



Dean, School of Health Professions



UNT | **HEALTH**
SCIENCE CENTER

**3500 Camp Bowie Blvd.
Fort Worth, Texas 76107**

Introduction

The University of North Texas Health Science Center (UNTHSC) invites nominations, expressions of interest, and applications for the Dean, School of Health Professions (SHP). 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)

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

School of Health Professions

The School of Health Professions is proud to provide opportunities for a diverse student body to obtain the knowledge, attitudes and skills necessary to serve in the health care professions and to continue their development throughout their professional careers. Initially founded as a Physician Assistant Studies Program, the School of Health Professions was formally approved by the Texas Higher Education Coordinating Board in July 2004. Presently, the School is divided into two academic departments: the Department of Physician Assistant Studies and the Department of Physical Therapy, with degree programs leading to a Doctorate of Physical Therapy or Masters of Physician Assistant Studies. Both programs include inter-professional experiences designed to prepare students to be contributing members of the healthcare team. In addition, the School of Health Professions provides an innovative online Graduate Certificate in Lifestyle Health, designed for health care professionals and full-time students who have direct contact with patients and clients. The program includes an introduction to lifestyle health, assessing client readiness for change, the role of nutrition in health and managing chronic diseases, physical activity, smoking cessation, stress management and sleep habits. Approximately 33 faculty members provide high quality education and instruction to School's 377 students, and are supported by 16 members of the professional staff.

Position Summary

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean of the School of Health Professions is responsible for leading the faculty, staff and students of the SHP to develop and advance the mission and vision of the School. The Dean of the School of Health Professions will be an integral part of the UNTHSC leadership 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, research and clinical service missions of SHP. The Dean is responsible for all matters relating to the administration of the School, including curriculum, faculty, staff, students, facilities, resources, budget, alumni and fundraising. Moreover, the Dean is responsible for ensuring that all accreditation requirements of the professional degree programs are met, including timely submission of reports and notices of planning for substantive changes. In accordance with the University's goal of emphasizing the student experience, the Dean of the School of Health Professions leads initiatives to increase student success and workforce readiness.

Opportunities and Challenges

Expectations, responsibilities, and areas of opportunity for the next Dean, School of Health Professions include:

- Creating a vision, strategy and execution plan to advance the School's mission of teaching, research and service.
- Developing the School's infrastructure to become a high performing School of Health Professions within 2-4 years.
- Recruiting and retain the necessary administrative team, faculty, and staff to achieve the SHP and UNTHSC goals and objectives.
- Becoming an integral and active member of the UNTHSC's leadership team.
- Expanding and continuing to strengthen partnerships with all Schools and Colleges at UNTHSC and the local, state, national, and international professional community.
- Designing and implementing innovative educational programs in PT and PA that prepare graduates for success in the current and future healthcare environment.
- Establishing new initiatives and innovative approaches to faculty mentorship and training.
- Developing new educational offerings in the health professions.
- Developing a strategy to increase research and scholarly activity in the SHP.
- Assuring that the school's Promotion and Tenure Guidelines clearly outline the process and criteria and are aligned with the UNTHSC Faculty Policies and Bylaws. Providing recommendations on the promotion and tenure of faculty.
- Developing, monitoring and adjusting an annual budget that is linked to the strategic plan of the School and that of the HSC.
- Promoting a culture of philanthropic giving and increasing fundraising activity and support for the School.

In alignment with UNTHSC's mission of creating solutions for a healthier community, the Dean, School of Health Professions 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

Characteristics

Essential qualities and characteristics vital to the success of the next Dean, School of Health Professions include:

- A commitment to the ideal of a student-centered university with an emphasis on high quality instruction and professional training.
- Personal and professional integrity.
- A collaborative and entrepreneurial leadership style coupled with a willingness to take calculated risks.
- The desire and ability to foster an environment of accountability and transparency.
- A commitment to a diverse, equitable, and inclusive environment where faculty, students, and staff actively contribute to the vibrant life of the University.
- A down-to-earth approach that empowers others around them.
- Strong interpersonal skills, including a commitment to listening, problem solving, and consensus building.
- A willingness to develop connections and establish partnerships on behalf of the School and the University with local community health providers.

Required Qualifications

Successful candidates for the Dean, School of Health Professions will possess:

- An earned doctorate in a discipline aligned with health professions education and scholarly activity and educational achievement commensurate for appointment as a tenured full professor in the School of Health Professions.
- The ability to establish a vision of the future that motivates optimal productivity and collaborations within the school and the institution.
- A history of participation in interprofessional education and practice.
- Prior experience in a leadership role in an academic setting.
- A demonstrated commitment to the role of diversity in building excellence in education and research.
- An understanding of the current and emerging issues in higher education and health care and how they potentially will impact the mission and goals of the School and UNTHSC.

- The ability to schedule and set priorities for self and others, handle multiple concurrent activities, work within a budget, manage projects and people, meet deadlines and get positive results.
- A management style that encourages collegiality, teamwork, participation, communication, mentoring, and service orientation.
- Strong interpersonal and verbal communication skills, excellent writing proficiency, professional appearance, and an executive demeanor.
- The ability to delegate responsibility to SHP leaders 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 health care and assertiveness in taking risks and presenting and selling ideas.

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
 Navid Nakai, Senior Associate

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

Email: apsearch@storbeckpimentel.com
 Refer to code “**UNTHSC-SHP**” in subject line

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