Chair of the Department of Statistics
Leadership Profile

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Executive Summary

At a moment of great opportunity, the University of Washington (UW) invites inquiries, nominations and applications for the position of Chair of the Department of Statistics, one of the leading departments in the world. It is consistently ranked within the top 10 departments nationwide and has long been a champion of interdisciplinary research.

Reporting to the Divisional Dean of Natural Sciences within the College of Arts and Sciences, the Chair should possess a vitae with a stellar research record, evidence of excellence as an educator and an administrator as well as demonstrated experience and accomplishments in all aspects of faculty life including research, teaching, mentoring of students (including Ph.D.s), service and outreach. A national and global reputation and visibility is highly desirable. A Ph.D. (or foreign equivalent) in Statistics, Biostatistics or a related field is required. The Chair will become a tenured faculty member in the Department of Statistics.

The Chair should be a positive, strategic, inspiring and visionary leader with an outstanding strategic vision and administrative experience appropriate in scope to show evidence of the ability to grow the department. The new Chair should show demonstrated excellence in teaching and have an exceptional understanding of where statistics is headed as well as research and funding trends in associated fields, and be poised to anticipate and respond to major disciplinary challenges.

In addition to providing vision and leadership to the department, the next Chair will exhibit excellent communication skills; foster a departmental community; recruit, retain, and develop a world-class faculty; build collaborations and partnerships, internally and externally; and enhance a culture of diversity, equity and inclusion. In particular, the new Chair will demonstrate a strong commitment to creating a diverse and inclusive departmental environment, by recruiting and retaining faculty, students and staff from diverse communities and backgrounds. They will embrace best practices which support diversity, equality, and inclusivity within the department and the University, and will actively work to identify and address barriers to equality and inclusivity in our community.

The Chair will have a vision for the role Statistics will play in new and existing data science initiatives on campus, and will help build relationships to other key stakeholder groups on campus, while maintaining and strengthening existing relationships.

As part of the Division of Natural Sciences within the College of Arts and Sciences, the Department of Statistics currently has approximately 130 undergraduate majors, 62 MS students and 54 Ph.D. students. The department also includes 30 full and part-time faculty members. At the educational core of the University is the College of Arts & Sciences; the majority of all UW students earn their degrees from among its 40 departments. The college includes approximately 22,232 students and 1,418 academic and research faculty across four divisions: art, humanities, natural sciences and social sciences. A&S faculty generate approximately $124 million annually in research funds through public and private grants.

With a proud history of educating leaders, thinkers and doers, the UW includes 16 colleges and schools offering an extraordinary range of programs for undergraduate, graduate and professional students. The UW enrolls more than 56,000 students annually at its three campuses (Seattle, Bothell and Tacoma). The advancement of knowledge is central to the UW’s mission and vision, and
the University has an unparalleled track record in research impact and excellence. The UW received $1.37 billion in competitive research awards in FY2016.

Recruitment will continue until the position is filled. Information about how to submit a nomination or to apply for this opportunity may be found near the end of this document in the section entitled “Procedure for Candidacy.”

Department of Statistics

The Department of Statistics at the University of Washington is one of the leading departments in the world. It is consistently ranked within the top 10 departments nationwide. In the 2018 U.S. News and World Report Rankings, the University of Washington was (joint) eighth among Statistics and Biostatistics programs. There are only four Statistics programs ranked higher (Stanford, Berkeley, Harvard and Chicago). In the combined list, UW Biostatistics, is ranked (joint) third, which is relevant in that the UW Statistics and Biostatistics Ph.D. programs are closely integrated. These rankings are indicative of the program being held in high esteem by others working in the field.

The Department’s research portfolio spans virtually all areas of statistics, including Bayesian modeling, machine learning, graphical models, spatial statistics, high-dimensional statistics, and applications to a variety of disciplines. The department trains students at all levels in the theory, development and application of statistical techniques and serves as a coordinating hub for statistical education within other disciplines. In addition to offering its own major and undergraduate degree programs, the Department is a participant in the Applied and Computational Mathematical Sciences (ACMS) major. Graduate students in the M.S. and Ph.D. programs are of very high quality and the department has a number of stellar recently hired junior faculty and a plan for multiple future hires.

The Department of Statistics currently has over 130 undergraduate majors, 50 full-time M.S. students, 12 part-time M.S. students and 54 Ph.D. students. The department includes 30 full and part-time faculty members as well as a continuous flow of visiting faculty and postdoctoral fellows who contribute greatly to the department.

The Department maintains close relationships with a wide variety of units across campus and in Seattle. These can include jointly appointed faculty, jointly offered classes as well as collaborative events and research. Examples include the School of Public Health, The Paul G. Allen School of Computer Science and Engineering, The School of Medicine, Statistical Genetics, The Seattle Children’s Hospital, the Fred Hutchinson Cancer Research Center, the College of the Environment, The eScience Institute, the Center for Statistics and the Social Sciences, the Center for Quantitative Science, and the departments of Biostatistics, Mathematics, Applied Mathematics, Sociology and Social Work.

Over the last 10 years the Department has started a number of new ventures, including a Ph.D. track in Machine Learning & Big Data, a full-time (fee-based) M.S. degree and an interdisciplinary M.S. in Data Science. The undergraduate major has grown and has competitive admission. In addition, the Statistics track within the interdisciplinary ACMS major has been relaunched as a Data Science and Statistics track.
College of Arts and Sciences

The College of Arts and Sciences provides a liberal arts education of tremendous breadth and depth while advancing research and serving as a resource for the community. The College has four academic divisions: art, humanities, natural sciences and social sciences.

With more than 5,840 undergraduate courses offered in the College of Arts & Sciences annually, students can study everything from art to physics. The College’s extensive academic offerings benefit the entire University community; in any given quarter, 30 percent of all students who take an Arts & Sciences class are pursuing a non-A&S degree.

Students
22,232 A&S students – total
• 10,145 undergraduate pre-majors
• 9,488 undergraduate majors
• 2,599 graduate majors
• 58% UW bachelor’s degrees (Seattle campus) from A&S
• 15% UW master’s degrees (Seattle campus) from A&S
• 30% UW Ph.D. degrees (Seattle campus) from A&S

Faculty
1,418 academic and research faculty (FTE)
• 2 Nobel Prizes in Physics
• 2 National Book Awards
• 9 MacArthur Fellows
• 18 National Academy of Science members
• 32 American Academy of Arts and Science Fellows

Our Mission
As the intellectual core of the University of Washington, the College of Arts and Sciences discovers, preserves and transmits fundamental knowledge in the arts, humanities, natural and social sciences.

Discovery lies at the heart of our enterprise. Our faculty, with the active participation of our graduate and undergraduate students, continuously expand the frontiers of knowledge through research, scholarly interpretation and creative production.

The College provides a liberal arts education in a research university with rich opportunities to explore our cultural and natural worlds. Our students learn to think rationally, creatively and critically; to communicate clearly, correctly and persuasively; to gather and interpret data; and to engage the arguments of others with understanding and respect.

These skills and intellectual attributes form the foundation for a lifetime of learning and a thriving democracy.

The College plays a vital role in the cultural, economic and public life of local, national and international communities. We prepare our students to become leaders in an increasingly diverse society.
Research
From malaria treatment to solar energy to human rights, A&S researchers are tackling many of our society’s most pressing issues. A&S faculty generate about $124 million annually in research funds through public and private grants. Graduate students and postdoctoral students—and an increasing number of undergraduates—work closely with faculty on research.

Diversity
The College of Arts and Sciences believes that a culturally diverse community of faculty, students and staff is essential for our students, preparing them to lead in an increasingly complex society. Diversity also provides a more creative and dynamic context for our research and scholarship. Through our curriculum, recruitment, support and outreach the College promotes an inclusive community with a broad perspective.

University of Washington

Nestled between a glittering Puget Sound, two snow-capped mountain ranges and miles of lush forests, the UW's historic campus in Seattle marks its 156th anniversary this year. Cherry blossoms in the Quad and sunsets on Rainier Vista bring that breathtaking Pacific Northwest beauty to the UW campus, which is a quintessential part of Seattle's vibrant history as well as its promising future as the fastest growing city in the United States.

The campus offers diverse opportunities for students to engage, explore and learn. As home of Husky Athletics, Meany Hall for the Performing Arts, the Henry Art Gallery, UW Medical Center and more, the Seattle campus attracts thousands of community members and visitors throughout the year.

Located a few miles from downtown, the UW is at the heart of Seattle's vitality. As a residential campus, thousands of students call the UW “home.” Adjacent to campus, the U-District is an eclectic mix of historic sites and a rapidly developing tech sector that the University is fostering through support of startups and a strong partnership with the City of Seattle and neighborhood. This has led the UW to become the most innovative public university in the world with a commitment and imperative for using these activities for the public good.
Academics
With a proud history of educating leaders, thinkers and doers, the UW includes 16 colleges and
schools offering an extraordinary range of programs for undergraduate, graduate and professional
students. At the educational core of the University is the College of Arts & Sciences, where two-
thirds of all UW students earn their degrees from among 40 departments.

The UW’s colleges and schools include:
- College of Arts & Sciences
- College of Built Environments
- Foster School of Business
- School of Dentistry
- College of Education
- College of Engineering
- College of the Environment
- The Graduate School
- The Information School
- School of Law
- School of Medicine
- School of Nursing
- School of Pharmacy
- Evans School of Public Policy and Governance
- School of Public Health
- School of Social Work

Governance
The University of Washington Board of Regents is the University’s governing body as provided by
state statute. The Board of Regents consists of 10 members, including one student. Regents are
appointed by the governor to serve six-year terms, with the exception of the student regent, who
serves a one-year term.

Faculty and Research
The advancement of knowledge is central to the UW’s mission and vision, and the University has an
unparalleled track record in research impact and excellence. With more than 4,000 faculty, 16
major colleges and schools and 285 specialized centers, the UW’s research, scholarship and
creativity extend to a variety of fields, from computer science and engineering to the arts to social
work.

Over the last 20 years, the UW has tripled its research funding. As a result, the University has
expanded its investment in targeted initiatives that address the world’s most pressing societal
issues. The UW also continues to foster collaboration nationally and internationally through
groundbreaking partnerships.

The following are some key faculty points of pride:
- 7 Nobel Prize winners
- 2 Pulitzer Prize winners
- 15 MacArthur Fellows
- 20 members in the National Academy of Engineering
- 56 members of the Institute of Medicine
- 76 fellows in the National Academy of Sciences
- 167 fellows in the American Association for the Advancement of Science
Athletics
Known as the “Conference of Champions,” the Pac-12 is heralded for student athletes’ performance on the field and in the classroom. Washington Athletics is no exception — determination and an unrelenting spirit have been hallmarks of Huskies for decades.

A Seattle icon and the home of Washington football, the newly renovated Husky Stadium draws tens of thousands each game, including hundreds of “sailgaters” who cheer for the purple and the gold from Lake Washington. The Natural Resources Defense Council featured Husky Stadium in its list of ten “Collegiate Game Changers” — university athletic programs that excel in green practices.

Diversity
At the UW, diversity is integral to excellence. The University values and honors diverse experiences and perspectives, strives to create welcoming and respectful learning environments and promotes access, opportunity and justice for all. Through the Office of Minority Affairs and Diversity and its partners, the UW is committed to shaping both personal and institutional responsibility for combating racism and bias while nurturing inclusion and equity.

Alumni
The UW has a globe-spanning community of 467,000 alumni and friends who are passionate about the purple and gold. From homecoming to alumni tours, the UW’s community actively engages with students, faculty and staff to advance the University’s mission and vision at home and around the world.

On a given year, nearly 48,000 alumni and nearly 57,000 non-alumni give to the UW. Approximately 72 percent of UW alumni live, work and play in Washington; 56,000 are proud members of the UW Alumni Association.

UW Foundation
The UW Foundation advances the mission of the University by seeking and securing private support for its programs in service to students and society. The Foundation has a strong corps of community volunteers who are committed to increasing the level of private giving to the UW in both number of dollars and number of donors, and to enhancing understanding among the UW’s alumni and other friends of the need for private giving to support excellence. Contributions averaging more than $500 million annually from alumni, corporations, foundations and friends support the UW’s $3-billion-plus endowment.

Opportunities and Expectations for Leadership
The next chair will be tasked with the following initial and inter-related goals:

Provide leadership and vision to the department
The next chair will inherit an exceptional department with a long record of success. In an effort to capitalize on future opportunities, the new chair should be a positive, strategic, inspiring and visionary leader with administrative experience appropriate in scope to show evidence of an ability to grow the department, maintain quality and excellence, set priorities and articulate a vision. As a key element of their leadership, the successful candidate will lead by example, demonstrating a
remarkable record in all aspects of faculty life. A key measure of success will be the degree to which the next chair can foster a sense of community within the department.

**Recruit, retain and develop world-class faculty**
As a result of departures and retirements, the department has developed a highly aggressive five-year hiring plan to outline principles and priorities. The next chair will be asked to work diligently to advance the plan and make it a reality. This will include working with the dean's office on sustainable budget models to support the ability to make new hires, retaining existing faculty and developing junior faculty as they progress into the next phases of their career.

**Build collaborations and partnerships, internally and externally**
The culture of interdisciplinary activity at the University of Washington has long been a strength. In an effort to realize its full intellectual and pedagogical potential, it is critical that the department take the fullest advantage of the intellectual spectrum offered by the College and the University. The faculty and students are enthusiastic and dedicated to working more closely and actively across disciplines. The next chair will encourage such collaboration in word and deed, working closely with other departments whose work intersects with statistics and helping build a collective presence in data science. In addition to building connections internally, the next chair will be skilled at building relationships externally with foundations, government and funding agencies, industry partners, civic leaders, donors and alumni.

**Enhance a culture of diversity, equity and inclusion**
The University of Washington, the College of Arts and Sciences and the Department of Statistics have worked diligently in recent years to ensure that their student bodies, faculties and staff reflect the populations that they serve. While great strides have been made, there is a clear understanding that much work remains. The next chair will be dedicated to a pluralistic environment in which diversity of all kinds is celebrated and all voices are included. The next chair will be an experienced leader in advancing these efforts in a complex environment and will work actively to ensure that the community is reflective of all forms for diversity.

**Qualities and Qualifications of the Ideal Candidate**
In order to meet the future needs of the college, the ideal candidate will embody the following professional and personal qualities:

- The chair should possess a vitae with a stellar research record, evidence of excellence as an educator and demonstrated experience and accomplishments in all aspects of faculty life including research, teaching, mentoring of students (including Ph.D.s), service and outreach. A national and global reputation and/or visibility is highly desirable. A Ph.D. (or foreign equivalent) in Statistics, Biostatistics or a related field is required.

- The chair should be a positive, strategic, inspiring and visionary leader with an outstanding strategic vision and administrative experience appropriate in scope to show evidence of the ability to grow and strengthen the department. The new chair should show demonstrated excellence in teaching and have an excellent vision for the future of statistics as well as research and funding trends in associated fields and be poised to anticipate and respond to major disciplinary challenges.

- The chair should be committed to excellence in undergraduate and graduate education, possess a strong understanding of and interest in interdisciplinary in current and future teaching and research and display a willingness to collaborate at all levels: within the department, within the college, across schools and colleges, and between regional, national and international entities.
An appreciation for working effectively and collaboratively with faculty in diverse areas of scholarship and pedagogical approaches is important.

- The chair will be capable in personnel and budget management and able to operate autonomously and effectively within a university that utilizes an activity-based budgeting model. Additionally, this person will have an awareness of the circumstances outside the scope of the institution and the ability to advise regarding strategic investments for long-term financial stability. During a moment of growth for statistics, the chair will capitalize on the urgency of faculty and staff when crafting a vision for the department's future.

- The chair will have a commitment to diversity and evident success in leading and providing support for a diverse and inclusive enterprise that reflects and extends diversity in all its forms (i.e., racial, gender, socio-economic, intellectual, methodological, disciplinary, etc.). The next chair will champion university programs and also develop new ways to recruit and retain diverse faculty, staff and students.

- The chair should be able to provide collaborative and transparent leadership both within and outside the college and be thoughtful, articulate and a good listener, with excellent communication skills and the ability to represent the College and University effectively in a variety of settings and among various stakeholders: faculty, staff, students, advisory board members, families, friends, government, corporations, community representatives, donors and others.

- The chair must have a high level of integrity and commitment to the department and toward its long-term growth and development.

- The chair will possess a strong capacity for contributing to fundraising initiatives, displaying the interpersonal skills to build excitement and engagement with alumni. As a subset of this work, the chair will be an effective spokesperson for the department who is able to generate financial support through stimulating interest in the academic programs. The chair will play an external relations role in building and maintaining relationships with corporate, foundation and government entities.

- The chair must show the capacity to serve as a model colleague and university citizen, able to participate fully and persuasively in the work of the college's administration and on behalf of the university overall.
Procedure for Candidacy

Confidential review of applications will begin immediately and continue until the position is filled. For best consideration, a curriculum vitae and letter of interest should be submitted by October 4, 2019. Additional information will be requested from semi-finalists and finalists as the process progresses.

Nominations, inquiries, and expressions of interest should be submitted confidentially to the consultants supporting the search, Robert W. Luke and Julia Venetos, via email at UWStatChair@wittkieffer.com.

Applications should be submitted to the University of Washington directly via http://apply.interfolio.com/66989. Please send any materials that cannot be submitted here to the email address above.

**Equal Employment Opportunity Statement**

University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex, sexual orientation, marital status, pregnancy, genetic information, gender identity or expression, age, disability, or protected veteran status.

**Commitment to Diversity**

The University of Washington is committed to building diversity among its faculty, librarian, staff, and student communities, and articulates that commitment in the UW Diversity Blueprint (http://www.washington.edu/diversity/diversity-blueprint/). Additionally, the University’s Faculty Code recognizes faculty efforts in research, teaching and/or service that address diversity and equal opportunity as important contributions to a faculty member’s academic profile and responsibilities (https://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2432).

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