



Dean, Graduate School of Biomedical  
Sciences



**UNT** | **HEALTH**  
SCIENCE CENTER

3500 Camp Bowie Blvd.  
Fort Worth, Texas 76107

## Introduction

### Search Announcement

The University of North Texas Health Science Center (UNTHSC) invites nominations, expressions of interest, and applications for the Dean, Graduate School of Biomedical (GSBS). The next Dean will be a key member of the UNTHSC leadership team committed to realizing the University's mission of creating solutions for a healthier community.

### The University

UNTHSC is located in the heart of Fort Worth's Cultural District on a 33-acre campus immediately adjacent to nationally recognized museums, the Will Rogers Memorial Center campus and the soon-to-be completed 14,000 seat Dickies Arena. With almost 2,300 students and over 300 faculty, UNTHSC is a comprehensive academic medical center awarding 712 medical, doctoral, masters and professional degrees annually. It is a leader in innovative, interprofessional training, collaboration and interdisciplinary research that generates over \$40 million of external research funding yearly.

The 1.4 million square-foot campus is composed of large, small and modular classrooms, lecture halls, teaching labs, training rooms, patient care facilities, and research labs located in its seven buildings. UNTHSC is a complex organization that has a budget of over \$300 million allocated over 200 fund sources and over 1,400 FTEs. Colleges and major components of UNTHSC include:

- Texas College of Osteopathic Medicine
- Graduate School of Biomedical Sciences
- School of Public Health
- School of Health Professions
- UNT System College of Pharmacy
- Institutes
- UNT Health
- Texas Christian University and UNTHSC School of Medicine (opening July 2019, pending accreditation)

### UNTHSC Vision

One University, built on values, defining and producing the providers of the future.

### UNTHSC Purpose

Transform lives in order to improve the lives of others.

### UNTHSC Mission

Create solutions for a healthier community.

### UNTHSC Values

UNTHSC has put into words and action the values that define how its team acts and work together to reach its goals. UNTHSC's values, definitions, and behaviors form "Our Values," the document that guides the institution's values journey. Not only do these common values promote a work environment in which all are comfortable, but also an atmosphere in which the UNTHSC can best achieve the University's vision and mission.

- SERVE OTHERS FIRST - Encourage growth, well-being and success of each other and people we serve.
- INTEGRITY - Uphold the highest ethical standards.
- RESPECT - Treat everyone with dignity and compassion.
- COLLABORATION - Work together to achieve shared goals.
- BE VISIONARY - Create innovative solutions in the pursuit of excellence.

For detailed information regarding UNTHSC's Values initiatives, please visit <https://www.unthsc.edu/values/>

#### Colleges, Schools, and Research Centers and Institutes

Founded in 1970 as the Texas College of Osteopathic Medicine (TCOM), the school affiliated with the University of North Texas in 1975 to become a state-funded medical school. With over 65 percent of graduates practicing in primary care shortage fields (family medicine, internal medicine, obstetrics/gynecology and pediatrics), TCOM is reducing the shortage of physicians in Texas and nationally.

With the establishment of the Graduate School of Biomedical Sciences (GSBS) in 1993, the Texas Legislature authorized the creation of the UNTHSC. GSBS plays a prominent role in shaping the future of the biomedical workforce by providing high quality education and training of PhD and masters students to become the educators, researchers and professionals of tomorrow. Graduates are recruited by the top research laboratories in the nation, both in academia and industry, for postdoctoral fellowships or employment.

In 1997, the first students matriculated into the Physician Assistant Studies Program, which along with the Physical Therapy Program became the School of Health Professions in 2004 as the fourth school at UNTHSC.

The School of Public Health was established in 1999. With 34 full-time faculty members and a diverse student body of over 300 graduate students, the mission of the School of Public Health is to create solutions for a healthier community by advancing public health knowledge through research, service and the education of public health professionals. The School of Public Health currently confers Master of Public Health (MPH), Master of Science in Public Health (MS), Master of Health Administration (MHA), and Doctor of Philosophy (PhD) degrees.

The UNT System College of Pharmacy (UNTSCP) was created as a component of the UNTHSC by an act of the Texas State Legislature in 2011. In 2017, UNTSCP graduated its first class of Doctors of Pharmacy and received full accreditation. The College has already established itself among its peer colleges through research, clinical service and educational initiatives.

UNT Health, UNTHSC's clinical practice group spans all colleges, schools and institutes. UNT Health offers a platform to support the interprofessional education, clinical practice and research missions of UNTHSC. With over 75 clinicians practicing in primary care pediatrics, geriatrics, family medicine, comprehensive musculoskeletal care, correctional medicine and other specialties, UNT Health is one of Tarrant County's largest multi-specialty provider groups.

Most recently, UNTHSC has partnered with Texas Christian University to create a joint allopathic medical school. The MD school is expected to increase educational and

research opportunities at the two institutions, while preparing the next generation of physicians to meet health care needs in Texas and beyond. The inaugural class of 60 students is expected to matriculate in July 2019.

UNTHSC is governed by the University of North Texas System Board of Regents, and is a state-supported institution. Other system institutions include UNT in Denton and UNT Dallas. UNTHSC is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

## The Opportunity

### Graduate School of Biomedical Sciences

The Graduate School of Biomedical Sciences is proud to shape the future of the biomedical workforce by providing high quality education and training of Ph.D. and masters students to become the educators, researchers and professionals of tomorrow. Enrollment and academic programs at GSBS have grown considerably over the past 25 years, with over 300 students pursuing education and training in four specialized masters programs and eight traditional masters and doctoral programs. An integrated curriculum provides students with a broad foundation of knowledge in the biomedical sciences. During the first year, students are immersed in the fundamental principles of biochemistry, molecular cell biology, pharmacology, physiology, immunology and microbiology, ethics, an introduction to faculty research, scientific communications, and laboratory rotations. In addition, students complete several advanced courses that enhance their training in a particular specialty within their selected discipline.

Through the guidance and mentorship of the School's 99 faculty, students are able to earn advanced degrees while working closely with world-renowned faculty researchers utilizing state-of-the-art technology and training methods to tackle such major biomedical problems as cancer, cardiovascular disease, infectious disease, and Alzheimer's disease. At present, specialized masters programs in GSBS include Biotechnology, Clinical Research Management, Forensic Genetics, and Medical Sciences, a specialized master's program designed to provide additional opportunities to those individuals who would like to enhance their credentials for entry into medical, dental, physician assistant (PA), chiropractic, pharmacy, physical therapy or other professional schools. Traditional masters and doctoral programs in the School include Biochemistry and Cancer Biology; Cell Biology, Immunology, and Microbiology; Genetics; Integrative Physiology; Pharmaceutical Sciences and Pharmacotherapy; Pharmacology and Neuroscience; Structural Anatomy and Rehabilitation Sciences (Ph.D. Only); and Visual Sciences. Graduates of GSBS are recruited by the top research laboratories in the nation, both in academia and industry.

### Position Summary

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean of the Graduate School of Biomedical Sciences is responsible for leading the faculty, staff, and students to develop and advance the mission and vision of the School. The Dean will be part of the UNTHSC team that is committed to preparing health care providers and scientists for the future. As chief academic and executive officer of the School, the Dean is responsible for the overall direction, oversight, and quality of the educational and research missions of the School. In addition, The Dean is responsible for all matters relating to the administration of the School, including curriculum, faculty, staff, students, facilities, resources, alumni and fundraising. The Dean will create and implement plans to enhance extramural funding, provide exceptional educational programs and provide teaching support to other UNTHSC schools and

colleges. The plans will include increasing student success through career readiness in academia, industry or other opportunities for scientists. The Dean is responsible for the effective fiscal stewardship and management of the School's \$12 million annual budget.

#### Opportunities and Challenges

Expectations, responsibilities, and areas of opportunity for the next Dean, Graduate School of Biomedical Sciences include:

- **Creating a Bold Vision and Strategy** - As an integral and active member of the UNTHSC leadership team, the next Dean will have the opportunity to develop and promote a bold vision for the School. The Dean will be empowered to create a strategy and execution plan to advance the School of Biomedical Sciences' mission of teaching, research and service, and to develop the School's infrastructure to become a high performing Graduate School of Biomedical Sciences within two to four years.
- **Supporting Academic Excellence and Student Success** - The Dean will reaffirm and sustain the School's commitment to providing high quality instruction, and will partner with the Schools and Colleges of UNTHSC to expand interprofessional educational opportunities. The Dean will be able to design, implement and evaluate educational programs leading to the MS and PhD in biomedical sciences, while also utilizing assessment results to continuously monitor and enhance graduate outcomes. The Dean will also lead the School's comprehensive enrollment management strategy, including student admissions, retention and progression, while simultaneously seeking ways to improve the student experience.
- **Promoting Faculty Development and Enhancing Research Productivity** - The next Dean will be able to devise initiatives in support of faculty development while simultaneously implementing innovative strategies to stimulate research productivity. This will include ensuring the clear articulation of the policies, processes and criteria for the School's Promotion and Tenure Guidelines, including the School's alignment with UNTHSC Faculty Policies and Bylaws.
- **Strengthening Ties in the School and Across UNTHSC** - The next Dean should be ready and willing to promote increased collaboration within and beyond the Graduate School of Biomedical Sciences to create a stronger sense of community, esprit-de-corps, and mutual support. In addition, the Dean will be able to expand and strengthen partnerships with all Schools and Colleges at UNTHSC and with the local, state, national, and international scientific community.
- **Creating a Dynamic Working and Learning Environment** - The Dean will be at the forefront of affirming the timeless values of effective leadership by fostering an environment of integrity, accountability, and transparency. The Dean should be enthusiastic about working with a diverse faculty and in creating a more equitable and inclusive environment. To be successful, the Dean will recruit and retain the necessary administrative team, faculty, and staff to achieve the timely accomplishment of the strategic goals and objectives for the School and that of the University.

In alignment with UNTHSC's mission of creating solutions for a healthier community, the Dean of the Graduate School of Biomedical Sciences will be at the forefront of implementing the strategic vision of One University, which is composed of four essential elements:

- Extraordinary Teamwork – Unity of purpose and vision are necessary to produce Extraordinary Teamwork. We work as teams across departments, disciplines and schools to create a better education for our students, stronger research, improved patient care and a better work environment.
- Producing the providers of the future – Our students will be the providers of the future. They will take care of patients, tackle public health challenges or conduct scientific research. They are emotionally intelligent, comfortable with technology and work in teams to make patients healthier and care safer.
- Financial strength – We are a good steward of state and local funding, federal research dollars and awards from private organizations. We also leave a sizable footprint on the North Texas economy.
- Sustainable people culture – From Our Values to coaching to leadership training, we are committed to building a lasting, values-based culture. Our ultimate goal is to be recognized as a destination workplace, a 'Best Place For All.'

## Candidate Qualifications and Characteristics

### Required Qualifications

Successful candidates for the Dean, Graduate School of Biomedical Sciences will possess:

- An earned doctorate and scholarly activity and educational achievement commensurate for appointment as a tenured full professor in the Graduate School of Biomedical Sciences.
- A demonstrated track record of collaborative leadership, and proven commitment to fostering an environment conducive to increased interdisciplinary research and interdisciplinary educational initiatives by achieving outcomes in complicated, changing, multifaceted environments.
- A results-oriented leadership style coupled with the ability and poise to develop and implement a strategy to create a world-class Graduate School of Biomedical Sciences.
- The ability to establish a vision of the future that motivates optimal productivity and collaborations within the school and the institution.
- A history of substantial and consistent extramural research funding in biomedical sciences.
- Prior experience in a leadership role in a research university setting.
- A commitment to the role of diversity in building excellence in education and research.

### Preferred Qualifications

In addition to the aforementioned list of qualifications, the most competitive candidates for the Dean, Graduate School of Biomedical Sciences position will also possess:

- A national and/or international reputation in biomedical research.
- The ability to communicate and work with others within and outside the School.
- A strong understanding of the current and emerging issues in higher education and research and how they may potentially impact the mission and goals of the School and UNTHSC.
- The ability to schedule and set priorities, handle multiple concurrent activities, work within a budget, manage projects and people, meet deadlines and obtain positive results.
- A management style that encourages collegiality, teamwork, participation, communication, mentoring, and a service orientation.
- Strong interpersonal and verbal communication skills, excellent writing proficiency, professional appearance, and an executive demeanor.
- The ability to delegate responsibility to senior subordinates allowing them to identify the ways and means to accomplish specific strategic and operational goals and objectives.
- Leadership skills as characterized by one who possesses a broad vision of the future of biomedical science and health care, and assertiveness in taking risks and presenting and selling ideas, while also possessing a mature sensitivity to the values and expectations of others.

## Procedure for Candidacy

### Application / Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence.

Applications and letters of nomination should be submitted to:



Alberto Pimentel, Managing Partner  
David Nakai, Senior Associate

Storbeck/Pimentel & Associates  
6512 Painter Avenue  
Whittier, CA 90601  
562-360-1353 (FAX)

Email: [apsearch@storbeckpimentel.com](mailto:apsearch@storbeckpimentel.com)  
Refer to code "UNTHSC-GSBS" in subject line

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