



**Executive Director, Fralin Life Sciences Institute
Virginia Polytechnic Institute and State University (Virginia Tech)
Blacksburg, Virginia**

THE SEARCH

[Virginia Tech](#) invites nominations and applications for the position of Executive Director, Fralin Life Sciences Institute. This is an extraordinary opportunity to join the senior research and innovation leadership team at Virginia Tech. Reporting to the Senior Vice President for Research and Innovation, the Executive Director will have the opportunity to shape the Institute's strategic direction through establishing priorities and leveraging existing strengths and resources including its talented faculty and cutting-edge facilities. The successful candidate must be a compelling leader whose passion for the Institute's research and scholarly missions will energize faculty, students, and staff to achieve excellence in research, education, and outreach. The new Executive Director must be a highly respected scholar who is operationally savvy and knowledgeable about cutting-edge research, funding opportunities and trends, and understands what it takes to continue to sustain and enhance a thriving research enterprise that supports Virginia Tech's Beyond Boundaries vision.

A search committee with representation from across the university has been convened to conduct the search and to recommend finalists to the Vice President for Research and Innovation at Virginia Tech. The university is assisted in the recruitment by the Talent Acquisition Team from the Division of Human Resources. All inquiries, nominations, and applications should be directed in confidence as noted at the end of this document.

Building on its motto, Virginia Tech is dedicated to InclusiveVT—an institutional and individual commitment to *Ut Prosim* (*That I May Serve*) in the spirit of community, diversity, and excellence. The institution seeks candidates who adopt and practice their [Principles of Community](#), which are fundamental to the university's ongoing efforts to increase access and inclusion and to create a community that nurtures learning and growth for all its members. Virginia Tech actively seeks a broad spectrum of qualified candidates to join its community in preparing leaders for a diverse, global society and encourages individuals across racial, ethnic, religious, gender, sexual orientation, ability, and other identities to apply.

OFFICE OF RESEARCH AND INNOVATION AT VIRGINIA TECH

The [Office of Research and Innovation](#) bolsters the research enterprise at Virginia Tech through services and support that help faculty, staff, and students plan, perform, and commercialize groundbreaking research. Daniel Sui, an internationally renowned researcher in the area of GIS-based spatial analysis and modeling for urban, environmental, and public health applications, is Virginia Tech's Vice President for Research and Innovation.

FRALIN LIFE SCIENCES INSTITUTE

The Fralin Life Sciences Institute at Virginia Tech is an instrument of strategic university investment committed to enhancing the quality, quantity, and competitiveness of innovative environmental and life sciences research, education, and outreach across Virginia Tech. The Institute creates and facilitates opportunities for cooperative and productive research among faculty across the university through targeted investment of seed funding, shared research facilities, and laboratory space. The Institute is responsible for enabling cutting-edge research through identifying, obtaining, operating, and coordinating core services that include mass spectrometry, genomics, imaging, and state-of-the-art high-performance computing. New investments are expected to embrace systems approaches that take full advantage of the interface of theoretical, experimental, and computational science.

Fralin Life Sciences Institute encompasses approximately 350 faculty affiliates across all nine Virginia Tech colleges, and supports hundreds of graduate students and postdocs. Among the Institute's major investments are four research centers: Global Change Center; Center for Coastal Studies; Center for Emerging, Zoonotic, and Arthropod-borne Pathogens; and the Translational Plant Sciences Center. With approximately 40 full time employees, the Institute currently manages five major research facilities totaling to over 400,000 square feet. Residents of the Institute's five buildings are automatically considered affiliated faculty members:

- [Steger Hall](#)
- [Fralin Hall](#)
- [Latham Hall](#)
- [Integrated Life Sciences Building](#)
- [Life Sciences 1](#)

Faculty that actively participate in Institute sponsored activities, including participation in Institute funded Centers and focus areas, use of core facilities housed and supported by the Institute, and participation in Institute supported graduate and undergraduate programs are invited to become affiliated faculty members. Affiliated faculty members are given resources necessary to explore new, innovative science that benefits people in the New River Valley, the Commonwealth of Virginia, and the world. Through seminars, conferences and research group support, the Institute serves as a meeting point for progressive ideas involving multidisciplinary research. The Institute is closely aligned with Virginia Tech's other six research institutes, which include the Fralin Biomedical Research Institute at VTC, Virginia Tech Transportation Institute, the Virginia Tech National Security Institute, the Institute for Critical Technology and Applied Sciences, the Institute for Society, Culture and Environment, and the Institute for Creativity, Arts and Technology.

Mission

The Fralin Life Sciences Institute at Virginia Tech strategically invests in targeted research areas within the environment and life sciences. Such investments include recruitment and set-up support for new faculty members, retention and recognition of established faculty members, seed funds for new research projects, equipment purchases, graduate student recruitment and support, undergraduate research support, and support for outreach activities. Research initiatives within the

life sciences receiving the highest priority for support include global change, infectious disease, coastal studies, and translational plant sciences. The Fralin Life Sciences Institute is also actively engaged in cooperative partnerships with colleges, departments, and other institutes that also support the environmental life science community.

History

The Fralin Life Sciences Institute at Virginia Tech was formed in August 2008 and represents an administrative merger of the Fralin Biotechnology Center and the Institute for Biomedical and Public Health Sciences. The Fralin Biotechnology Center was established in 1995 to promote research, education, and outreach related to the life sciences at Virginia Tech. The Institute for Biomedical and Public Health Sciences was created in 2003 to provide strategic support to enhance biomedical research at Virginia Tech. Given the similar missions of the Fralin Biotechnology Center and the Institute for Biomedical and Public Health Sciences, an administrative merger offered the opportunity to create a single entity that can be effectively managed while significantly reducing administrative costs. The Fralin Biotechnology Center's strong commitment to public service in the area of biotechnology and undergraduate education has been preserved. The merger also empowers the institute to achieve the primary mission of the Institute for Biomedical and Public Health Sciences.

In April 2019, Virginia Tech transferred the resources of the Biocomplexity Institute into the Fralin Life Sciences Institute at Virginia Tech on the Blacksburg campus. In doing so, Virginia Tech expanded its support for life sciences research across the university by providing “room to grow” through shared laboratories and catalyzing collaboration and partnership.

Shared research facilities supporting the life sciences will provide core resources across departments and disciplines. Staffed by expert technicians and guided by user needs, these facilities drive efficiencies and promote collaborations across the research enterprise. This model allows for scale and quality of investment not otherwise available to individual researchers, departments, or colleges; efficiencies of scale for service and infrastructure; and strategic support for university priorities.

THE TEAM

Reports to Dan Sui, the Senior Vice President for Research and Innovation.

Direct reports of the Executive Director of Fralin Life Sciences Institute:

- Bill Hopkins, Associate Executive Director
- Kiyah Duffey, Director, Strategic Initiatives
- Kirk Felton, Director, Operations
- Janet Webster, Director, Administration

Other key relationships the Executive Director of Fralin Life Sciences Institute:

- Research Center Directors
- Principal Scientists
- Administrative Support Staff
- Education & Outreach

- Facilities & IT
- Research Faculty across other colleges

RESPONSIBILITIES FOR NEW LEADERSHIP

As a member of Virginia Tech's senior leadership, the Executive Director closely collaborates with senior leaders of the University, establishing priorities and executing initiatives through regular engagements as a member of the President's Council, the Academic Affairs Council, and the Research and Innovation Council. As one of four investment institutes at Virginia Tech, FLSI's collaborations and partnerships, within and across colleges and other areas of the university, are essential to the success of the Institute and its affiliated faculty.

CANDIDATE PROFILE

The ideal candidate must be a compelling leader whose passion for the Institute's research and scholarly missions will energize faculty, students, and staff to achieve excellence in research, education, and outreach. An earned doctorate is required. The successful candidate must possess a record of recognized achievement in research, scholarly and educational pursuits, and service meriting appointment at the rank of Professor at Virginia Tech.

Additional desired experience and qualifications of the successful candidate include:

- Served as a visionary, inspirational, and strategic leader with knowledge and experience leading research organizations, for example in academic institutions, research institutes, and/or centers or their equivalent.
- Proven ability to work across organizational boundaries with a variety of stakeholders to build and maintain relationships.
- Demonstrated commitment to diversity that supports a culture of inclusion and climate of respect coupled with an enthusiasm to foster and promote a diverse, equitable, and inclusive environment.
- High level of diplomacy, discretion, and problem-solving skills.
- Ability to develop, communicate, and execute a vision for a research organization to grow its portfolio, reputation, and impact.
- History of significant and well-funded research, scholarly achievement, and distinguished international reputation in the candidate's specific field.
- Proven track record in management and budgetary responsibility.
- Demonstrated clear communication and negotiation skills.
- Appreciation for, and experience in, faculty mentoring, particularly supporting junior faculty in engaging in sponsored research.
- Experience managing research resources, including seed funding, faculty support, laboratory, and office space.
- Respect for shared governance and experience advocating for faculty, staff, and students.

CONTACT INFORMATION

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. For best consideration, all applications should be submitted by **June 6, 2022** using this link:

<https://careers.pageuppeople.com/968/cw/en-us/job/52010/executive-director-fralin-life-sciences-institute>

Applications should include:

- Full length curriculum vitae
- Application letter describing interests in the role, and addressing why the applicant is well qualified for the position (no more than four pages)
- Diversity statement describing the candidate's awareness and philosophy toward DEI, including examples from their past positions and thoughts on future ways to advance DEI (no more than two pages)
- Names of a minimum of four references (will not be contacted without the applicant's permission).

Any nominations, recommendations or confidential inquiries should be made to:

Whitney Ratcliffe (whit28@vt.edu)
Virginia Tech Talent Acquisition

If you are an individual with a disability and desire an accommodation, please contact Sandra Burks at sburks@vt.edu during regular business hours.

Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, national origin, political affiliation, race, religion, sexual orientation, or veteran status, or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants, or on any other basis protected by law.

For inquiries regarding non-discrimination policies, contact the Office for Equity and Accessibility at 540-231-2010 or Virginia Tech, North End Center, Suite 2300 (0318), 300 Turner St. NW, Blacksburg, VA 24061.

APPENDIX

UNIVERSITY BACKGROUND

Dedicated to its motto, *Ut Prosim* (That I May Serve), Virginia Tech takes a hands-on, engaging approach to education, preparing scholars to be leaders in their fields and communities. Founded as a land-grant institution in 1872, Virginia Tech is Virginia's most comprehensive university and a leading research institution as well as one of the nation's senior military colleges. With more than 1,500 instructional faculty, Virginia Tech offers more than 280 undergraduate and graduate degree programs to nearly 35,000 students. Of those students, 81 percent are undergraduate students, and 19 percent are graduate students. Fifty-seven percent are male, and 43 percent are female. Virginia Tech is ranked 5th in the nation for number of engineering graduates, 46th in the nation on the National Science Foundation Rankings by Total R&D Expenditures and manages a research portfolio of more than \$550 million. Its operating budget for 2020-21 is \$1.6 billion and its endowment is approximately \$1.14 billion.

The university offers more than 110 bachelor's degree programs through its seven undergraduate academic colleges: Agriculture and Life Sciences, Architecture and Urban Studies, Engineering, Liberal Arts and Human Sciences, Natural Resources and Environment, Pamplin College of Business, and Science. It offers over 170 master's and doctoral degree programs through the graduate school and professional degrees from the Virginia-Maryland College of Veterinary Medicine and the Virginia Tech Carilion School of Medicine in Roanoke.

UNIVERSITY LEADERSHIP

Virginia Tech is led by [Timothy Sands](#), the university's 16th President, who reports directly to the Board of Visitors. [Cyril Clarke](#), Executive Vice President and Provost, and the Senior Vice President and Chief Business Officer, lead the academic and administrative areas, respectively. After spending 11 years at Purdue, Dr. Sands, as a scientist, educator, and inventor, has dedicated much of his career to advancing the impact of research and innovation in public education. As president, he has engaged the university community in a visionary plan to advance Virginia Tech's role as a global land-grant institution, confronting the commonwealth's, the country's, and the world's most challenging problems. The initiative, called [The Virginia Tech Difference: Advancing Beyond Boundaries](#), seeks to define Virginia Tech's role a generation into the future and align the educational experience with the needs and opportunities that will be created by changing world economies and the evolving landscape of higher education.

Leadership:

[Office of the President](#)

[President's Executive Staff](#)

[President's Leadership Team](#)

[President's Council](#)

[Office of the Executive Vice President and Provost](#)

[EVP & Provost Staff](#)

[EVP & Provost Organizational Chart](#)

[Office of the Senior Vice President and Chief Business Officer](#)

STRATEGIC PLANNING AND STRATEGIC CHANGES

The university's strategic plan, [The Virginia Tech Difference: Advancing Beyond Boundaries](#), was developed over 18 months through holistic collaboration with faculty, staff, students, alumni, and university partners across colleges, institutes, offices and campuses, and shaped by consultative partners.

The university's strategic plan guides initial steps to achieving the long-term [Beyond Boundaries](#) vision as a comprehensive research land-grant university by affirming Virginia Tech's mission and core values; defining university priorities; and outlining goals and initial milestones to achieve each priority. It also reinforces the university's established strengths and serves as a university-level guide for colleges, institutes, offices, departments, and units as they develop their respective strategies and plans to advance institutional priorities. Virginia Tech's vision, mission, core values, and strategic priorities are already being put into action in [efforts](#) at the university.

[The Strategic Affairs team](#) worked with leadership within the [Office for Inclusion and Diversity](#) throughout this process to ensure alignment between the Office for Inclusion and Diversity's strategic planning efforts and the integration of the campus' diversity plan within the university strategic planning framework. The Office for Strategic Affairs will continue to collaborate and partner with the Office for Inclusion and Diversity to ensure ongoing alignment.

The Office for Strategic Affairs will continue to collaborate and partner with colleges, institutes, offices, and units in the development of unit-level strategic plans as part of the [continuous planning process](#).

RESEARCH

Virginia Tech is a top 50 research institution, with more than \$550 million in research expenditures each year. Virginia Tech research answers society's grand challenges, invents technologies and products, and adds to the world's intellectual capital. With our partners in industry, government, and philanthropy, we bridge the continuum between curiosity and commercialization. Along the way, we enrich quality of life and provide a healthy, secure future for the nation and the world.

The university has invested in major research initiatives, bringing together diverse expertise that transcends traditional discipline boundaries. In partnership with industry, government, and foundations, these focus areas address emerging challenges and opportunities that seek to improve the human condition and create a better world for all. These strategically focused areas are Virginia Tech Research Frontiers: the Artificial Intelligence Frontier, the Health Frontier, the Security Frontier, and the Quantum Frontier.

Virginia Tech research growth is buoyed by major university initiatives like the Innovation Campus, the Health Science and Technology Campus in Roanoke, and the Commonwealth Cyber Initiative.

FUNDRAISING

In October of 2019, Virginia Tech announced the most ambitious fundraising and engagement campaign in university history. [Boundless Impact: The Campaign for Virginia Tech](#) has a goal to raise \$1.5 billion to fuel excellence across all university programs and drive forward major strategic

priorities. A second goal is to engage 100,000 alumni in meaningful ways over the course of the campaign, which is projected to run until June 30, 2027.

The campaign is expected to fuel major initiatives across the university. These include innovative new collaborations to solve complex problems, constructing a four-building Global Business and Analytics Complex in Blacksburg, investing in cutting-edge research in health sciences to push the Health Sciences and Technology Campus in Roanoke forward, and maximizing the impact of the [emerging Innovation Campus](#) in the greater Washington, D.C., area.

Other major campaign priorities are to help Virginia Tech reach its inclusion and diversity recruiting goals, which include 40 percent of the student body coming from groups that are underrepresented or underserved, and to support innovative new ways of learning through internships, collaborations, and other programs that go beyond the classroom to prepare students to thrive on transdisciplinary teams.

STUDENTS AND FACULTY

The university fulfills its role as a land-grant institution by fostering a collaborative environment that integrates technology into all disciplines, so that the Virginia Tech community can serve as a force for positive change around the commonwealth, the country, and the world. Through experiential learning, future-focused research, and an inclusive, spirited culture, Virginia Tech strives to accomplish the charge of its motto *Ut Prosim* (That I May Serve).

Guiding the transformation of their students are 2,070 instructional faculty members (both full and part-time) of which 51 percent are tenured. Twenty-one faculty members belong to the prestigious National Academies, which advance the pursuit of science, engineering and medicine. Virginia Tech has two faculty members and one student who have risen to the rank of Fellow in the preeminent American Academy of Arts and Sciences.

The [Office of Analytics and Institutional Effectiveness](#) website offers data tables, graphs, and maps related to Student Data, Faculty & Staff Data, Course & Grade Data, Common Data Sets, Peer Institutions & Comparisons, and Reports.

CAMPUS LIFE

Campus life aims to complement Virginia Tech's world-class academic experience by building communities, promoting holistic education, and cultivating environments that offer opportunities for leadership, innovation, and service. These communities offer a [dynamic residential campus](#) and [award-winning dining](#) in an environment committed to [well-being](#) including health and wellness programs to hundreds of [student organizations and clubs](#). By being student-centered, Virginia Tech aims to transform students into the Hokies who will change the world for the better by believing in teamwork, integrity, development, and equity.

Virginia Tech is a member of the Atlantic Coast Conference. NCAA Division I-A men's varsity sports are football, basketball, baseball, soccer, indoor and outdoor track, swimming and diving, wrestling, tennis, golf, and cross country. Women's varsity sports are basketball, tennis, volleyball, swimming and diving, indoor and outdoor track, soccer, softball, lacrosse, golf, and cross country. Learn more at [HokieSports](#).

An extensive [recreational program](#) provides opportunities for participation in numerous activities. The university also offers intramural sports and club-sports programs that allow students to compete against programs from other colleges and universities across the country.

DIVERSITY, EQUITY, AND INCLUSION

Virginia Tech is a just and inclusive community that welcomes, encourages, and supports individuals who desire to contribute to and benefit from the institution's missions of learning, discovery, and engagement. Virginia Tech is working to promote:

- sustainable institutional transformation and accountability;
- representational diversity;
- an inclusive, welcoming, affirming, and accessible safe campus climate; and
- the integration of issues of equity and identity into the academic mission are promoted with steadfastness.

[InclusiveVT](#) is the institutional and individual commitment to *Ut Prosim* in the spirit of community, diversity, and excellence. InclusiveVT institutional goals are:

- institutionalizing structures to promote sustainable transformation;
- increasing faculty, staff, and student diversity;
- ensuring a welcoming, affirming, safe, and accessible campus climate; and,
- advancing the academic, research, teaching, and service mission through inclusive excellence.

SUSTAINABILITY

Virginia Tech serves as a model community for a sustainable society. Sustainability is an integral part of the fabric of the university as it pursues enhanced economic stability and affordability, diversity and inclusion, environmental stewardship, expansion of knowledge, and education of future leaders. Virginia Tech strives to be a leader in campus sustainability and was recently [ranked No. 12](#) among The Princeton Review's top "Green Colleges" for 2019. The pursuit of sustainability is achieved through Virginia Tech's administration; physical environment and operations; student life and experience; campus culture and behavior; and academic learning, discovery, and engagement. The [Sustainability Office](#) and the university's Climate Action Commitment guide this pursuit.

MAIN CAMPUS LOCATION AND LOCAL CULTURE

Situated on a plateau between the Blue Ridge and Allegheny mountains, [Blacksburg](#) is continually ranked as one of the best places in the United States to [live](#) and for [small business and careers](#). Home to about 42,600 residents and ample attractions, it is a town that perpetually earns its good reputation. With abundant leisure activities, a reasonable cost of living, safety, moderate climate, and award-winning services, Blacksburg is known nationwide as a well-managed, forward-looking community.

Founded in 1798, Blacksburg is rich in history and offers a vibrant culture. Resting in Montgomery County, Blacksburg has a delightful downtown, paved with wide red-brick sidewalks and lined with Victorian streetlamps and park benches. Unique stores, art galleries, and eclectic restaurants are ready for exploration.

Outside magazine named Blacksburg as one of the top 10 places to live in the country because of its proximity to some of the best hiking, camping, rafting, golfing, climbing, and caving in the region. [Venture Out](#) is Virginia Tech's outdoor recreation program. From the Appalachian Trail to the Washington-Jefferson National Forest, Blacksburg has much to offer.

Blacksburg at a glance:

- **Safe:** The nationally accredited [Virginia Tech Police Department](#) operates 24 hours a day and provides full police service to the university community.
- **Welcoming:** Blacksburg residents gave the highest ratings to their town's appearance, openness, and acceptance, as well as its many cultural opportunities, safety, and low crime rate in the National Citizens Survey.
- **Connected:** Award-winning [Blacksburg Transit](#) provides town-wide public transportation at a reasonable cost and a game-day shuttle for football and basketball games.
- **Wired:** As a high-tech, professional environment, Blacksburg is one of the most "wired" communities in America.

CAMPUSES AND FACILITIES

With 250,000 living alumni and students who have come to Tech from every state and more than 100 countries, Virginia Tech is [rooted in many places](#).

Blacksburg

Virginia Tech's main campus in Blacksburg has 2,600 acres, 213 buildings, an airport, Lane Stadium, Cassell Coliseum, the [Moss Arts Center](#), an adjacent [research park](#), and a 1,800-acre [agriculture research farm](#). As the university meets the global demands of the future, the Blacksburg campus is constantly adapting to fulfill learning and research needs. See [a list of all buildings on Virginia Tech's Blacksburg campus](#).

Roanoke

The New River and Roanoke valleys are linked more tightly than ever thanks to collaborations among Virginia Tech, [Carilion Clinic](#), and other partners. Roanoke is the home to the university's ninth college, the [Virginia Tech Carilion School of Medicine](#) and the adjoining [Fralin Biomedical Research Institute at VTC](#). Both are part of the VTC Health Sciences and Technology Campus in the Roanoke Innovation Corridor. The city is also home to [Virginia Tech Roanoke Center](#), the [Virginia Tech Center for Organizational and Technological Advancement](#), and the [Hotel Roanoke & Conference Center](#), which is owned by the [Virginia Tech Foundation](#).

Northern Virginia

With facilities, faculty, graduate degrees, and research in the region since 1969, Virginia Tech has a long history in the Washington, D.C. area. The university offers 45 graduate degree and certificate programs and has facilities in seven Northern Virginia locations. These include the Falls Church campus, the [Marion duPont Scott Equine Medical Center](#) in Leesville, the [Virginia Tech Research Center – Arlington](#) and [A Research Institute](#) in Arlington, [Washington-Alexandria Architecture Center](#) in Alexandria, the [Language and Culture Institute](#) in Fairfax, the [Occoquan Watershed Monitoring Laboratory](#) in Manassas,

and the [Middleburg Agricultural Research and Extension Center](#) in Middleburg.

In June 2019, Virginia Tech officials [announced plans](#) to build the university's [Innovation Campus](#) in Alexandria. The campus's strategic location, on 15 acres just south of the Four Mile Run stream that separates Alexandria and Arlington, positions Virginia Tech and its future partners near the nation's capital, diverse industries, and leading tech companies, including Amazon and its HQ2 project. The new campus will triple Virginia Tech's footprint in Northern Virginia, where approximately 60,000 alumni live. While Amazon was the catalyst for Virginia Tech to build its campus now, business leaders in the Washington, D.C., area stress that the impact of the Innovation Campus will go far beyond meeting the campus's goals to grow the tech-talent pipeline. The campus will include academic classrooms, incubator space for new startups and research and development, offices for industry collaboration, and convening space for alumni events. The development plans call for public open space and ground-floor retail, knitting the campus into the fabric of Alexandria.

Across the Commonwealth, Virginia Tech also has facilities in and offers courses to residents of Abingdon, Richmond, Virginia Beach, and Newport News, where construction is underway on [Tech Center Research Park](#), a fusion of the best of today's research parks and innovation districts.

Switzerland

The [Steger Center for International Scholarship](#) in Riva San Vitale is home to several study abroad programs for students.

For more information about Virginia Tech, please visit www.vt.edu.