



TEMPLE
UNIVERSITY

Position Specification

Temple University
Dean, College of Engineering

Temple University, a premier urban public research institution with R1 Carnegie Classification and a proud history of access, excellence, and impact, invites nominations and applications for the position of Dean of the College of Engineering.

Temple University

Founded in 1884 to serve working-class Philadelphians, Temple remains deeply committed to its mission of providing a high-quality, affordable education that transforms lives and strengthens communities. Since its founding, Temple has evolved into one of the nation's most comprehensive and globally-engaged urban public research universities, with 17 schools and colleges, more than 600 academic programs, and more than 32,000 students across eight campuses – including international locations in Rome, Tokyo, and Kyoto.

Temple's bustling Main Campus is set against the backdrop of the Philadelphia skyline in America's first World Heritage City. Green space, athletic facilities, and eclectic architecture ranging from the historic Temple Performing Arts Center to the Snøhetta-designed Charles Library form a vibrant residential setting. More than 400 student organizations, as well as Temple's NCAA Division I athletic programs, thrive on campus.

Temple's momentum is fueled by growing enrollment, established and nationally recognized graduate degree programs, new facilities, and groundbreaking work in science education and research. In the latest Carnegie Classification of Institutions of Higher Education, Temple is in the "highest research activity" category, or R1, placing it among the top 4% of all four-year institutions in the nation. It has also been designated a top opportunity college and university (OCU), one of just 21 institutions nationwide to earn both distinctions. Earlier this year, Temple was invited to join the University Innovation Alliance, a leading national consortium of public research universities committed to improving student success and broadening participation in higher education for all. Temple is the only Pennsylvania university represented in the alliance.

The university's institutional budget for FY2024 was approximately \$1.2 billion, with a workforce of more than 8,100 faculty and staff. Notably, Temple just enrolled its largest-ever first-year class, reflecting its growing reputation and appeal.

Temple is a catalyst for innovation, discovery and opportunity. The university consistently ranks among the top public research universities in the nation, with annual research expenditures exceeding \$300 million.

The College of Engineering

Temple University's College of Engineering embodies the institution's commitment to both high-impact research and broad student access. As one of just 21 U.S. institutions to earn the top Carnegie Classifications for both Research (R1) and access, (OCU) in 2025, Temple stands out as a national leader in combining academic excellence with inclusive opportunity. This dual designation reflects the university's mission of "Opportunity. Engagement. Discovery." and is especially evident in the College of Engineering's dynamic approach to education for a highly diverse student body.

With a student-centered philosophy, the College places strong emphasis on excellence in teaching, mentorship, and early-career development. Faculty are deeply invested in creating a welcoming environment for all students. Nearly half of Temple's undergraduate engineering students identify with traditionally underrepresented groups in STEM, and more than a quarter are women, reflecting a deep commitment to the university's mission of access. Support services, collaborative learning communities, and hands-on learning opportunities empower students to thrive academically and professionally. Dedicated faculty and staff provide an intentional, supportive experience that drives student success, resulting in more than 85% of the College's undergraduates graduating with full-time employment or graduate school enrollment. Temple

engineering students embody resilience and grit, and as many are first-generation, they bring a wide range of experiences and perspectives.

This approach has driven exceptional growth. The College has seen its first-year student enrollment almost double over the past two years, leading Temple University's undergraduate enrollment growth. The College is home to nearly 1,500 students as of Fall 2025. Despite its expansion, the College maintains a tight-knit, small-college feel within the context of a large urban research university, offering personalized advising and strong faculty-student interaction.

Temple Engineering offers a wide array of academic programs. At the undergraduate level, students can choose from seven ABET-accredited Bachelor of Science degrees, spanning core fields such as bioengineering, mechanical engineering, civil and environmental engineering, electrical and computer engineering, construction engineering technology, engineering technology, and industrial and systems engineering. The curriculum blends rigorous fundamentals with real-world experience through labs, internships, and design projects.

Graduate offerings are equally robust. The College provides 12 graduate degrees, including Master of Science programs in five engineering disciplines, a flexible online Master of Engineering degree, and an interdisciplinary MS in Engineering Management. Five Ph.D. programs are offered in bioengineering, civil, electrical, environmental, and mechanical engineering. The College provides six graduate certificates in the in-demand areas of management, manufacturing and robotics, industrial and systems engineering, and new product development. These programs are designed to develop deep technical expertise and research skills while preparing graduates for leadership in academia, industry, and government.

Research is central to the College's mission. As part of an R1 institution, Temple Engineering conducts high-impact, interdisciplinary research in areas such as biomedical engineering, artificial intelligence, sustainable infrastructure, robotics, water systems, and cybersecurity. Faculty secure funding from major national and regional agencies, and students, both graduate and undergraduate, play a key role in research projects. The College continues to grow and invest in its research enterprise, driving a 9% increase in research expenditures and a 14% increase in research awards in recent years. Such investments include the College's recently debuted Innovation, Design, Engineering and Applied Science (IDEAS) Hub, an 8,000 square-foot, newly renovated space that includes state-of-the-art labs and provides a platform for innovation, collaboration, and entrepreneurship. The IDEAS Hub empowers students to use engineering for good and serves as a part of a collaborative ecosystem in the College.

Temple University's scale and breadth make it an ideal setting for educational transformation in STEM. Its thriving research culture, paired with a focus on innovative teaching and mentoring, ensures that students not only receive a high-quality engineering education but also graduate prepared to lead and innovate in a rapidly evolving world. The College of Engineering is where discovery meets opportunity, and where every student has a chance to succeed.

The Role

The Dean of the College of Engineering serves as the chief academic and administrative officer of the college, reporting directly to the provost. As a member of the senior leadership team, the Dean works with the president, provost, deans, and other senior leaders to advance the University's mission.

With the input of and support from faculty, staff, students, and stakeholders, the Dean sets the strategic direction for the College of Engineering and further defines and articulates the vision and priorities. The Dean is responsible for advancing the College's mission of excellence in education, research, innovation, and service, while overseeing daily operations of

the college through thoughtful personnel decisions, general administration and management, prudent budgeting and resource management, academic program support, and fundraising.

The Dean will deftly lead the College's 56 full-time faculty, 47 part-time adjunct faculty, and 44 staff and manage a budget of \$23.7 million.

In addition to fostering academic and research excellence, the Dean is responsible for enhancing the College's profile, visibility, and effectiveness. The Dean will grow and strengthen relationships within the College and with other colleges across the university. The Dean will also be a visionary external ambassador and fundraiser, strengthening partnerships with industry, government, alumni, and donors. The Dean will lead efforts to expand resources, grow the College's impact, and elevate its national and international profile.

Key Priorities

The next dean will direct and manage the College, focusing on the following opportunities:

Strategic and Administrative Leadership

- Develop and implement a bold strategic plan that aligns with the university's mission and priorities, elevates the College as a leader within the university, and raises its national presence and standing.
- Define what differentiates Temple Engineering and articulate a compelling narrative for the College.
- Foster collaboration, shared governance, and accountability across the college. Unify departments and bring consistency to planning and execution.

Academic and Research Excellence

- Provide strategic vision and direction for high-quality undergraduate and graduate programs.
- Maintain accreditation standards and uphold academic integrity and quality.
- Increase research productivity and advance the College's research profile through investment in interdisciplinary centers and external partnerships.
- Enhance research infrastructure, including upgrades to labs, technology, and facilities.
- Encourage entrepreneurship and technology transfer.
- Incentivize interdisciplinary activity and increase collaboration across departments and colleges at Temple.

Faculty Recruitment, Retention, and Development

- Ensure strong faculty recruitment, retention, mentoring, and support for tenure and promotion, inclusive of both research- and teaching-intensive instructors.
- Build a supportive culture that values teaching, research, and collaboration.
- Foster a hiring environment that attracts a strong applicant pool with diverse experiences and perspectives.

Financial Management and Resource Generation

- Manage budgets, facilities, and resources effectively and transparently.
- Navigate a changing budget model and ensure adequate support for the departments' and the college's strategic initiatives.
- Advocate effectively for resources from university leadership and state partners.
- Grow revenue through philanthropy, industry partnerships, and externally funded research.

Student Experience and Success

- Prioritize student retention and success initiatives.
- Modernize teaching approaches and support curriculum innovation, including integration of AI and emerging technologies.
- Improve facilities, access to labs, and experiential learning opportunities such as internships, co-ops, and capstone projects.
- Strengthen pipelines from high schools and improve collaboration with support departments.

Development and External Engagement

- Lead fundraising and development efforts for the college and contribute to Temple's capital campaign.
- Build and strengthen partnerships with industry, government agencies, private organizations, the local community, and alumni to support research, student success, and innovation.
- Strengthen alumni connectivity and participation by applying best practices and engagement strategies that increase external visibility and expand student mentorship and networking opportunities.
- Serve as the public face of the college, representing it to external stakeholders at regional, national, and international levels.

Mission-Driven, Inspired Culture

- Champion the university's mission of accessibility and its values of diversity, equity, inclusion, and belonging.
- Foster trust, transparency, and collaboration between faculty, staff, and students in the college.
- Develop initiatives that expand access to engineering education.
- Serve as a visible, approachable, and community-minded leader who inspires optimism and purpose.

Qualifications

The Dean should demonstrate the qualifications and personal characteristics that are well-matched with Temple's values, strengths, and aspirations. The search committee seeks outstanding candidates with the following experience, abilities, and professional and personal attributes:

Academic and Professional Experience

- A recognized leader in their field with academic credentials, including a Ph.D., and a distinguished record of scholarship sufficient for appointment as a tenured full professor.
- Experience in senior academic leadership (preferably as dean, associate dean, or department chair at a research-intensive university).
- Demonstrated success in fundraising, budget management, and industry engagement.
- Proven experience advancing research, faculty development, and student success initiatives.

Leadership and Management Skills

- Strategic, visionary, and data-informed decision maker.
- Strong financial and operational acumen with experience navigating constrained resources.
- Collaborative and communicative leadership style.
- Ability to inspire and unify diverse stakeholders and build consensus.
- A track record of managing organizational growth.
- Skilled negotiator and advocate within complex institutional structures.

Relationship-Building and Interpersonal Skills

- Genuine appetite and aptitude to engage in fundraising, ideally with a strong record and experience in obtaining philanthropic support from individuals, foundations, and corporations.
- High emotional intelligence and cultural responsiveness.
- Visible and engaged presence across the college, city, and industry communities.
- A demonstrated commitment to supporting and engaging students.

Personal Qualities

- Commitment to Temple's mission of access and excellence and to its values of opportunity, engagement, discovery, perseverance, and inclusivity.
- A clear, persuasive communicator who values transparency.
- A leader with an entrepreneurial spirit who is creative and adaptive.
- Integrity, authenticity, and empathy; values-driven leadership grounded in service.

Nomination and Application Procedure

Temple University invites inquiries, nominations, and applications for the position of Dean of the College of Engineering. Interested candidates should confidentially submit a curriculum vitae and letter of interest (Adobe PDF files preferred) to Temple.COE@russellreynolds.com. **For full consideration, materials should be received as soon as possible and preferably by February 2, 2026.**

Contact

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