



HARVARD
UNIVERSITY

Vice President for Human Resources

Leadership Profile

Summer 2026



WittKieffer

Executive Summary

Harvard University seeks an accomplished, strategic, and deeply collaborative human resources executive to serve as its next Vice President for Human Resources (VPHR). This is a pivotal opportunity for a mission-driven leader to help one of the world's most influential universities meet the current moment, advance a future-focused people strategy, strengthen workplace culture and service, and build the organizational resilience and capacity required for Harvard to thrive in its next chapter.

Founded in 1636, Harvard University is the oldest institution of higher education in the United States and one of the world's most prominent centers of teaching, research, and discovery. Located in Cambridge, Massachusetts, with campuses in Allston and Boston's Longwood Medical Area and additional locations around the country and around the world, Harvard has evolved from a small colonial college into a globally recognized research university comprising Harvard College, 12 graduate and professional schools, and the Radcliffe Institute for Advanced Study. Today, Harvard is home to approximately 25,000 students, more than 20,000 faculty and staff, and a worldwide alumni network exceeding 400,000 individuals whose leadership and contributions span every sector of society.

Reporting to the Executive Vice President, the Vice President for Human Resources serves as a member of Harvard University's executive leadership team and sets the strategic vision for Human Resources across the University. The VPHR is the senior-most HR leader for Central Administration, with responsibility for all aspects of the employment life cycle for approximately 6,000 employees, and serves as a strategic convener and coordinating partner to HR leaders across Harvard's 12 schools. Building on a strong HR foundation, the VPHR will advance a progressive, service-oriented, multi-year, and business-aligned "strategy for people" that supports Harvard's teaching, research, and administrative mission while balancing institutional needs, employee experience, and financial sustainability. This leader will strengthen the University's ability to attract, develop, engage, and retain exceptional talent; foster a culture of respect, inclusion, accountability, and belonging; modernize HR policies, practices, and service models; and position HR as a trusted, data-informed, forward-looking, and high-touch partner. The VPHR will also mentor, develop, and elevate a team of six direct reports who oversee approximately 180 staff across the Center for Workplace Development, HR Operations, Workforce Analytics and Employee Communications, Human Resources Consulting, Labor and Employee Relations, Talent Acquisition and Outreach, and Total Rewards.

This position represents an exciting opportunity to shape the people strategy, workplace culture, and future capacity of Harvard University. The successful candidate will be a highly experienced, relationship-centered HR executive who combines enterprise perspective with practical discipline; brings strong business and financial acumen; and has the judgment, credibility, and relationship-building skills to lead through ambiguity, complexity, and change. This leader must be both strategic and hands-on, able to engage effectively with senior leaders, school-based HR leaders, faculty and administrative leaders, managers, staff, and union partners. Success will require a leader who can build trust in a large, decentralized, shared governance environment; develop and empower a high-performing Harvard HR team; communicate with clarity and consistency; strengthen internal communication and culture-building; move with appropriate urgency; accelerate adoption of needed changes; and anticipate external pressures affecting higher education and the workforce. The VPHR will bring substantive senior-level HR leadership experience across core HR functions and extensive knowledge of current HR best practices, emerging workforce trends, and constructive labor and employee relations strategies in complex organizations with varied employee populations.

Experience as the senior-most HR leader in a highly matrixed or decentralized organization of similar scale, complexity, and mission orientation is strongly preferred. Higher education experience is valued but not required. A bachelor's degree is required; an advanced degree in human resources, business, organizational development, higher education administration, law, public administration, or a related field is preferred. Relevant professional certifications or equivalent executive experience in complex, mission-driven organizations will also be considered.

To submit a nomination or express personal interest in this position, please see *Procedure for Candidacy* at the end of this document.

About Harvard Human Resources (HHR)

Harvard Human Resources (HHR) serves as the central human resources organization for Harvard University, supporting a highly decentralized institution that includes Harvard's schools, academic units, and administrative divisions. HHR's mission is to foster an engaged, supported, and thriving employee community that advances Harvard's teaching, research, and service mission. The organization partners closely with university leadership to enhance organizational effectiveness, workforce engagement, talent development, and employee well-being across one of the world's most complex higher education enterprises.

Together, HHR's divisions provide enterprise-wide leadership in strategic workforce planning, executive and staff recruitment, compensation and benefits, labor and employee relations, leadership and organizational development, HR analytics, payroll, communications, and operational support.

HHR Areas of Expertise

HHR areas of expertise include talent acquisition, labor and employee relations, benefits and rewards – including compensation, benefits design and administration, and work/life services – professional and career development, leadership development, organizational and team development, payroll, adult education, HR analytics and reporting, employee communications and recognition, and finance.

HHR Structure

As of July 2026, approximately 180 dedicated professionals compose the broader HHR organization supporting Harvard's schools and administrative units through both centralized expertise and close partnership with local HR leaders. HHR is organized around six major functional areas:

- **Human Resources Consulting:** Strategic HR business partnership and employee relations support for Harvard schools and administrative units.
- **Talent Acquisition & Outreach:** Recruitment, talent sourcing, and hiring operations.
- **Total Rewards:** Compensation, benefits, retirement programs, wellness initiatives, leave administration, and health and welfare.
- **Labor & Employee Relations:** Labor strategy, collective bargaining support, employee relations, and workplace policy.
- **Center for Workplace Development:** Leadership development, employee learning and development, and organizational effectiveness.
- **Finance, Administration & Analytics:** Workforce analytics, HR technology, payroll, budget management, communications, and operational infrastructure.

Role of the Vice President for Human Resources

Reporting to the Executive Vice President, the Vice President for Human Resources (VPHR) serves as a member of Harvard University's executive leadership team and sets the strategic vision for Human Resources across the University. The VPHR is the senior-most HR leader for Central Administration, with responsibility for all aspects of the employment life cycle for approximately 6,000 employees, and serves as a strategic convener and coordinating partner to HR leaders across Harvard's 12 schools.

Building on a strong HR foundation, the VPHR will advance a progressive, service-oriented, and business-forward people strategy that supports Harvard's teaching, research, and administrative mission. This leader will



strengthen the University's ability to recruit and retain a diverse population of talented professionals; foster a culture of respect, inclusion, accountability, and belonging; design, implement, and refine university policy; provide relevant and high-quality development opportunities for all members of the University workforce; and serve as a thought leader on how Harvard can thrive in a complex and fast-evolving workplace. This executive will create the capacity for Harvard Human Resources to continuously collect, assemble, and analyze relevant data and responsibly leverage emerging technologies, including AI-enabled tools where appropriate, to identify trends and innovation in all aspects of Human Resources, and will serve as a subject matter expert to

the University HR community. The VPHR will also mentor, develop, and elevate a team of six direct reports who oversee approximately 180 staff across the Center for Workplace Development, HR Operations, Workforce Analytics and Employee Communications, Human Resources Consulting, Labor and Employee Relations, Talent Acquisition and Outreach, and Total Rewards.

Given Harvard's decentralized structure and broad mix of exempt, non-exempt, unionized, academic, research, administrative, and service-oriented employee populations, the VPHR must develop a clear, adaptable, and enterprise-minded approach that balances university-wide coherence with the distinct needs of schools, units, and operating teams.

In an increasingly complex workplace shaped by evolving employee expectations, hybrid and flexible work, labor dynamics, demographic shifts, fiscal pressures, and rapid advances in technology, the VPHR will align Harvard's workforce strategy with the University's academic, research, administrative, cultural, and financial priorities. The following responsibilities reflect the core areas of leadership expected of this role.

Enterprise Leadership and University Partnership

- Serve as a partner and advisor to the President, Provost, Executive Vice President, and other members of the senior leadership team on all human resources matters. Support the University's Governing Boards in matters related to compensation philosophy and executive compensation.
- Chair the HR Deans and Directors group, comprised of the heads of HR from each individual school as well as the HHR senior leadership team. Play a critical University-wide leadership role by serving on the University Benefits Committee, the University Investment Committee for Retirement Plans, the IT Capital Review Board, the University Accessibility Committee, the Data Governance Executive Committee, and the Administrative Deans Council.

- Model strong, open, and proactive communication across Harvard University and the school-based HR leadership teams. Foster a collaborative community across HR leaders that focuses on strategic and operational integration, standard-setting, and alignment on HR issues of cross-institutional impact.

HR Strategy, Workforce Planning, and Organizational Effectiveness

- Advance an HR strategy and aligned talent acquisition approach that creates the conditions for a high-performing and engaged workforce and exceptional employee experience, positioning Harvard University as a premier employment destination.
- Provide proactive consultation on organizational design to enable the University to respond to changing environments and prepare the workforce of the future through effective deployment of staff across multiple work modalities.
- Strengthen strategic workforce planning across Central Administration and, where appropriate, in partnership with school-based HR leaders. Help Harvard anticipate future capability needs, assess skills and capacity, support internal mobility, and align staffing strategies with changing academic, research, operational, and financial priorities.
- Manage and continue to evolve an effective performance management process based on well-defined objectives and competencies that accurately identify high performers, address underperformance, and provide clear professional development paths, manager training, and internal mobility opportunities.

Employee Experience, Culture, and Communications

- Promote an inclusive, welcoming, and high-performing culture as a strategic imperative at all levels of the University. Partner closely with the Chief Community and Campus Life Officer to ensure HR strategies and processes are aligned with enterprise strategies that foster inclusion, belonging, and plurality of viewpoints and backgrounds across the community.
- Advance a modern employee experience strategy that emphasizes clarity, accessibility, responsiveness, manager effectiveness, career development, and consistent service delivery. Ensure that HR policies, systems, communications, and processes are understandable, equitable, and easy to navigate for employees and managers across a complex University environment.
- Create strong and effective communication strategies that disseminate information in a timely, consistent, and user-friendly manner and inform managers and staff about HR-related policies and talent initiatives of cross-institutional impact.

Policy, Compliance, Labor, and Employee Relations

- Maintain a transparent, adaptable, accessible, and effective policy management approach that ensures compliance, promotes equity, accountability, and operational efficiency, and aligns with the University's mission and values.
- Provide strategic oversight of labor and employee relations for the University. Develop strategies, programs, and initiatives to support positive employee relations across and with campus unions; serve as a resource to

senior management and bargaining teams during negotiations; and promote approaches that balance operational needs, legal compliance, fiscal stewardship, and respect for the workforce.

Workforce Analytics, Technology, and Responsible Innovation

- Partner with Finance, IT, Institutional Research, and other leaders, including through cross-institutional committees and task forces, on workforce analytics and other data-informed approaches to understand and communicate the present state of Harvard's workforce and anticipate talent investment needs.
- Lead the exploration and implementation of practical, high-impact uses of AI, automation, and other emerging technologies within HR, in close collaboration with IT and university partners, ensuring technology adoption is human-centered, transparent, and compliant with university-wide governance, policies, and standards.

Total Rewards and Financial Stewardship

- Use rigorous analytics and market intelligence to maintain competitive, sustainable, and equitable total rewards programs that attract, retain, motivate, and engage Harvard's workforce.
- Work with internal and external subject matter experts to conduct periodic market reviews of compensation structures, benefits, and related programs, and recommend adjustments as needed.
- Effectively manage the human resources budget to ensure that resource allocations align with organizational priorities and support strategic investment in people, systems, services, and operational effectiveness.

HR Team Leadership and Service Delivery

- Provide strong and effective leadership for the Harvard HR team. Evaluate, recruit, and develop HR talent to create an environment in which HR professionals are recognized as strategic partners to administrative and academic units and understand the distinct needs of the academic and research enterprises.
- Serve as an effective team leader to develop a Central Administration HR function characterized by high standards of service, a sense of urgency and responsiveness, fairness, and one that balances accountability and discipline with respect and empathy.
- Promote a culture of service delivery driven by standard, reliable business processes and deliver value to clients through consulting, coaching, creative problem solving, and business pragmatism.



Cultivate Faculty, School, and External Partnerships

- Work proactively with the Provost's Office and Faculty Affairs leadership in the Schools to ensure that HR strategies and processes are well coordinated where staff, faculty, and academic operations intersect, while recognizing the distinct governance, policy, and employment structures that apply to faculty across the University.
- Engage and collaborate with peer CHRO networks, higher education consortia, and other relevant professional forums, such as the Ivy Plus CHRO Group, ARU-HRI, and The Boston Consortium, to remain informed about emerging practices, evolving labor and workforce trends, and opportunities for collaboration.



Opportunities and Expectations for Leadership

This is a distinctive role for a leader who understands that human resources is fundamentally a people-centered, mission-driven enterprise and who can help translate Harvard's enduring mission and values into a modern, integrated strategy for its workforce. The VPHR must bring both strategic leadership and hands-on execution, judgment, and relationship-building skills to bring people along in a shared governance environment, and the ability to operate as a trusted partner to senior leaders on complex, enterprise-level matters. At a time when the organization is still absorbing change while recognizing the need to continue evolving, the next VPHR will be expected to meet the moment, strengthen service and connectivity across the University, and help prepare Harvard for the future. In addition to the day-to-day leadership of HHR, the VPHR will be expected to address the following strategic priorities:

- **Advance a Future-Focused People Strategy and Modern Employee Experience:** Building on a strong foundation and continued progress, the VPHR will be charged with advancing a fully integrated, multi-year, business-aligned “strategy for people” for one of the world’s most complex and influential academic institutions. This strategy must balance institutional needs, employee experience, and financial sustainability while aligning the full HR portfolio, including talent, workforce planning, total rewards, employee and labor relations, leadership development, organizational effectiveness, employee experience, and HR service delivery, with Harvard’s teaching, research, administrative, cultural, and financial priorities. Success will require a visionary and pragmatic leader who can create a shared strategy and vision, engage key constituencies, align and inspire the HR team, build support across the enterprise, and translate that vision into practical action with urgency and discipline. As competition for talent, rising costs, changing workforce expectations, and increasing external pressures reshape higher education, the VPHR will help Harvard clarify and strengthen what it means to be a leading employer of choice. This work will require proactive leadership

in labor, employment, and benefits strategy; determining where resources can be best leveraged; and ensuring that programs remain competitive, equitable, financially responsible, and responsive to what matters most to current and future employees. These questions are particularly pressing in areas such as healthcare and benefits, where cost management, employee value, market expectations, and long-term stewardship must be considered together. The leader will bring the analytical discipline, market awareness, and institutional sensitivity needed to unify this effort, strengthen integration across HR functions, and sustain a modern employee experience that supports engagement, retention, internal mobility, manager effectiveness, and Harvard's standing as a premier employment destination.

- **Guide Change with Clarity, Resilience, and Accountability:** As Harvard and other institutions of higher education navigate significant organizational transition, external complexity, and rapid societal change, the next VPHR will play an important role in helping the University not only move through change, but become more resilient, nimble, and proactive in anticipating and responding to and embracing change. In a large, decentralized, and tradition-rich institution where change can be, at times, difficult to advance, this leader must help Harvard move faster in developing strategy, making decisions, and executing on priorities while maintaining trust, credibility, and alignment across the community. The VPHR will help prepare leaders, managers, and employees to adapt with confidence, identify where HR systems, policies, practices, service models, communications, culture-building efforts, or ways of working need to evolve, and anticipate emerging trends and pressures that may affect the workforce and broader community. Success will require more than technical expertise; it will depend on emotional intelligence, sound judgment, relationship-building, and the ability to bring people along, build connections, reinforce shared purpose, and integrate effectively with senior leadership and key partners. The VPHR must be able to challenge assumptions with curiosity and respect for context, accelerate adoption of needed changes, and communicate clearly, consistently, and credibly about what must change, why it matters, how decisions are being made, and what employees, managers, and leaders can expect throughout implementation. In doing so, the VPHR will help Harvard strengthen internal communication, sustain momentum, deepen trust and accountability, build a more connected and resilient culture, and enable the community to face and thrive amid the headwinds affecting higher education and the modern workforce.
- **Serve as a Trusted Enterprise Partner and Convener:** The VPHR will occupy a distinctive enterprise leadership role, serving as principal human resources advisor to the Executive Vice President and other senior leaders while acting as a strategic convener across Harvard's decentralized environment. This leader must bring connectivity to cabinet- and board-level issues, exercise sound judgment on matters of institutional consequence, and provide highly responsive, high-touch service to senior leaders, schools, units, managers, employees, and partners across the University. The VPHR must be able to engage and facilitate collaboration across schools, Central Administration, senior leadership, HR leaders, managers, and other stakeholders, enabling partners to work together effectively even when priorities, structures, or operating models differ. The successful candidate will build and sustain trusted relationships with senior officers, school-based HR leaders, administrative leaders, faculty-facing partners, staff, and union partners, recognizing that influence at Harvard is earned through partnership, transparency, sound judgment, and demonstrated value. They will help strengthen alignment across the University while respecting the distinct needs, cultures, governance structures, and operating models of schools, units, and administrative functions; shape consensus through consultation and credibility; connect people, culture, and strategy across a broad and distributed organization; and balance local needs with University-wide interests. Success will require emotional intelligence, practical judgment, and the ability to bring people along in ways that build trust, reduce friction, and support effective adoption of needed change.
- **Advance Harvard Human Resources (HHR) Capabilities for Its Next Chapter:** Harvard Human Resources is positioned to play an increasingly important role in advancing enterprise-wide priorities. The next VPHR will have the opportunity to strengthen HHR as an integrated, service-oriented, and forward-looking partner by enhancing the capability and operational excellence of HR professionals across the organization. This will require setting clear expectations, providing regular feedback, and creating meaningful opportunities for growth, leadership development, coaching, stretch assignments, succession planning, and structured development. The VPHR will develop HR leaders who can operate as strategic partners to academic, administrative, research, and service-oriented units while maintaining strong technical knowledge and sound

judgment. The leader must also identify where HR systems, policies, practices, and service models need to evolve, bringing strategic discipline to change efforts in a complex, tradition-rich environment. In doing so, the VPHR will possess the courage to challenge assumptions about “the way things are done,” while bringing curiosity, respect for context, and an understanding of the opportunities and constraints within Harvard’s decentralized model. In parallel, the VPHR will help strengthen manager capability across the University through practical tools, training, and guidance that improve performance management, employee engagement, people leadership, internal mobility, career development, and Harvard’s long-term workforce readiness.

- **Use Data, Technology, and Responsible Innovation to Inform HR Strategy:** The next VPHR will help Harvard enhance its capacity to collect, interpret, and apply workforce data in ways that improve decision-making, service delivery, and organizational insight. In partnership with Finance, IT, Institutional Research, Legal, Risk, and other University leaders, the VPHR will advance practical, high-impact uses of analytics, automation, and emerging technologies, including AI-enabled tools where appropriate. This work will require both curiosity and judgment. The VPHR must be able to identify opportunities for innovation while ensuring that new tools and processes are human-centered, transparent, compliant, aligned with University governance, and supported by thoughtful change management. Done well, this will help Harvard better understand its workforce, anticipate future talent needs, reduce administrative burden, and strengthen the quality and consistency of HR service delivery.
- **Lead with Humanity, Purpose, and Pragmatism:** Ultimately, Harvard seeks a leader who can lead in the current environment while helping the institution prepare for what comes next. The successful candidate will combine strategic vision with operational credibility, confidence with humility, and enterprise perspective with a willingness to engage directly in the work. They will be equally comfortable advising senior leaders on complex organizational matters, supporting HR teams through implementation, and listening carefully to the practical realities facing employees and managers across the University. Most importantly, the next VPHR will recognize that Harvard’s greatest asset is its people. They will bring the leadership, humanity, and pragmatism required to strengthen trust, inspire confidence, and help Harvard realize its aspirations as an employer, a community, and a global leader in higher education.



Professional Qualifications and Personal Qualities

Harvard University seeks a highly experienced HR executive with deep knowledge of core human resources disciplines and systems; strong business and financial acumen; sound judgment; and the ability to lead through ambiguity, complexity, and change. First and foremost, the successful candidate will be a visionary leader who can set a clear, business-aligned direction, align and enable the HR team, and inspire disciplined execution in support of Harvard's mission. This leader will bring exceptional relationship-building, communication, and influencing skills, with the credibility to engage effectively with senior leaders, school-based HR leaders, faculty and administrative leaders, managers, staff, and union partners. They will be both strategic and hands-on, able to set direction, build alignment, strengthen systems, take initiative, and advance priorities proactively while providing responsive, high-quality service to a complex, mission-driven community. The VPHR will demonstrate a clear commitment to mission-driven work, service excellence, inclusion, accountability, and continuous improvement, achieving results while sustaining trust and engagement across the community. The leader will possess a leadership style grounded in humility, service, emotional intelligence, and respect for others, with a genuine commitment to supporting employees and leaders at all levels, and will demonstrate most, if not all, of the following professional qualifications and personal qualities:

Education/Certification

- A bachelor's degree is required; an advanced degree in human resources, business, organizational development, higher education administration, law, public administration, or a related field is preferred.
- Relevant professional certifications or demonstrated equivalent executive experience in complex, mission-driven organizations will also be valued.

Senior-Level Human Resources Expertise

- Substantive experience (minimum of 15 years) as a senior HR executive with breadth and depth across the full spectrum of HR functional areas, ideally including talent acquisition, employee and labor relations, total rewards, learning and development, organizational effectiveness, HR operations, workforce analytics, HR technology, and policy; prior experience in a specialist HR leadership role would be beneficial.
- Experience serving as the senior-most HR leader within highly matrixed or decentralized organizations of comparable scale, complexity, and mission orientation is strongly preferred. Experience in higher education is valued but not required.
- Demonstrated knowledge of current HR best practices, emerging workforce trends, and the broader HR landscape, with the ability to anticipate shifts, leverage external networks, benchmark practices, and strengthen organizational readiness.

Strategy, Vision, and Influence

- Demonstrated ability to create and advance a shared, multi-year, integrated people strategy aligned with institutional mission, academic, administrative, operational, and cultural goals, employee experience, workforce needs, and financial sustainability, and to translate that strategy into practical action with appropriate urgency and discipline.
- Ability to lead through influence, consultation, credibility, and trust in an environment where authority, culture, governance, and decision-making are distributed across schools, units, and administrative functions.
- A visionary and pragmatic leadership style, with the ability to set a clear, business-aligned strategy, engage effectively on cabinet- and board-level issues where appropriate, take initiative to advance priorities proactively, and remain sufficiently hands-on to align, enable, and inspire the team to execute major initiatives.

Organizational Change and Transformation

- Demonstrated success guiding strategic and operational change in a complex organization, informed by data, stakeholder input, and emerging practice, particularly in environments where long-standing norms, structures, systems, or service models may need to evolve while the organization is still absorbing change.
- Skilled at bringing others along through change, balancing diplomacy and influence while helping the organization move at an appropriate and necessary pace, accelerate adoption, and strengthen resilience and readiness for external pressures affecting higher education and the workforce.
- A record of strengthening HR functions, modernizing systems and processes, reducing ambiguity, and leading change in ways that build confidence and sustain trust across varied constituencies.

Enterprise Management and Leadership

- A record of effective team building and people leadership, with proven experience developing organizational capacity, mentoring leaders, and leading diverse, multidisciplinary teams across multiple HR functions and priorities.
- Organizational capability builder with a track record of developing HR leaders, aligning and enabling teams to execute against strategy, and driving accountability, engagement, high-touch service excellence, and results across complex functions.
- Commitment to building an inclusive workplace grounded in fairness, belonging, opportunity, consistent practices, and accountability.
- Ability to strengthen manager capability across the organization through practical tools, guidance, training, and support for performance management, employee engagement, people leadership, and change adoption.

Data, Technology, and Responsible Innovation

- Experience leveraging workforce data, analytics, external benchmarking, HR technology, and emerging tools to inform human capital decision-making, understand what matters most to employees, evaluate total rewards and benefits strategies, improve service delivery, and strengthen outcomes.
- Understanding of both the opportunities and risks associated with AI and automation in HR, including the importance of appropriate governance, transparency, compliance, and change management.
- Strong technical and analytical skills, with a disciplined, data-informed approach to diagnosing issues, evaluating options, and driving practical solutions.

Labor and Employee Relations

- Experience developing constructive labor, employment, and employee relations strategies in complex organizations with varied employee populations, with the ability to balance market competitiveness, operational needs, legal compliance, fiscal stewardship, and respect for the workforce.
- Sound judgment, credibility, and the ability to balance institutional priorities with respect for employees and the University's values.
- Ability to navigate sensitive employment matters with discretion, fairness, consistency, and confidence.

About Harvard University

Overview

Founded in 1636, Harvard University is the oldest institution of higher education in the United States and one of the world's most influential centers of teaching, research, and discovery. Located in Cambridge, Massachusetts, with campuses in Allston and Boston's Longwood Medical Area and additional locations around the country and around the world, Harvard has evolved from a small colonial college into a globally recognized research university comprising Harvard College, 12 graduate and professional schools, and the Radcliffe Institute for Advanced Study. Today, Harvard is home to approximately 25,000 students, more than 20,000 faculty and staff, and a worldwide alumni network exceeding 400,000 individuals whose leadership and contributions span every sector of society.



Harvard's mission is rooted in the pursuit of excellence in education, research, and service, fostering an environment where innovation, intellectual curiosity, and interdisciplinary collaboration thrive. The [University's campuses](#) encompass world-renowned academic programs, research institutes, libraries, museums, laboratories, healthcare partnerships, and innovation centers that collectively position Harvard among the leading academic institutions in the world. From groundbreaking advances in medicine and public health to influential scholarship in the humanities, sciences, law, business, education, and public policy, Harvard's faculty, students, and staff play a pivotal role in addressing society's most pressing challenges and shaping the future of knowledge and leadership.

Harvard's influence extends far beyond Massachusetts through a robust international presence that advances the University's commitment to global engagement. Students, scholars, and alumni from more than 180 countries contribute to a diverse and interconnected community dedicated to addressing challenges that transcend national boundaries. Through international research collaborations, global centers, academic partnerships, public health initiatives, and policy engagement, Harvard faculty and researchers drive solutions in fields ranging from climate change and healthcare to economic development and conflict resolution. Supported by one of the most extensive and accomplished alumni networks in the world, Harvard continues to amplify its impact globally while remaining committed to educating leaders who make a difference in their communities and across the globe.

Explore more about the University through the [Harvard Fact Book](#).

Unions & Contracts

Harvard University has a rich history of collective bargaining with the unions representing its employees. The Commonwealth of Massachusetts Labor Relations Commission first certified employee bargaining units at Harvard in 1938.

Today, there are over 6,000 unionized Harvard employees represented by unions. Information about Harvard union contracts can be found [here](#).

Campuses

- **Cambridge Campus:** Harvard's historic Cambridge campus serves as the intellectual and administrative heart of the University. Centered around Harvard Yard and adjacent to Harvard Square, the campus is home to Harvard College, Harvard Kenneth C. Griffin and Graduate School of Arts and Sciences, Harvard Extension School, Harvard Graduate School of Design, Harvard Divinity School, Harvard Graduate School of Education, Harvard Kennedy School, Harvard Law School, Harvard Radcliffe Institute for Advanced Study, and several other academic units. The Cambridge campus encompasses more than 390 buildings and over 16 million square feet of space, supporting teaching, research, residential life, libraries, museums, and administrative operations. Its blend of historic architecture and cutting-edge research facilities reflects Harvard's dual commitment to tradition and innovation.
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- **Allston Campus:** Located across the Charles River from Cambridge, Harvard's Allston campus is the University's primary area for future physical growth and expansion. The campus is home to Harvard Business School, Harvard John A. Paulson School of Engineering and Applied Sciences, and major athletics facilities, while also serving as the site of significant research, innovation, and commercial development initiatives. Harvard continues to invest in Allston through its Enterprise Research Campus and long-term institutional development plans, which include new academic, research, and support facilities.
 - **Longwood Campus:** Harvard's Boston campus, located in the Longwood Medical and Academic Area, serves as the center of the University's biomedical, public health, and clinical research enterprise. The campus is home to Harvard Medical School, Harvard School of Dental Medicine, and Harvard T.H. Chan School of Public Health, and maintains close affiliations with many of the nation's leading teaching hospitals and healthcare organizations. The concentration of faculty, researchers, clinicians, and students in this environment fosters interdisciplinary collaboration aimed at advancing healthcare, scientific discovery, and public health outcomes worldwide. For institutional leaders, the Boston campus presents a uniquely complex setting characterized by extensive research activity, healthcare partnerships, regulatory considerations, and a highly skilled workforce.
 - **Additional Domestic and International Locations:** Harvard maintains many additional locations beyond the core campus centers, including several across the United States and [20 international locations](#). International locations vary widely in scope and scale, but all link Harvard faculty and students to local academic institutions, government organizations, businesses, and communities, and all connect their host country or region to Harvard.

Academics

Harvard University consists of the following colleges, schools, and the Radcliffe Institute for Advanced Study:

- **Harvard College:** Harvard College is a diverse, close-knit undergraduate community of students who pursue academic concentrations as a means to learn from the past and reimagine the future. Its faculty is dedicated to teaching and learning, and fostering cutting-edge research and discovery.

- **Harvard John A. Paulson School of Engineering and Applied Sciences**: Harvard School of Engineering and Applied Sciences (SEAS) is an inclusive community of dedicated problem-solvers, using science to address the most pressing issues of our time.
- **Harvard Kenneth C. Griffin and Graduate School of Arts and Sciences**: Harvard Graduate School of Arts and Sciences (GSAS) is redefining education for the 21st century by being at the forefront of teaching, learning, research, and discovery. As the School responsible for awarding PhD degrees University-wide, GSAS connects the work of the most groundbreaking students, faculty, and alumni with Harvard's long tradition of excellence.
- **Harvard Extension School**: Harvard Extension School is a global community of lifelong learners committed to building skills and expanding knowledge.
- **Harvard Business School**: Harvard Business School (HBS) is educating leaders who invent the future of business and make a difference in the world.
- **Harvard School of Dental Medicine**: Harvard School of Dental Medicine (HSDM) is developing global leaders dedicated to improving lives by removing the distinction between oral and systemic health and integrating dentistry and medicine.
- **Harvard Graduate School of Design**: Harvard Graduate School of Design (GSD) is empowering students to create a resilient, just, and beautiful world through design excellence, research, and scholarship.
- **Harvard Divinity School**: Harvard Divinity School (HDS) is a nonsectarian school of religious and theological studies that prepares students to build a better world through leadership in religious, governmental, and service organizations.
- **Harvard Graduate School of Education**: Harvard Graduate School of Education (GSE) is working to improve opportunities and outcomes for all learners by putting powerful educational ideas into practice.
- **Harvard Kennedy School**: Harvard Kennedy School (HKS) is empowering new generations of leaders to improve public policy and create safe, free, and just societies.
- **Harvard Law School**: Harvard Law School (HLS) students are pursuing the highest ideals of law and justice through a diversity of methodologies with a focus on public service. HLS advances the cause of justice all over the world through excellence and leadership in legal education and scholarship.
- **Harvard Medical School**: Harvard Medical School (HMS) is fostering a diverse, inclusive community of leaders and compassionate caregivers who are dedicated to alleviating suffering and improving health and well-being for all.
- **Harvard T.H. Chan School of Public Health**: Harvard School of Public Health (HSPH) is training new generations of global health leaders to explore powerful ideas that improve the lives and health of people everywhere.
- **The Harvard Radcliffe Institute for Advanced Study**: Harvard Radcliffe Institute is a laboratory for diverse voices to engage with issues that can only be fully understood through cross-disciplinary exploration. The purpose of the Radcliffe Institute is to create an academic community where individuals can pursue advanced work in the academic disciplines, professions, or creative arts. Within this broad purpose, and in recognition of Radcliffe's historic contributions to the education of women, the Radcliffe Institute will sustain a continuing commitment to the study of women, gender, and society.

Governing Boards

By charter, Harvard has two governing boards. Through their complementary efforts, the two governing bodies perform the essential roles ordinarily associated with a board of trustees. Together, the boards help to shape the University's agenda, inquire into the quality and progress of its activities, and ensure that Harvard remains true to its mission.

Harvard Corporation

The Harvard Corporation, also known as the President and Fellows of Harvard College, is the smaller of Harvard's two governing boards and is the oldest corporation in the Western Hemisphere. Chartered in 1650, the Corporation exercises fiduciary responsibility with regard to the University's academic, financial, and physical resources and overall well-being. It consists of the President, the Treasurer, and other members known as Fellows. Learn more about the Harvard Corporation [here](#).

Board of Overseers

The Board of Overseers is the larger of Harvard's two governing boards. Established in 1642, the Board of Overseers is made up of Harvard University alumni who bring to bear their best judgment and deep commitment to Harvard's overarching academic mission and long-term institutional interests.

The Board typically gathers five times per year and is tasked with a number of essential duties, including directing the visitation process, which is the primary means for periodic external assessment of Harvard's Schools and departments. The goal of these assessments, conducted through the Board's various committees, is to ensure that Harvard remains true to its charter as a place of learning. The Board also provides counsel to the University's leadership on priorities, plans, and strategic initiatives.

New members of the board are elected each spring by Harvard degree holders (excluding officers of government or instruction at the University and members of the Corporation). Learn more about the Board of Overseers [here](#).

Endowment

Harvard's endowment is a dedicated and permanent source of funding that maintains the teaching and research mission of the University. Made up of approximately 14,765 individual funds invested as a single entity, the endowment's returns have enabled leading financial aid programs, groundbreaking discoveries in scientific research, and hundreds of professorships across a wide range of academic fields.

Each year, a portion of the endowment is paid out as an annual distribution to support the University's budget, while any appreciation in excess of this annual distribution is retained in the endowment so it can grow and support future generations. As a result, the endowment can provide the financial foundation for the University for generations to come.

Distributions from Harvard's endowment provide a critical source of funding for the University. The endowment distributed \$2.5 billion in the fiscal year ending June 30, 2025, contributing over a third of Harvard's total operating revenue in that year. The overwhelming majority of the funds that make up Harvard's endowment are donor-directed to specific programs, departments, or purposes (dedicated scholarships, named professorships, etc.), and must be spent in accordance with terms set forth by the donor. Payout from these funds can be spent only in support of the fund's designated purpose. Unrestricted funds, which account for approximately 20 percent of Harvard's endowment, are more flexible in nature and are critical in supporting structural operating expenses and transformative, strategic initiatives.

Each of Harvard's twelve Schools "owns" its share of the endowment. Over 80 percent of the funds that make up the endowment are dedicated by the donor to a specific School. School revenue profiles vary widely, and each draws a different proportion of its budget from its endowment.

Leadership

Alan M. Garber, President



Alan M. Garber was named president of Harvard University on August 2, 2024, after serving as interim president since January 2, 2024. Garber was Harvard's provost and chief academic officer from 2011 to 2024. He is also the Mallinckrodt Professor of Health Care Policy at Harvard Medical School, a Professor of Economics in the Harvard Faculty of Arts and Sciences, Professor of Public Policy in the Harvard Kennedy School of Government, and Professor in the Department of Health Policy and Management in the Harvard T.H. Chan School of Public Health. An economist and physician, he studies methods for improving health care productivity and health care financing.

As Provost, Dr. Garber was responsible for oversight of academic activities throughout the University, with direct responsibility for inter-school initiatives, faculty development, research policy, international affairs, and advances in learning. The Harvard Art Museums, the Harvard Library, Harvard University Health Services, HarvardX, the American Repertory Theater, and the Arnold Arboretum are among the organizations reporting to the Provost.

Before becoming Harvard's Provost, Dr. Garber was the Henry J. Kaiser Jr. Professor and a Professor of Medicine, as well as a Professor of Economics, Health Research and Policy, and Economics in the Graduate School of Business (by courtesy) at Stanford University. At Stanford, he founded and directed the Center for Health Policy and the Center for Primary Care and Outcomes Research and served as a Staff Physician at the Department of Veterans Affairs Palo Alto Health Care System.

Dr. Garber is an Elected Member of the Association of American Physicians, the National Academy of Medicine, and the American Academy of Arts and Sciences. He is also an Elected Fellow of the American Association for the Advancement of Science, the American College of Physicians, and the Royal College of Physicians. A summa cum laude graduate of Harvard College, Dr. Garber received a PhD in Economics from Harvard and an MD with research honors from Stanford.

Meredith Weenick, Executive Vice President



Meredith Weenick serves as chief administrative, business, and operating officer for Harvard University. She is responsible for all aspects of the University's financial, human resources, information technology, campus services, campus planning and development, campus safety, and health services functions. Meredith works closely with Harvard's senior leadership team to ensure that financial, capital, and operational resources are optimally deployed in support of the University's teaching and research mission.

Meredith was Vice President for Campus Services at the University from 2014-2022, overseeing a wide range of operating service departments, including facilities services and property management, sustainability services, real estate management (both residential and commercial), capital projects, Common Spaces, dining and hospitality, event planning, engineering and utilities, transportation and parking, global support services and services for international scholars, environmental health and safety, emergency management, and the campus service center.

Previously, Meredith served in various capacities at the city of Boston, joining Mayor Thomas M. Menino's administration in 2002 as a policy adviser. In 2010, she was appointed as the city's Chief Financial Officer and Collector-Treasurer, overseeing the administration and finance cabinet, as well as the Boston Public Library.

Active in a variety of volunteer efforts, Meredith currently serves as treasurer of the Children's Advocacy Center, a Suffolk County-based non-profit that supports child abuse victims and their families.

Meredith is a graduate of Harvard College and earned her MBA from Harvard Business School.

Cambridge, Massachusetts

Cambridge is a vibrant college city located across the Charles River from Boston and is home to a culturally diverse population of over 100,000. Cambridge and Boston are famous for their cultural life, cutting-edge research-oriented companies, academic medical centers, and universities. With thousands of students attending 50 institutions, you'll never find a shortage of book bags, coffee vendors, restaurants, or intelligent conversation.



Cambridge is divided into several neighborhoods, each with its own unique character. Harvard Square is a bustling area filled with bookstores, cafes, and historic landmarks, while Kendall Square has become a global center for technology and innovation, attracting major biotech and software companies. Central Square is known for its lively art scene and diverse culinary offerings. Less well-known is Cambridge's lively arts scene. Artists flock to Cambridge for its eclectic architecture, legendary museums, street art, and engaging mix of urban and green spaces.

In recent years, Cambridge has also become a hub for technological innovation, with countless startups transforming this side of Boston into a haven for tech-savvy entrepreneurs. The city fosters an inclusive atmosphere, with a strong emphasis on education, research, arts, and culture. Cambridge's mix of historic charm and modern innovation makes it a unique and dynamic place to live and work.

Cambridge is part of Boston's comprehensive public transportation system (MBTA). With buses, cabs, and a subway stop right at the center of Harvard Square, you can easily get anywhere you need. Downtown Boston is only a 15-minute ride from Harvard's campus. More information about the city of Cambridge, MA, can be found [here](#).



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

This search is led by Greg Duyck, Sarah Palmer, and Tyler Workman of WittKieffer. To receive the fullest consideration, candidate materials should be received by **August 31, 2026**. Application materials and nominations should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries may be directed to:

Tyler Workman (tworkman@wittkieffer.com) and **Sarah Palmer** (spalmer@wittkieffer.com)

Salary Range: The anticipated salary range for the opportunity is \$520,000 - \$550,000, commensurate with experience.

Benefits: Harvard offers comprehensive benefits, which can be found on its [Benefits & Wellbeing Page](#).

Harvard University is committed to [equal opportunity](#) and [non-discrimination](#). We seek talent from all parts of society and the world, and we strive to ensure everyone at Harvard thrives. Our differences help our community advance Harvard's academic purposes.

Harvard has an [equal employment opportunity policy](#) that outlines our commitment to prohibiting discrimination on the basis of race, ethnicity, color, national origin, sex, sexual orientation, gender identity, veteran status, religion, disability, or any other characteristic protected by law or identified in the university's [non-discrimination policy](#). Harvard's [equal employment opportunity policy](#) and [non-discrimination policy](#) help all community members participate fully in work and campus life free from harassment and discrimination.