

# SEARCH PROFILE:

ENDOWED CHAIR AND HEAD OF THE  
DEPARTMENT OF MECHANICAL ENGINEERING



Kettering  
UNIVERSITY

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## OVERVIEW OF THE SEARCH

Kettering University, a private (nonprofit) coeducational institution in Flint, Michigan, invites nominations for and inquiries and applications from individuals interested in a transformational leadership opportunity as Head of the Department of Mechanical Engineering. The position is available starting July 1, 2024. [Working at Kettering](#).

Leading Kettering's showcase program, the Department Head will have the opportunity to facilitate the development of a collective vision for the department as it finds its place in the contemporary landscape of mechanical engineering, and bring the department into alignment with the university's new academic focus areas: advanced mobility, new energy vehicles, intelligent manufacturing, artificial intelligence and sustainability .

Outstandingly qualified candidates will be eligible for an endowed professorship, but the position is available without the endowed professorship as well.

Academic Search is facilitating the search, and all interested candidates are encouraged to reach out to the Senior Consultants leading the search for confidential, exploratory conversations and guidance about the search process. Their contact information, as well as instructions regarding the submission of an application, are available below.

# HISTORY OF KETTERING UNIVERSITY

Kettering University is a unique institution with a fascinating history and a prestigious reputation because of its transformative and rigorous curriculum linked with unprecedented experiential learning opportunities. In 2019, Kettering celebrated its 100th year of success in producing many of the world's most prominent and successful leaders, innovators, entrepreneurs, and philanthropists.

In 1919, a group of leading citizens of Flint founded the School of Automobile Trades as a night school for engineers, managers, designers, and technicians. These entrepreneurs were motivated by inventor and industrialist Charles Kettering (1876-1958) whose inspirational words—"Do the right thing at the right time"—became a basis for their successful plan.

In 1923, the institution became the Flint Institute of Technology offering a four-year cooperative educational program for over 600 students. In 1926 the General Motors Corporation (GMC) provided financial support and renamed the school General Motors Institute. Their purpose at that time was to utilize the facility to develop high-potential leaders, engineers and managers.

By 1945 the institution became a degree-granting college with a continuing commitment to cooperative education. The Institute added a fifth-year thesis requirement to provide even more rigor to the curriculum.

In 1982, General Motors divested itself from the ownership. The nonprofit institution changed its name to GMI Engineering and Management Institute and, in addition to its co-op programs, began to offer graduate programs to both on- and off-campus students

On January 1, 1998, leaders of the Institute made the decision to change its name to Kettering University, in honor of Charles Kettering, holder of 186 patents, founder of Delco, and head of research at General Motors from 1920-1947. His inventions were transformational and included the first electric cash register and the first electric starter first introduced on Cadillacs in 1912

What began as a night school in 1919 has grown into today's highly regarded Kettering University with co-op employers in the automobile industry, aerospace, biotechnology, finance, logistics, consumer products, banking, health care, and many others. Kettering continues its historic role of educating leaders for the businesses and industries of the world.

The University is focused on shaping its culture based on a shared commitment to its mission, vision, values, and pillars of success. By sharing in a singular sense of purpose, Kettering's many voices become one in pursuit of a higher goal.

## PILLARS OF SUCCESS

Kettering University ties its mission, vision, and values together with its four pillars of success: 1) Optimized Growth in Enrollment and Programs; 2) Global Leadership in STEM Education, 3) Community Vitality, and 4) Engaged Stakeholders.



## MISSION

The mission is a goal-oriented and defined statement: "Kettering University prepares students for lives of extraordinary leadership and service by linking transformative experiential learning opportunities to rigorous academic programs in engineering, science, mathematics, and business." Students invest four- and one-half years applying the mission to their daily lives. Specifically, every undergraduate spends half of these years involved in experiential learning (either in a co-op setting off campus or an applied setting on or off campus along with the other half of the academic experience exploring the theory behind the practice and reflecting upon the knowledge gained from the experiential learning settings.

In addition, every KU graduate must complete a senior thesis that combines faculty-led guidance, class and lab work, hands-on working experience, and a focused study topic relevant to the co-operative experience.

## VISION

It will be the first choice for students and our partners seeking to make a better world through technological innovation, leadership, and service.

## VALUES

The values that a Kettering University experience fosters include: 1) respect, 2) integrity, 3) creativity, 4) collaboration, and 5) excellence.



## ABOUT KETTERING UNIVERSITY AND ACADEMIC LIFE

No other institution in the world offers a co-operative program as robust and intentional as Kettering's. The approach to its entire academic program is grounded in the integration of theory and practice in unprecedented and demonstrably successful strategies. Every undergraduate spends half of her or his time engaged in experiential learning (either in a co-op setting off-campus or an applied setting on- or off-campus) and the other half of his or her time understanding the theory behind that practice and reflecting—with the guidance of faculty members—on the experiential learning experience.

Kettering has long-lasting relationships with more than 400 corporate partners, providing extraordinary placements for cooperative/applied experiences for current students and an array of opportunities for post-graduate education for the employees of these corporations. These partnerships also provide numerous industry-sponsored applied research opportunities for the faculty and the students.

## ACCOLADES AND POINTS OF PRIDE AT KETTERING UNIVERSITY

- Kettering graduates earn advanced degrees from the best graduate and professional programs in the country and the world, including Harvard, Stanford, MIT Sloan School of Management, and more.
- Kettering University has more than 27,000 square feet of lab and research space used by faculty, students and industry collaborators, and houses the first and only FIRST Robotics Community Center on a college campus in the United States.
- The Kettering/GM Mobility Research Center, a vehicle and mobility systems development proving ground and outdoor research facility, puts the University and Flint at the forefront of autonomous vehicle research, development, safety, and technology.
- The Innovation Center provides incubation space for companies and entrepreneurs looking to grow their business, perfect their technology, or explore potential collaborations.
- Kettering University is one of the largest real estate owners in Flint and has worked diligently to support growth and community impact.
- Kettering University was ranked 17th nationally in non-Ph.D. engineering programs in the 2022 U.S. News and World Report "Best Colleges" edition.
- Kettering University was ranked #12 for Mechanical Engineering by U.S. News & World Reports Best College Rankings.
- Kettering University was ranked Top Ten Best in the Midwest by US News & World Report's Best Colleges Rankings.
- Kettering University is ranked #1 in Michigan for Return on Investment among private and public colleges by Georgetown University.
- The College Gazette ranked Kettering University as a #1 Automotive Engineering School and a #2 "Hidden Gem" Technology School.
- Smart Asset reported that Kettering University graduates enter the workforce with the highest starting salaries of any graduates in Michigan.
- Kettering University was ranked #3 Best Value College Index by Smart Asset.
- Princeton Review identified Kettering University as one of the "top colleges in the nation to attend," identifying the University as "unparalleled in preparing students."
- Kettering University students have garnered many accolades in 2023:
  - Kettering students advanced to the highest level of the National Entrepreneurship Competition.
  - Received a car upgrade to the Bulldog Bolt for AutoDrive.
  - Earned third place in mobility innovation at the AutoDrive II Challenge.
  - Passed two resolutions at the National Model UN Conference.
  - Won the sportsmanship award at the VEXU World Championship.
  - Built a robot in three days at FIRST.
  - Achieved first place in engineering design at the evGrandPrix.
  - Placed third at the Intelligent Ground Vehicle competition.
  - Celebrated our first national championship in esports and two NACE all-conference players.



## UNIVERSITY FINANCES

Kettering University has an annual operating budget of approximately \$62 million with accumulated cash reserves of approximately \$15 million. It has total debt of approximately \$38 million in a single tax-exempt bond issue. It has an endowment of approximately

\$110 million with an annual spending rate of 4.5% based on a rolling 12 quarter average market value. Kettering works diligently at maintaining balanced operating budgets.

## KETTERING'S ACADEMIC EXPERIENCE

Kettering University offers bachelor's degrees, post bachelor's certificates, and master's degrees. Through the College of Engineering, the College of Sciences and Liberal Arts, the School of Management, the Graduate School and Kettering Global, the University offers eight undergraduate degree programs and 13 graduate programs at the master's level. All of Kettering's undergraduate degree programs are completely integrated with the co-operative program, beginning in the first year.

Each term, whether engaged within a classroom (guided by professors, advisers, and fellow students) or in a paid employment setting (supported by co-op managers and employer mentors), students follow a cyclic process to gain valuable experiences. More than 400 cooperative employers across the U.S. and the world are active participants and supporters for Kettering students.

Each major is complemented by the core curriculum from Kettering's Liberal Arts, Natural Science, and Mathematics departments. In addition, a large number of Kettering's students are also supported by Kettering's School of Management business courses. As the cognitive abilities throughout their four-and-one half

years deepen, the benefits from core courses are realized. The College of Sciences and Liberal Arts includes a program in computer science that rounds out KU's offerings across key areas such as cybersecurity, AI, data science, and applied game design. The Senior Seminar on Leadership, Ethics, and Contemporary Issues invites seniors to reflect critically on their values and ethics, consider models of leadership, and apply these perspectives to contemporary issues drawn from the industries they will not only join but ultimately lead and shape.

Students at Kettering University enhance their learning experiences through participating in many extracurricular activities. These include SAE's AutoDrive Challenge, BAJA, and Formula One competitions, the EV Kart and IGV (Intelligent Ground Vehicle). Students also have opportunities to participate in Esports, Model UN, student leadership programs and many other career-enriching activities. Kettering University is one of the ten universities selected by SAE International and GM to participate in an eight-year long AutoDrive Challenge with an aim to develop a Level 4 autonomous vehicle. Kettering's AutoDrive Team earned third place in Mobility Innovation at AutoDrive II Challenge in June 2023. In





## KETTERING'S ACADEMIC EXPERIENCE (CONT.)

2022, Kettering's SAE Formula team won the 4th place at the international SAE Formula One competition that included 99 universities from around the world.

Kettering students are provided state-of-the-art facilities to inspire and realize their creativity and innovation. The Mobility Research Center (MRC) provides students unparalleled experience in advanced mobility research, the "T-Space" and maker spaces encourage students to "Tinker, Think, and Thrive," and numerous d.Spaces not only provide study spaces, but encourage students to collaboratively develop their entrepreneurial spirit.

Kettering's talented and diverse faculty specialize in fields including autonomous driving, artificial intelligence, advanced manufacturing, electrification and new energy vehicles, materials research, and much more. Every year, Kettering faculty garner support through sponsored research opportunities from federal agencies, foundations, and industry sponsors. Kettering is one of the top institutions in securing NSF MRI grants. These major research instruments not only support faculty research, but provide undergraduate and graduate students cutting-edge research experiences.

### INTERDISCIPLINARY CURRICULUM: FIVE ACADEMIC FOCUS AREAS

In 2022 the University undertook an ambitious effort to re-shape the institution to better meet the needs that the industry of the future is going to require. In order to create future-oriented offerings, Kettering developed an interdisciplinary approach with connections to the mobility industry and others already in the curriculum, such as robotics and cybersecurity, which have broader applications. The University identified five interdisciplinary perspectives—advanced mobility, new energy vehicles,

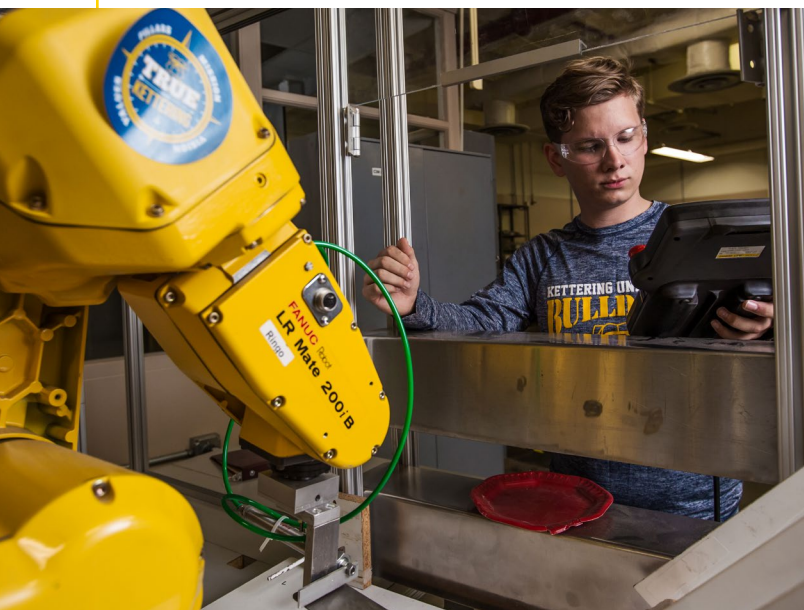
intelligent manufacturing, artificial intelligence and sustainability—that can be paired with engineering, computer science, and management disciplines to allow students and graduates to be nimble as the careers of the future unfold. These multidisciplinary academic focus areas will allow students to develop specializations within their degree programs, allowing, for instance, a mechanical engineer to have a specialized focus in sustainability, intelligent manufacturing or artificial intelligence and be able apply this knowledge to the latest developments in mobility or a variety of other industries.

### INTERNATIONAL PROGRAMS AND OPPORTUNITIES

Kettering offers a variety of study abroad opportunities to prepare students for global leadership. These international experiences provide students with knowledge and experience that will give them a competitive edge to excel in the world market. To promote study abroad, Kettering provides a \$1,500 travel stipend to help offset travel and living expenses.

### KETTERING UNIVERSITY ONLINE (KUO)/KETTERING GLOBAL

Kettering University Online offers six distinct in-demand graduate degrees and certificate programs that will prepare students to meet the challenges of their organization or workplace, in a format that fits their life. Through KUO's proven Learn Today - Use Tomorrow approach, it helps students realize their goals by combining theory and practice better than any institution in the world.





## ACCREDITATION

Kettering University has been accredited since 1962 by the Higher Learning Commission. In July 2014, the HLC continued KU accreditation through 2023-24 and the University completed its most recent HLC accreditation visit in November 2023. The Department of Mechanical Engineering was most recently re-accredited by the Accreditation Board for Engineering and Technology (ABET) in 2021.



## THE COLLEGE OF ENGINEERING

The College of Engineering is home to the Departments of Chemical Engineering, Electrical and Computer Engineering, Industrial and Manufacturing Engineering, and Mechanical Engineering. The College of Engineering offers a wide variety of curricular offerings. These offerings cover a wide spectrum of engineering fields from artificial intelligence, intelligent manufacturing, to robotics engineering. The College has an Industry Advisory Board consisting of leaders from the industry; each department has its own industry advisory board as well. Based on the feedback and input from these advisory boards and other stakeholders, Kettering faculty constantly update and reform curricular offerings to make them exciting, innovative, and relevant.



## STUDENTS AND STUDENT LIFE

The total enrollment as of the most recent census date was 1,605 students. The number of male students is quite high compared with female students--1,257 are male and 348 are female.

Fraternity and Sorority life is an important option for students. Twenty-four percent of men join fraternities and 6 percent of women join sororities. Only 3 percent of undergraduates are older than 25. Other student activities offered include VexU robotics, intramural sports, campus ministries, choral groups, dance, international student organization, Model UN, radio station, student government, and student newspaper. Kettering has one Varsity athletic program - Esports, and celebrated its first National Championship in the R6:Seige title in 2023.

### ALUMNI

Kettering University is proud of its over 25,000 alumni who live in more than 50 countries. They are recognized for their leadership in the sciences, industry, and finance as well as for their continuing involvement in higher education. More than 1,000 alumni are currently CEOs, presidents, or C-level executives.







## THE COMMUNITY OF FLINT AND REGION

Kettering University is located in [Flint, Michigan in Genesee County](#), 66 miles northwest of Detroit. Flint was incorporated as a city in 1855 and joined the automotive revolution, earning it the nickname “Vehicle City.” In 1908 Durant founded General Motors, with headquarters in Flint. The city ultimately became an automobile-manufacturing powerhouse as the home of GM’s Buick and Chevrolet divisions. Flint was also a major contributor of tanks and other war machines during World War II due to its extensive manufacturing facilities. Although the economy of Flint has historically been tied to the automobile industry, it has seen significant diversification over the decades and Flint entrepreneurs have provided new life and energy to the city. In recent years Flint became known as a city with lead in the water. The unfortunate water situation has been successfully resolved as the city has entered its sixth consecutive year of meeting state and federal standards for lead in drinking water. Today investments in local educational and cultural institutions are moving the city forward.

New restaurants and businesses have opened in downtown Flint, including the renovation and reopening of the beautiful historic Capitol Theatre. Along the city’s Saginaw Street, a wide variety of restaurants offer crave-worthy options for a quick lunch, lively evening scene, or high-end dining experiences. The Flint Farmers’ Market is only a half mile northeast of downtown and is one of the state’s largest markets. It is widely regarded as one of the country’s most successful urban farmers’ markets.

Flint and its surrounding areas offer a plethora of activities that cater to various interests. The [Flint Cultural Center](#) stands as a beacon of artistic expression, education, and community enrichment in Flint, Michigan. This dynamic hub brings together an array of cultural institutions, including the Flint Institute of Arts (FIA),

the Flint Institute of Music (home of Flint School of Performing Arts), Sloan Museum of Discovery, Longway Planetarium, The Whiting auditorium, and the recently-upgraded, American Institute of Architects award-winning Gloria Coles Flint Public Library. Each institution within this collective offers a diverse tapestry of experiences, from world-class art exhibitions at the FIA and live performances at The Whiting (home to the Flint Symphony Orchestra), to interactive science exhibits and captivating planetarium shows. The FIA, a world class museum and art school, recently opened a new wing for contemporary crafts, a glass studio, and hot shop. In 2019, the Cultural Center became home to the newly created [Flint Cultural Center Academy](#), a public charter school informed by the innovative Expeditionary Learning model of K-12 education. The Cultural Center isn’t just a place for passive observation; it’s a vibrant space that encourages active participation, learning, and engagement for visitors of all ages. Kettering University enjoys a wonderful partnership with these organizations offering students, faculty, and staff opportunities to learn, participate in the Symphony and other musical ensembles, and expand their creative skills.

For outdoor adventures, the Genesee County Parks system boasts numerous parks with playgrounds, picnic areas, and trails perfect for hiking or biking. Downhill skiing fans can enjoy the sport at Mount Holly along with other sites within a short drive. Flint offers six golf courses and another 28 are located within 20 miles of Flint, including 23 public. The oldest course in the area that opened in 1918 is the Flint Golf Club designed by Willie Park, Jr. Genesee County also provides athletic entertainment. The Flint Firebirds are a major junior ice hockey team based in Flint and the Flint Bucks, a USL Soccer team, play at Kettering’s Atwood Stadium.

## THE COMMUNITY OF FLINT AND REGION (CONT.)

Building on the mobility legacy in Flint, industry growth is strong with both large and small companies. Lear, a company that makes vehicle seats, recently opened a new manufacturing facility in Buick City, a long vacant building once occupied by GM. Among its leadership ranks you will find a number of Kettering University alumni, and the company also hosts Co-op students annually. There are a number of Kettering alumni-owned businesses that are taking root in Flint. The Co-Founder and Chief Strategy Officer of Communities First Inc., works to impact distressed communities through affordable housing, economic development, arts and culture outreach, and environmental education. The Founder and CTO at KUHMUTE, the first multimodal charging network for micromobility started his business as a Kettering student and established operations in Flint.

Flint is surrounded by a handful of charming towns that each offer their own unique appeal. Nearby towns like Fenton and Flushing offer a trendy downtown with boutique shops, excellent restaurants and parks. Grand Blanc boasts quaint shops and a variety of dining options that cater to diverse tastes. These cities pride themselves on their excellent schools and strong sense of community. Davison, situated northeast of Flint, captures hearts with its small-town charm, hosting community events, farmer's markets, and a welcoming atmosphere that embodies the quintessential American town. A 20 minute drive North lands you in Frankenmuth which enchants with its Bavarian charm, offering attractions like Bronner's Christmas Wonderland, the largest Christmas store in the world, and Zehnder's Splash Village, a waterpark providing endless fun for kids. Events such as "Back to the Bricks" in downtown Flint to seasonal events in outlying towns like apple-picking in nearby orchards add to the region's allure, ensuring there's always something exciting to discover and enjoy with friends and family.

Michigan is a captivating state boasting a rich tapestry of natural wonders. Nestled within the Great Lakes region, Michigan's allure lies in its breathtaking landscapes, from the expansive shorelines of the Great Lakes to the serene beauty of its forests and dunes. Visitors flock to marvel at the splendor of places like Sleeping Bear Dunes National

Lakeshore, where towering sand dunes meet crystal-clear waters. The state's diverse geography provides a playground for outdoor enthusiasts, offering activities like hiking, kayaking, skiing, and fishing, ensuring there's something for every adventurer.

Beyond its natural splendor, Michigan's vibrant cities beckon travelers with their eclectic mix of cultural offerings. Detroit, a city steeped in history and resilience, pulsates with creativity and innovation. It's a haven for art enthusiasts, with world-class museums like the Detroit Institute of Arts showcasing renowned collections. Nestled in the heart of West Michigan, Grand Rapids beckons visitors with its unique blend of urban sophistication and natural beauty. Known as "Beer City, USA," the city boasts a vibrant craft beer scene, complemented by an eclectic array of restaurants, art galleries, and cultural attractions.

### KETTERING UNIVERSITY'S RESPONSE TO FLINT'S WATER CRISIS

The unfortunate water situation has been successfully resolved as the City of Flint has entered its sixth consecutive year of meeting state and federal standards for lead in drinking water. Kettering responded immediately to the Flint water crisis, which was revealed publicly in early 2016. By sharing accurate scientific information, distributing water and filters to neighbors (as well as students, faculty, and staff), and providing expertise to various government and private entities, the University has contributed significantly to addressing the needs of this community. Faculty members have received release time to seek long- and short-term solutions to lead contamination and staff and student volunteers have distributed supplies. Also, for over a year, the University provided office and research space to representatives from the Environmental Protection Agency. Kettering University successfully confronted these challenges with innovative responses, several of which are now taught at other universities as case studies in flexible, effective, compassionate crisis management.

Kettering University's water supply is safe to drink, verified by independent test results, conducted every six months by a certified analytical lab.

## MORE INFORMATION ABOUT KETTERING UNIVERSITY

- [Student Life at Kettering](#)
- [Mechanical Engineering: Student Spotlight](#)
- [The Latest News from Kettering University](#)
- [Kettering Magazine 2023](#)
- [Kettering University Alumni Impact](#)







## THE DEPARTMENT OF MECHANICAL ENGINEERING AND THE ROLE OF THE DEPARTMENT HEAD

The next Head of the Department of Mechanical Engineering will have the exciting opportunity to lead the University's flagship program at a time of innovation and transformation across the many industries it supports. Our department values industry-centered teaching, research, and experience. Strong historical ties allow us to grow with and in front of the automotive industry, and we continue to grow beyond into industries involved in Advanced Mobility, Intelligent Manufacturing, New Energy, Sustainability, and Artificial Intelligence. The overarching goal of the Department is to produce outstanding engineers who have the technical knowledge, practical experience, and business network to be industry leaders.

The Department of Mechanical Engineering enrolls over 600 undergraduate students in the Bachelor of Science in Mechanical Engineering program, with four concentrations. The Department additionally offers two master's degrees, a Master of Science in Mechanical Engineering and a Master of Science in Mobility Systems. There are 26 members of the faculty. The Department is an education-focused institution, and is a leader in experiential education in all aspects of mechanical engineering. It supports students with small class sizes, a dedicated academic advisor, strong ties to the cooperative education office to ensure students have the best possible co-op experience, and a study abroad program that works with partner universities to ensure alignment between the programs. The Department provides lead advisors for teams such as the vehicle design, build, and race competitions Formula SAE, Baja SAE, and newly-formed Formula SAE Electric, and the autonomous vehicle design competition AutoDrive Challenge, among others. Students have access to the

department-maintained SAE garage, AutoDrive garage, and T-Space, allowing students hands-on experience and access to modern manufacturing equipment. Coursework also includes use of many other lab spaces, such as the Crash Safety Center, a fluid-thermo lab, dynamic systems lab, hands-on manufacturing shop, fuel cell lab, and signal analysis lab. Continuous improvement of these student supports allow professors to provide the best learning experience possible.

The industry and education focus of the Department also shows in its research. Due to historical ties to the industry, significant automotive industry-supported research is done in areas such as transportation safety, NVH (noise, vibration, and harshness), internal combustion engines, and alternate propulsion systems. The department has expanded its scope beyond automotive to include alternative energy systems, engineering measurement systems, advanced simulation, biomechanical engineering, and control system design and analysis. Professors from the department were recently awarded the National Science Foundation's Enabling Partnerships to Increase Innovation Capacity (EPIIC) grant. This will provide additional resources for collaboration and increase the department's resources to do cutting edge research in support of industry, and will also give professors more exposure to the state of the industry and its needs. Finally, with many active members of the American Society for Engineering Education, the department also researches engineering education, working to constantly advance the department's engineering pedagogy by remaining abreast of the research and providing its own observations and discoveries.

# LEADERSHIP AGENDA

## VISION

The next Head of the Department must possess a keen understanding of contemporary trends in mechanical engineering, and be able to facilitate the Department's collective articulation of a vision for its future in the changing landscape of automotive engineering. Additionally, the Department Head must also be prepared to help bring the curriculum into sync with the five academic focus areas: Advanced Mobility, Intelligent Manufacturing, New Energy, Sustainability, and Artificial Intelligence.

## UNITY OF PURPOSE

Our department is looking for a leader to create a new unity of purpose for the department and to foster and support continuous growth driven by the faculty. We need someone who will support and uplift the ideas of the department and to guide our efforts to align them with the key areas of Advanced Mobility, Intelligent Manufacturing, New Energy, Sustainability, and Artificial Intelligence as they relate to mechanical engineering. This new university-level vision will require a collaborative department head who will work to foster interdisciplinary ties across departments and colleges. Our Department Head is expected to help the faculty set a direction for development of curriculum, classrooms and labs, co-op and research partnerships in line with the key areas while maintaining the faculty's sense of ownership over the department. It is incumbent on the new Department Head to obtain resources and coordinate efforts in order to move this vision forward.

## ENROLLMENT

The next Head of the Department will have the opportunity to address enrollment decline through programming and recruitment. While Kettering University's enrollment has followed the national downward trend, the Mechanical Engineering department has a unique value proposition and can be used to drive increased numbers across the university. The next Department Head will work to recruit outstanding students by developing programs that appeal to individuals interested in contemporary advances in all aspects of mechanical engineering, and serving as the public face of the Department at recruiting events.

## EXTERNAL WORK

The next Head of the Department of Mechanical Engineering will have an opportunity to maintain and expand on the Department's well-established network throughout our national business community. The next Head of the Department will continue the Department's stellar record of capitalizing on this network for potential educational opportunities, research partnerships, and fundraising.

In addition to the items identified in the leadership agenda above, the regular duties and responsibilities of the position will include (but are not limited to):

- Work with faculty and staff to provide leadership in supporting and sustaining the mission and vision of the Mechanical Engineering Department (ME)
- Recruit, retain and develop quality faculty and student-centered staff in ME
- Create an environment that supports faculty research and scholarly activity
- Work with various stakeholders to retain and graduate high quality ME students
- Participate in various recruitment activities to grow enrollment in the ME program
- Collaborate with academic departments and support staff to provide an excellent learning and working environment
- Maintain ABET accreditation through continued program assessment
- Represent the department at the university, industry and community levels
- Collaborate with external stakeholders, such as the industry advisory board, to continuously improve the ME program
- Maintain and manage the departmental budget
- Assess faculty and staff performance for promotion, tenure, and merit recommendations
- Manage faculty teaching load levels and class schedules
- Maintain strong industrial relations to enhance opportunities for applied research and support for instructional and laboratory improvements
- Work closely with the Cooperative and Experiential Department to help identify new employer partners and to continue building relationships with current employers
- Work with the Dean of the Graduate School and Research to grow the Master of Science in Engineering in Mechanical Engineering and Mobility Systems





## QUALIFICATIONS

### REQUIRED QUALIFICATIONS

- An earned Ph.D. in Mechanical Engineering or a related field
- Demonstrated excellence in teaching, research and service at a level sufficient for an appointment as a tenured full professor
- A minimum of seven years of engineering-related teaching experience
- A minimum of three years of combined academic leadership experience as a department chair, director, major committee chair, or its equivalent
- A minimum of two years of industrial experience or a strong record of partnership between industry and academia

### DESIRED EXPERIENCE, KNOWLEDGE, AND ATTRIBUTES

- Demonstrated expertise in applying traditional mechanical engineering disciplines to the focus areas of Advanced Mobility, New Vehicles, Sustainability, Intelligent Manufacturing, and Artificial Intelligence

- Five or more years of experience related to leadership, management, and/or administrative responsibilities
- Experience with outreach engagement in both public and private sectors
- Experience with the ABET accreditation process
- Effective communications skills and excellent interpersonal skills
- Understanding and commitment to Kettering University's Values:
- RESPECT: for teamwork, honesty, encouragement, diversity, partnerships with students
- INTEGRITY: including accountability, transparency, and ethics
- CREATIVITY: fostering flexibility and innovation
- COLLABORATION: across disciplines and with all partners
- EXCELLENCE: in all we do

## ENDOWED PROFESSORSHIP

The position of Head of the Department will be appointed as a full professor, but carries the opportunity for a separate endowed professorship available to candidates

with an exceptional record of teaching, scholarship and service.





## PROCEDURES FOR NOMINATIONS AND APPLICATIONS

Academic Search is assisting Kettering University in this search. Applications, nominations, and expressions of interest may be submitted in confidence to [KetteringME@academicsearch.org](mailto:KetteringME@academicsearch.org). When submitting a nomination, please include the nominee's full name, title, position, and email address.

Confidential conversations about this opportunity may be arranged by contacting either of the Senior Consultants managing the search: Dr. Dan DiBiasio ([dan.dibiasio@academicsearch.org](mailto:dan.dibiasio@academicsearch.org)) or Dr. Eric Richtmyer ([eric.richtmyer@academicsearch.org](mailto:eric.richtmyer@academicsearch.org)), or by phone at 202-332-4049.

To apply, a candidate should submit: 1) a letter of intent addressing how the candidate's experiences match the position requirements and 2) a current full CV/resume. Please send materials in an email with two separate attachments to [KetteringME@academicsearch.org](mailto:KetteringME@academicsearch.org). For full consideration by the search committee, applicant materials should be submitted by **February 29, 2024**. Additional information about the institution may be found at [www.kettering.edu](http://www.kettering.edu).

*Kettering University, as an equal opportunity/ affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action.*

*Kettering University is deeply committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation including gender identity or expression, disability, religion, height, weight, genetic information, or veteran status in employment, educational programs and activities, and admissions except where religion, sex, or age are bona fide job-related employment requirements.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Kettering University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.



Committed to IDENTIFYING  
AND DEVELOPING LEADERS  
by providing the highest  
level of EXECUTIVE  
SEARCH to our  
higher education  
partners.