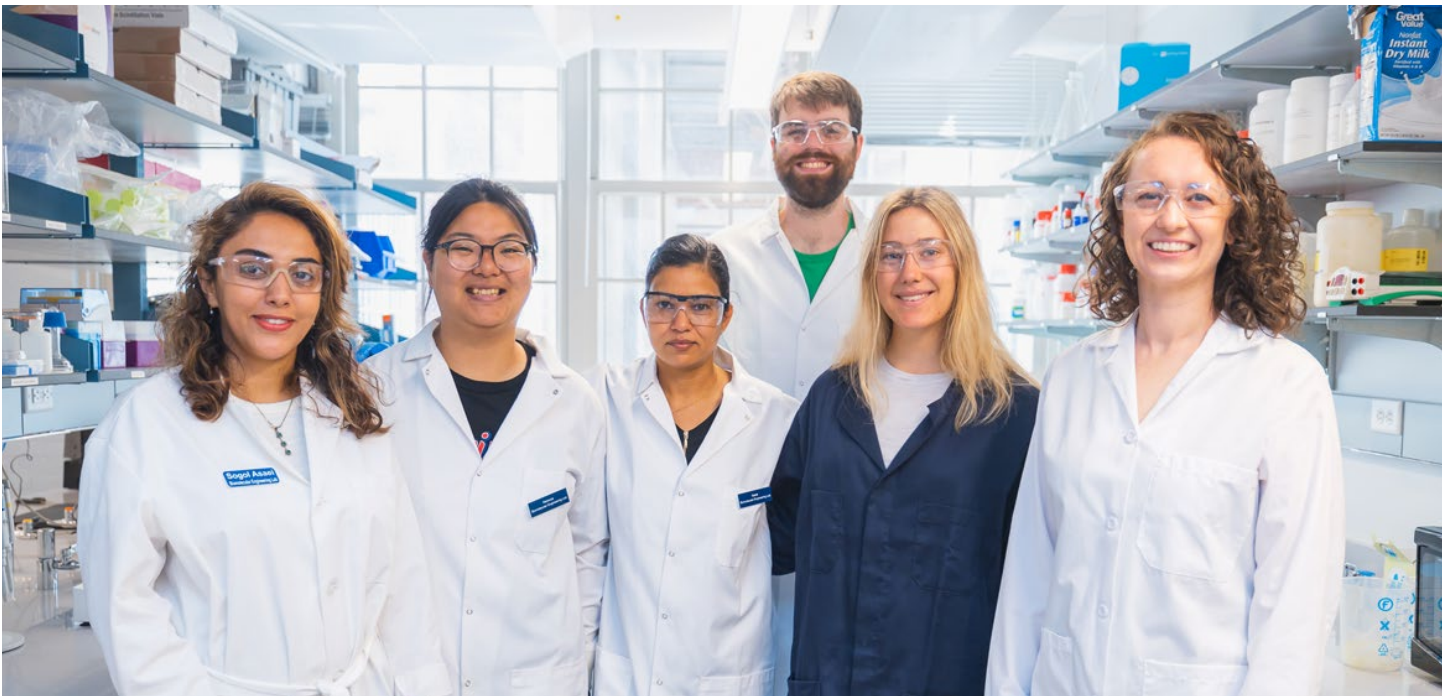
- Act as an effective ambassador for the school and the engineering field;
- Strengthen research productivity and accountability, offering incentives for achievement;
- Grow private funding for research and innovation;
- Provide thought leadership on interdisciplinary education and emerging technologies; and
- Raise the school's profile, attract exceptional students, and deepen alumni and donor engagement.



Qualifications

The next Dean of Engineering must have qualifications and personal characteristics that are well matched with the university's values, achievements, aspirations, and potential. Candidates will be expected to hold stellar academic credentials, including tenure as a full professor and a distinguished research record. Strong candidates would demonstrate the following:

- Significant administrative experience through a role such as department head, associate dean, dean, and/or research institute director;
- Articulating a vision for the future of engineering and the courage to implement that vision;
- Ability to establish excellent working relationships with a diverse set of departments;
- Ability to engage collaboratively with the university leadership — the president, provost, deans of other schools, and center directors;
- Ability to recruit and retain talented faculty;
- Strong financial acumen and a clear understanding of how to operate within a responsibility-centered budget model;
- Experience with facilitating and implementing a strategic plan;
- A vision for how CSE can operate on the global stage;
- Fundraising track record or personal traits that would suggest high potential in this area;
- Strong communications skills, including charismatic public speaking, persuasive writing, and active listening;
- Support for innovation in teaching and learning; and
- Record of collaborative activities in research and teaching.



The School

ABOUT THE CASE SCHOOL OF ENGINEERING

The Case School of Engineering has a proud legacy of rigorous academic training, groundbreaking research, and innovation that spans more than a century. Home to some of the world's oldest engineering departments, the school has led advancements in chemical, electrical, and mechanical engineering for over 100 years, while pioneering macromolecular science and biomedical engineering for more than five decades.

Founded as the Case School of Applied Science in 1880, renamed the Case Institute of Technology in 1947, and established as the Case School of Engineering in 1992, the school remains at the forefront of discovery and education. Today, as part of Case Western Reserve University—formed in 1967 through the federation of Case Institute of Technology and Western Reserve University—the school continues to set the standard for engineering education and research.

The School of Engineering comprises the following departments:

- Biomedical engineering
- Chemical and biomolecular engineering
- Civil and environmental engineering
- Computer and data sciences
- Electrical, computer, and systems engineering
- Macromolecular science and engineering
- Materials science and engineering
- Mechanical and aerospace engineering

MISSION

Case School of Engineering is a dynamic scholarly community that plays a central role within a research-intensive university. Our educational and research mission is to:

- Visibly and substantially increasing the research and scholarly profile;
- Provide students with a broad but technically intensive education that prepares them as future leaders in their professions and as enlightened citizen-leaders in an increasingly complex global society;
- Produce graduates who will be recognized for their commitment to excellence in engineering, their enthusiasm for learning, their ethical behavior and their professional integrity;
- Provide responsive and creative technical leadership for the collaborative pursuit and creation of new knowledge, inventions and enabling technologies; and
- Actively contribute toward the creation of a better future for all people, through research innovation, stewardship, and the development of solutions to society's most pressing challenges.



The School

VISION

Case School of Engineering will continue to provide leadership and excellence in the areas of engineering education, scholarly research, and technology transfer. This vision will be achieved by fostering a challenging, enlightened, and collaborative academic environment that demands excellence, encourages innovation, and supports groundbreaking discovery and invention. The School of Engineering will be recognized for creative scholarship, innovative teaching, and a multidisciplinary approach to fundamental and society-needs-driven research and problem solving.

CORE VALUES

Case School of Engineering's core values support our vision and mission to be committed to engineering education, research and problem solving through our commitment to:

- Visibly and substantially increasing the research and scholarly profile;
- Promote critical thinking, impartial judgment and fair debate;
- Embrace creativity as a hallmark of the school's activities;
- Embrace change and innovation, and to be willing to take risks;
- Provide leadership with purpose and responsibility;
- Value ethical behavior, integrity and transparency in all aspects of school life;
- Promote collaboration with mutual respect and support;
- Promote the technical and societal contributions of engineers;
- Facilitate the development, dissemination and application of engineering knowledge; and
- Promote economic development for the well-being of the society.



The University

ABOUT CWRU

Case Western Reserve University (CWRU) is an independent private research university located in Cleveland, Ohio. CWRU holds membership in the Association of American Universities (AAU), is fully accredited by the Higher Learning Commission and by several nationally recognized professional accrediting associations. The university is set to celebrate its bicentennial in 2026.

CWRU is ranked #51 in the 2026 edition of Best Colleges and National Universities by U.S. News and World Report. Nationally, CWRU is ranked 19th in the world for innovation and 13th for translating research into commercial success. With more than \$642 million in annual research expenditures (FY 2024), Case Western Reserve University is one of the fastest-growing research universities in the country.

CWRU's 267-acre campus is located in the heart of Cleveland's University Circle, a square-mile urban district of cultural, medical, educational, religious, and social service institutions, and is just minutes from Cleveland's downtown.

The campus is within walking distance of outstanding destinations such as: Severance Hall, home of the world-famous Cleveland Orchestra; Cleveland Museum of Art, housing one of the nation's finest collections; Cleveland Institute of Music; Cleveland Institute of Art; Western Reserve Historical Society; Cleveland Botanical Garden; and Cleveland Museum of Natural History, among others.

CWRU currently enrolls more than 6,500 undergraduate students and about 6,000 graduate and professional students. The university boasts a substantial alumni network, with more than 125,000 members worldwide. CWRU employs nearly 1,200 full-time Board-appointed faculty members and nearly 3,400 staff members (including both full-time and part-time).

The university continues to receive extraordinary support from alumni and donors. Two of the past three years have ranked among the best in Case Western Reserve's history for philanthropy, with Fiscal Year 2024 setting an all-time record of nearly \$211 million in gifts. Scholarship support has also remained a priority; since January 2019, more than \$250 million has been raised to provide transformative opportunities for students.

The university comprises the College of Arts and Sciences and seven schools:

- Case School of Engineering
- College of Arts and Sciences
- Frances Payne Bolton School of Nursing
- Jack, Joseph and Morton Mandel School of Applied Social Sciences
- School of Dental Medicine
- School of Law
- School of Medicine
- Weatherhead School of Management



The University

MISSION

CWRU improves and enriches people's lives through research that capitalizes on the power of collaboration, and education that dramatically engages students. The university realizes this goal through:

- Scholarship and creative endeavor that draws on all forms of inquiry.
- Learning that is active, creative, and continuous.
- Promotion of an inclusive culture of global citizenship.

VISION

CWRU aims to be recognized internationally as an institution that imagines and influences the future.

Toward that end, the university will:

- Support the advancement of thriving disciplines, as well as new areas of interdisciplinary excellence.
- Provide students with the knowledge, skills, and experiences necessary to become leaders in a world characterized by rapid change and increasing interdependence.
- Nurture a community of exceptional scholars who are cooperative and collegial, functioning in an atmosphere distinguished by support, mentoring, and inclusion.
- Pursue distinctive opportunities to build on CWRU's special features, including relationships with world-class health care, cultural, educational, and scientific institutions in University Circle and across greater Cleveland.

CORE VALUES

Academic Excellence and Impact

- Eminence in teaching and research
- Scholarship that changes lives and deepens understanding
- Creativity and innovation as hallmarks of CWRU's efforts

Inclusiveness and Diversity

- Civility and the free exchange of ideas
- Civic and international engagement
- Appreciation for the distinct perspectives and talents of each individual

Integrity and Transparency

- Academic freedom and responsibility
- Ethical behavior
- Shared governance

Effective Stewardship

- Strong, ongoing financial planning
- Emphasis on sustainability
- Systems that support the attainment of CWRU's mission

The University

Rankings

The university and its programs enjoy national and international rankings, including:

#1 private university in Ohio
(2026 U.S. News & World Report)

#31 private university
in the U.S.
(2026 U.S. News & World Report)

#51 university
in the U.S.
(2026 U.S. News & World Report)

#17
in biomedical
engineering
(2026 U.S. News & World Report)

#42
in undergraduate
engineering programs
(2026 U.S. News & World Report)

#16
worldwide for biomedical
and health sciences
(CWTS Leiden Ranking 2024)

#28
best colleges
for veterans
(2026 U.S. News & World Report)

#33
in first-year
experiences
(2026 U.S. News & World Report)

#44
in undergraduate
research/creative projects
(2026 U.S. News & World Report)

#79 university
globally
(CWTS Leiden Ranking 2024)

#19 in the world
for innovation
(Nature Index 2022 Innovation)

The University

STUDENT LIFE

Case Western Reserve undergraduate students are known for embracing double and triple majors, often with STEM and arts combinations, and a strong commitment to civic and community engagement. Similarly, the university's student athletes have a reputation for excelling in the classroom and on the field. In the 2023-24 academic year, 25 CWRU athletes earned All-America honors, the most in a single year in CWRU history.



CWRU's graduate and professional schools and programs enjoy excellent reputations for training and development and they continue to have strong enrollment. Case Western Reserve graduate students and postdocs, in particular, play a key role in the university's research enterprise and contribute a great deal to the campus community.

Opportunities to engage in campus life and in the surrounding University Circle, Cleveland and East Cleveland abound. Students can participate in undergraduate research, engage with a wide variety of programs and centers, volunteer, play on one of 17 NCAA Division III varsity athletic teams, join student leadership groups, and more.



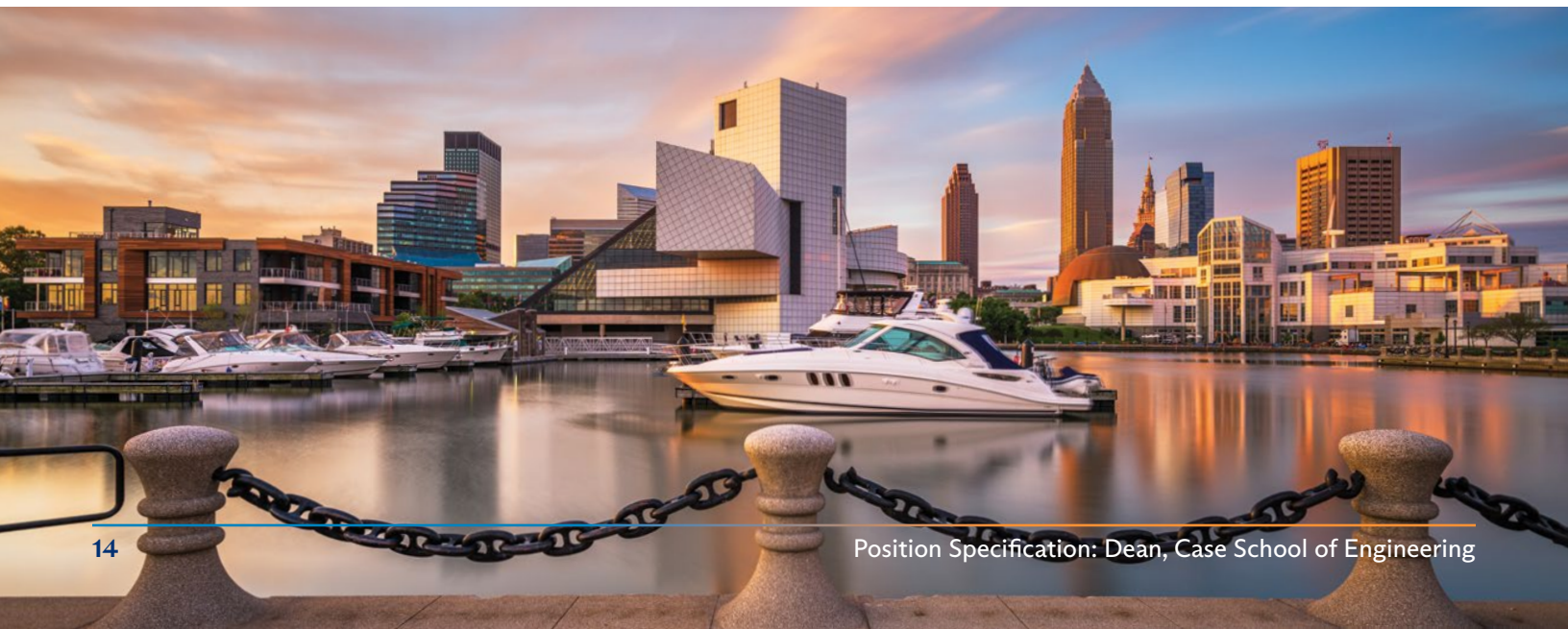
The University

CLEVELAND

The city of Cleveland, situated on the southern shore of Lake Erie, is the second largest city in Ohio and the largest media market in the state. Among one of the most livable cities in the country—and among the top ranked for recent college graduates—metropolitan Cleveland is home to nearly three million people and is known for its thriving biotechnology and healthcare industries; lively arts and cultural scene; low cost of living; four-seasons climate; and wealth of natural resources.

Cleveland often is hailed in the press as an exceptional dining city, and it has long been renowned for its arts scenes in neighborhoods such as Tremont, Ohio City/Hingetown, and Collinwood. From the theater at Karamu House and indie concerts at the Beachland Ballroom to The Cleveland International Film Festival, Friday-night polka-rock in Gordon Square and Saturday-morning shopping at the West Side Market, to walks and hikes in the Cleveland Metroparks, opportunities abound for a busy life.

Moreover, CWRU is just a short bus ride from Playhouse Square, the country's largest performing arts center outside of New York City. The Cleveland Cavaliers basketball team, Cleveland Browns football team, and Cleveland Guardians baseball team all play in venues downtown.



Contact

Nominations, inquiries, and expressions of interest should be sent to casedean@russellreynolds.com.

For best consideration, prospective candidates are advised to submit their CVs by November 30.

Case Western Reserve University is an equal opportunity employer. All applicants are protected under federal and state laws and university policy from discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, protected veteran status, disability, age and genetic information.

Case Western Reserve University complies with the Americans with Disabilities Act regarding reasonable accommodations for applicants with disabilities. Applications requiring a reasonable accommodation for any part of the application and hiring process should contact the CWRU Office of Equity at 216.368.3066 to request a reasonable accommodation. Determinations as to granting reasonable accommodations for any applicant will be made on a case-by-case basis.

In compliance with the City of Cleveland's Pay Transparency Ordinance (effective October 27, 2025), the annual starting base salary range for this position is from \$400K to \$470K. CWRU considers factors such as (but not limited to) scope and responsibilities of the position, candidate's work experience, education/training, key skills, internal peer equity, as well as market and organizational considerations when extending an offer. University employees enjoy a comprehensive benefits package that includes excellent healthcare, retirement plans, tuition assistance, and paid time off.



CASE WESTERN RESERVE
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