



Cornell University®

Austin O. Hooey Dean
College of Veterinary Medicine
Position Description – November 2025

POSITION SPECIFICATION

Position	Austin O. Hooey Dean College of Veterinary Medicine
Organization	Cornell University
Location	Ithaca, New York
Reporting Relationship	Provost
Websites	Cornell University College of Veterinary Medicine About the Search

THE OPPORTUNITY

Cornell University invites applications and nominations for the next Austin O. Hooey Dean of the College of Veterinary Medicine.

Cornell seeks an outstanding academic leader to serve as its next Austin O. Hooey Dean of the College of Veterinary Medicine. Reporting to the Provost and serving as the chief administrative and academic officer of the College, the Dean will build upon an established and very successful veterinary medicine teaching, research, and service enterprise, leading its next exciting phase of development and impact.

The Dean will provide strategic vision and leadership to each of the College's academic, scholarly, and clinical programs, setting priorities for the College and guiding it toward goals of high-calibre clinical and diagnostic service, enhancing and promoting cutting-edge fundamental and translational research, dedicated community engagement, and excellence in education with a diverse population of students, faculty, staff, and other stakeholders. The Dean is the College's chief advocate and steward, promoting its goals and achievements, leading its development and fundraising activities, and speaking for its mission of excellence in scholarship, teaching, and service.

Supporting Cornell University's mission, the Dean will advance the scholarly activities of the faculty, including interdisciplinary opportunities and external collaborations. The Dean will also inspire students and promote an ethos of professionalism and care. The Dean will be the College's public voice, promoting innovative ideas and solidifying partnerships within Cornell, locally, nationally, and internationally as a recognized leader in the field.

Under the leadership of President Michael Kotlikoff and Provost Kavita Bala, the Dean will have a tremendous opportunity to capitalize on substantial investments in facilities and resources. The Dean will also partner with other Cornell leaders to further develop and enhance research and education and create new partnerships both across campus and through Cornell's global reach. The successful candidate will be a collegial, nationally recognized, and entrepreneurial leader prepared to advance the mission of the College and to support and sustain existing areas of innovation, including new programs currently in development and ideation.



BACKGROUND INFORMATION

About Cornell University

Founded in 1865, Cornell University is a remarkable community of scholars, educators, students, staff, and alumni who are deeply influenced by proud traditions and a set of cherished founding principles, including Ezra Cornell's ambition to "found an institution where any person can find instruction in any study."

Cornell is a world-class research institution known for the breadth and rigor of its curricula and an academy dedicated to preparing young people to be well-educated and well-rounded citizens of the world. Its faculty and students believe in the critical importance of knowledge, both theoretical and applied, as a means of improving the human condition and solving the world's problems. Faculty, staff, and students thrive at Cornell because of its unparalleled combination of quality and breadth, its open, collaborative, and innovative culture, its vibrant rural and urban campuses, its land-grant legacy of public engagement, and its commitment to its founding principles.

Public engagement is foundational to everything the University does. By contributing to this deep-rooted commitment, Cornell students, faculty, staff and alumni are forging community partnerships, solving local and global challenges, and creating knowledge to benefit humanity. Cornell relies on a robust exchange of ideas with the public to understand local needs, develop and implement solutions, and deepen community capacity. Building upon the unique strengths of partners, public



engagement at Cornell includes extension, outreach, policy briefings, solutions-oriented institutes, and much more.

Cornell is unique among its Ivy League peers as a private university with a land grant mission and four New York State-supported colleges. While Cornell is one private university, four “contract colleges” are connected to the State University of New York (SUNY) system. As a result, Cornell partners with SUNY and works closely with many other key constituencies in New York State to support and deliver on its land-grant mission.

Cornell consists of 15 schools and colleges. Across the Ithaca campus, the Weill Cornell Medicine campuses in New York City and Qatar, and the Cornell Tech campus in New York City, the University enrolls over 16,000 undergraduates and over 10,000 graduate and professional school students. Cornell’s nearly 12,000 faculty and staff forge novel partnerships where unexpected integrations of deep expertise point the way toward the solutions of tomorrow. The University fuels this through initiatives that elevate collaboration across disciplines and academic units.

Cornell’s main campus is located in Ithaca, New York a city of about 30,000 people in the heart of the Finger Lakes region of Central New York. Both Cornell and Ithaca offer a wide range of cultural activities, sports events, and outdoor activities, with the pleasures of both city and country close at hand. Ithaca boasts unsurpassed natural beauty in its gorges, state parks, and waterfront. Cornell also maintains a robust and growing presence in New York City through its Weill Cornell Medicine campus and programs in Manhattan, Brooklyn, and Queens. Cornell Tech, on Roosevelt Island, is a rapidly growing campus devoted to applied technology, and responsible for over 100 startups and collaborations with the New York City technology sector. Finally, Cornell maintains active global collaborations around the world, supporting its Global Hubs in 11 locations and its medical school campus in Doha, Qatar.

Cornell University Leadership

President Michael Kotlikoff

Michael Kotlikoff is the president of Cornell University and professor of molecular physiology. He took office first as interim president on July 1, 2024. Prior to his appointment, Kotlikoff was Cornell’s longest-serving provost, holding that office from August 2015 to June 2024. He previously served as the Austin O. Hooey Dean of the College of Veterinary Medicine from 2007 to 2015. Throughout his tenure at Cornell, Interim President Kotlikoff has overseen numerous initiatives and landmark changes to advance the University’s excellence in teaching, scholarship, and outreach, and to enhance academic collaboration across Cornell’s disciplines, colleges, and campuses.

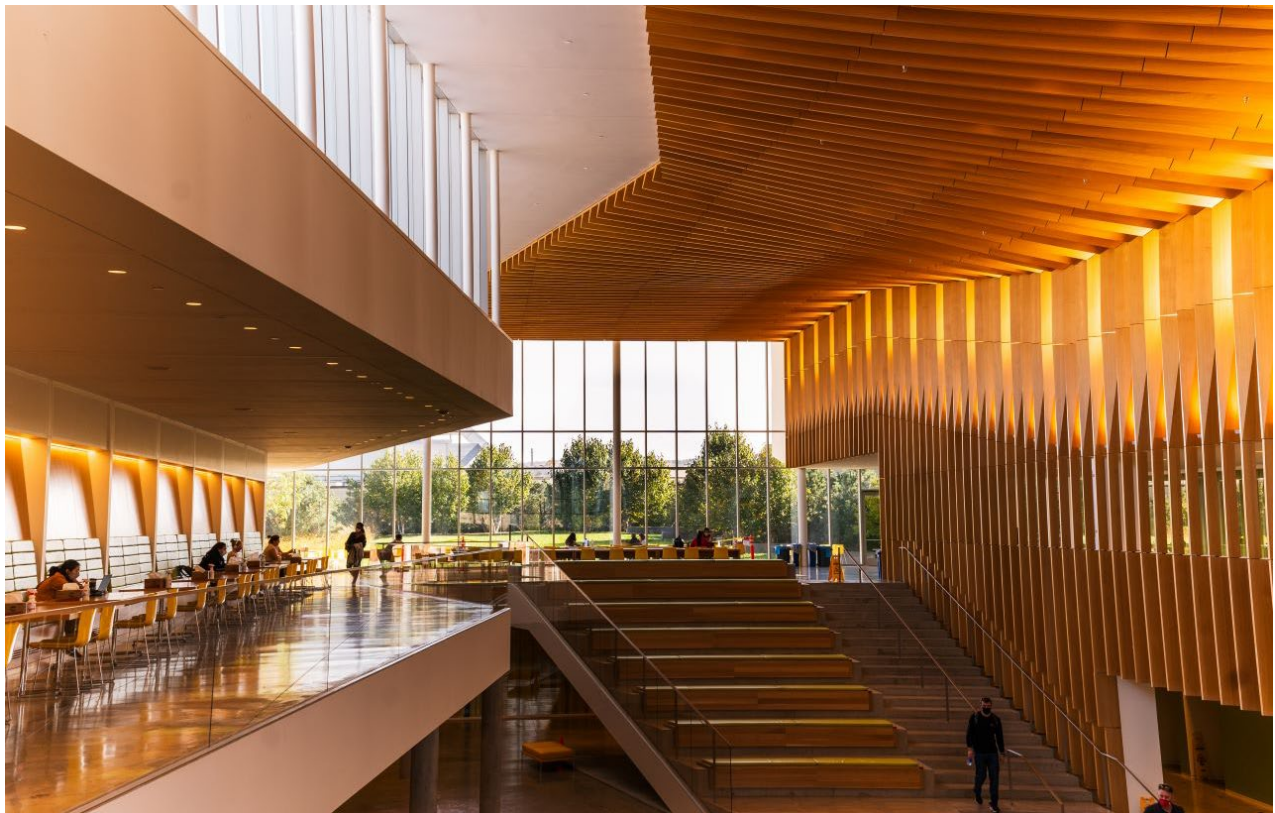
Kotlikoff’s signature strategic initiative, Radical Collaborations, has enhanced Cornell’s academic excellence and interdisciplinary collaborations by bringing together world-leading expertise from across widely divergent fields. The initiative has recruited faculty in artificial intelligence, genome biology, design technology, digital humanities, nanoscience, sustainability, and other areas; led investments in university centers such as the Cornell High Energy Synchrotron Source, or CHES; the Society for the Humanities; and the Cornell Center for the Social Sciences; and given rise to the Academic Integration initiative, which deepened collaboration across the Ithaca and Weill Cornell Medicine campuses. During Kotlikoff’s time as Provost, significant advances were also made across Cornell in teaching and learning, student and campus life, and the development of policies to facilitate greater faculty diversity and investments in the University’s academic facilities. Kotlikoff received his BA (literature) and VMD degrees from the University of Pennsylvania and his PhD in physiology from the University of California, Davis.



Provost Kavita Bala

Kavita Bala, a computer scientist, entrepreneur, and professor, became the 17th provost of Cornell University on January 1, 2025. She brings a distinguished record of leadership and scholarship to the role. Prior to her appointment, Bala served as the inaugural dean of the Cornell Ann S. Bowers College of Computing and Information Science and as chair of the department of Computer Science. Her foundational research in computer vision, computer graphics, and artificial intelligence has been recognized by election to the American Academy of Arts & Sciences and by induction as a Fellow of the Association for Computing Machinery (ACM).

As dean, Bala secured the naming gift for the Cornell Bowers College, led a significant expansion of faculty to support the college's rapid growth, and launched construction of a new 135,000-square-foot building designed to house robotics labs, experiential learning spaces, and faculty offices. Her leadership helped position the college as a national leader. As the lead dean of the Cornell AI Initiative, Bala advanced key academic programs, including the creation of new minors in AI and AI in Society, and helped establish the Schmidt AI in Science postdoctoral program at Cornell. She also co-led a university-wide task force that developed guidelines for the responsible use of generative AI in education and learning. Bala's research has made fundamental contributions to image understanding, including the recognition of materials, styles, and object attributes; the modeling of complex materials; and the use of crowdsourced training data. Her groundbreaking work on style recognition using deep learning led to her co-founding a successful visual search AI startup. In addition to numerous teaching awards, Bala is a recipient of the SIGGRAPH Computer Graphics Achievement Award, the IIT Bombay Distinguished Alumnus Award, and is a Fellow of the SIGGRAPH Academy. Bala received a B.Tech. from the Indian Institute of Technology, Bombay, and an M.S. and a Ph.D. in Computer Science from the Massachusetts Institute of Technology.





THE COLLEGE OF VETERINARY MEDICINE

Cornell University's College of Veterinary Medicine ranks among the leading institutions of its kind in the world. Established by an act of the state legislature in 1894, the College in 1876 granted the nation's first veterinary degree to Daniel Salmon, for whom *Salmonella* was named, and graduated the first woman in veterinary medicine, Florence Kimball. Since that time, the College continues to lead the discipline and the profession, with six exceptional departments (Biomedical Sciences, Clinical Sciences, Microbiology & Immunology, Molecular Medicine, Population Medicine & Diagnostic Sciences, and Public & Ecosystem Health) that span the spectrum from rigorous professional training and clinical research to an expansive array of translational and basic life science research.

The College embraces the concept of *one health* in advancing the understanding of both animal and human health, as demonstrated by its many collaborations across related Cornell disciplines and departments in Ithaca, as well as with Weill Cornell Medicine in New York City. Its research activities at the molecular, cellular, organismal, and population levels ultimately inform the practice of animal and human medicine, and in a parallel fashion, the organization and conduct of medicine help shape the direction of its research activities. Existing areas of research strength include cancer biology, comparative genomics, immunology and infectious disease, reproductive biology, population medicine, public health, and ecosystem health.

At the same time, the College maintains broad strength in a wide range of important clinical and diagnostic service activities. Consistent with its professional mission, the College excels in providing advanced education, mentoring, and training through a renowned DVM program, several master's programs including in public health, a PhD program in biomedical and biological sciences, and contribution to the undergraduate life sciences offerings at the University as well. These programs prepare veterinarians and scientists to serve society in critical roles in clinical and diagnostic veterinary medicine, public health, scientific inquiry and discovery, and public policy.

The College fulfills its land-grant mission by delivering essential public services that protect animal health, advance clinical care, and strengthen New York's agricultural economy. The College strives to promote animal health through excellent clinical services and continued vigilance against the spread of disease. Its Ithaca campus is home to the large and small animal hospitals, ambulatory service, and the Animal Health Diagnostic Center—the state's veterinary diagnostic laboratory—providing critical diagnostic testing, disease surveillance, and expert consultation that safeguard production animals locally, statewide, and beyond. The College also operates Cornell University Veterinary Specialists in Stamford, CT, and the Cornell Ruffian Equine Specialists on Long Island, and is actively exploring additional outreach and partnership opportunities both domestically and abroad, directly supporting farmers, veterinarians, and the communities that depend on them.

The College employs more than 250 faculty and nearly 1,000 non-academic staff. It enrolls close to 500 students in the four-year, post-baccalaureate Doctor of Veterinary Medicine (DVM) program and supports approximately 260 graduate students pursuing Master of Professional Studies, Master of Public Health, or Ph.D. degrees in Biological and Biomedical Sciences. The College also offers internship and residency programs for DVMs seeking advanced training in clinical veterinary specialties. With more than 7,000 alumni, the College is recognized internationally as a leader in public health, biomedical research, animal medicine, and veterinary medical education. To learn more about the College of Veterinary Medicine, please visit the following websites:

- [Vision, Mission, and Values](#)
- [2023-2027 Strategic Plan](#)



- [Annual Reports](#)
- [Leadership Team](#)
- [Education and Academic Programs](#)
- [Departments, Centers, and Institutes](#)
- [Research Areas](#)
- [Hospitals and Clinical Trials](#)
- [Facilities](#)
- [Local, Regional, National, and International Impact](#)

KEY RESPONSIBILITIES

Reporting to the Provost, the Dean is the chief administrative and academic officer of the College of Veterinary Medicine. The Dean must be an outstanding scholar and possess a detailed understanding of the current challenges in the field, as well as national and global veterinary health, and be willing to work with local, state, regional, national, and international stakeholders, including professional practice and industry leaders, to address these challenges across every program within the College's portfolio.

The Dean must also forge relationships with future partners to promote innovation. The ideal candidate will be an experienced, inclusive, and collaborative leader who is committed to guiding the College to the next level of excellence. The Dean will be expected to work effectively with students, faculty, staff, educators, practice leaders, and industry representatives as partners to advance Cornell's research, teaching, service, and land-grant missions. The successful candidate will bring the experience necessary to represent the College compellingly to both internal and external constituencies, enhancing the visibility and impact of its work while increasing gifts, research funding, contracts, and other mission-aligned revenue.

The Dean's primary responsibilities and expectations for leadership include:

- Provide leadership to the College in all academic matters, including research and curricular initiatives, as well as faculty recruitment, to ensure the College's continued excellent reputation in academic, clinical, and service distinction
- Ensure that the educational programs provide a positive learning experience and accountability to the community, offering high-quality and innovative educational opportunities to facilitate the transition from student to professional, with a particular emphasis on interprofessional education
- Support the College's efforts to obtain federal, state-level, endowment/foundation, and other externally funded research awards
- Support the College's mandate to educate the highest caliber of veterinary health professionals, leaders, and researchers, equipping them to effectively promote wellness, impact policy, and improve health outcomes across multiple settings with diverse individuals, groups, and communities
- Oversee accreditation processes, including preparation of self-studies, coordination of site visits, and implementation of accreditation standards
- Promote professionalism and high ethical standards with an understanding of cross-cultural sensitivity and responsiveness
- Work effectively with clinical partner leadership to promote success and to ensure support of the College's academic mission



- Form necessary collaborations to further develop a robust clinical and translational research program
- Provide the necessary stewardship of the College's fiscal and human resources to ensure successful execution of its primary missions, ensuring financial security for the College and additional funding for expanded high quality space and key strategic initiatives
- Promote collaborative relationships with other Cornell schools and colleges to further the goal of interdisciplinary health science education, research, and patient care
- Ensure that the College continues to be a leader working with the communities with which it collaborates, addressing a broad co-developed list of needs that impact the community's veterinary health
- Foster alumni recognition and participation in the growth of the College, as well as expand the College's philanthropic base, recognition, and respect
- Serve as principal advocate for the College within the Cornell University community and to local, national, and international constituencies in the public and private sectors
- Interpret and respond to local, national, and international events that affect the College

PROFESSIONAL EXPERIENCE / PERSONAL QUALIFICATIONS

Candidates must have professional leadership experience in academic instruction, scholarly attainment, and personnel and resources management. Competitive candidates will also demonstrate the skills necessary to lead students, faculty, and staff across the many diverse veterinary health professions and programs within the College. Competitive candidates will have a variety of professional experience and personal qualifications, including the following:

- A kind, energetic leadership style that invites collaboration, encourages teamwork, welcomes diverse perspectives, and values transparency
- The skills to navigate a College of Veterinary Medicine within the organizational, political, and fiscal realities of a major university
- A deep understanding of the veterinary health disciplines and the experience necessary to transform current practices through coalition building and effective use of resource advocacy to promote the success of the College as a whole
- The ability to work productively and cooperatively with students, faculty, staff, alumni, educators, and community leaders as partners to advance the College's and University's research, teaching, engagement, outreach, and service missions
- A track record of administrative achievement that gives strong evidence of capacity to manage a complex College, including its budget, workforce, and programs
- The capacity to represent the College in a compelling manner to external constituencies, enhancing the visibility and impact of its work and demonstrating commitment to supporting mutually beneficial community partnerships
- The ability to imagine and explore new possibilities, while also supporting several existing and important initiatives that are currently in development within the College
- Demonstrated success as a funded, independent investigator with the ability to support research at the faculty and student levels, including the ability to foster interdisciplinary and interprofessional collaboration
- Demonstrated success as an educator with the ability to excite students about health professions
- A genuine appreciation of, and good rapport with, students, the College's future alumni
- Demonstrated capability to lead professional and support staff effectively, including hiring, motivating, training, developing, and evaluating the job performance



- The ability to recruit and retain highly desirable research and instructional faculty in a competitive environment
- Strong written, oral, and interpersonal skills with the ability to communicate the College's points of pride, needs, plans, and programs effectively

EDUCATION, RANK, AND TENURE REQUIREMENTS

The Dean must have a doctorate in veterinary medicine (DVM or equivalent) from an accredited institution. Candidates must also have a distinguished track record of teaching, research, service, and/or community engagement that is commensurate with appointment to the rank of full professor and eligibility for tenure at Cornell University.

NOMINATIONS AND APPLICATIONS

Cornell University has retained the services of Dr. Josh Ward at the executive search firm Korn Ferry. Applicants should submit the following two documents (in two separate PDFs):

1. An up-to-date and detailed *curriculum vitae*.
2. A brief (2-4 pages) letter of interest describing why you are interested in the role of the Austin O. Hooey Dean of the College of Veterinary Medicine at Cornell University, why you would be successful based on your professional experience, and why now is a good time for you to consider this opportunity.

For priority consideration, please submit all application materials by **Friday, January 30, 2026**. It is anticipated that the Dean will take up the position no later than summer 2026. The two PDF documents should be sent directly to Dr. Josh Ward at Josh.Ward@KornFerry.com.

KORN FERRY CONTACT

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EEO Statement: Diversity and Inclusion are a part of Cornell University's heritage. We are a recognized employer and educator valuing AA/EEO, and we do not tolerate discrimination based on any protected characteristic, including race, ethnic or national origin, citizenship and immigration status, color, sex/gender, pregnancy or pregnancy-related conditions, age, creed, religion, actual or perceived disability (including persons associated with such a person), arrest and/or conviction record, military or veteran status, sexual orientation, gender expression and/or identity, an individual's genetic information, domestic violence victim status, familial status, marital status, or any other characteristic protected by applicable federal, state, or local law. We also recognize a lawful preference in employment practices for Native Americans living on or near Indian reservations in accordance with applicable law. Cornell University embraces diversity and seeks candidates who will contribute to a climate that supports students, faculty, and staff to all identities and backgrounds. We encourage individuals from underrepresented and/or marginalized identities to apply.

Compensation Notice: Cornell University offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience. The estimated salary compensation range for the position is \$490,000 – \$515,000. Cornell University has provided this range which represents its good faith estimate of what the University reasonably expects to pay for the position. The final salary offered to the selected candidate will be determined based on factors including (but not limited to) the experience and qualifications of the selected candidate – including equivalent years in rank, training, and field or discipline; internal equity; and external market pay for comparable positions.