



## **Founding Dean, College for Health, Community & Policy Position Profile**

The University of Texas at San Antonio (UTSA) invites nominations, expressions of interest, and applications for the position of Founding Dean, College for Health, Community & Policy.

Under the leadership of President Dr. Taylor Eighmy and Provost and Senior Vice President for Academic Affairs Dr. Kimberly Andrews Espy, the campus has developed a bold and ambitious vision for UTSA's future and its pursuit of excellence as an urban-serving, Hispanic-thriving discovery enterprise (<https://www.utsa.edu/strategicplan/>). The University seeks a dynamic and entrepreneurial leader and scholar who will build upon the existing strengths of the faculty and the untapped potential of the newly formed college to further advance the University's progress toward these goals.

### **President Taylor Eighmy**

Appointed in 2017, Dr. Taylor Eighmy is the 6<sup>th</sup> president of The University of Texas at San Antonio. Dr. Eighmy serves as a strong advocate for urban-serving public higher education and is passionate about UTSA's role in developing San Antonio's knowledge economy. President Eighmy brings a strong track record of advancing top research universities through strategic government collaborations, public-private partnerships, and community engagement. His experiences as an administrative leader, researcher, inventor, and professor have influenced his perspective as a champion of student success, particularly regarding the impact of experiential learning, and undergraduate research programs. President Eighmy has recently unveiled a vision to make UTSA San Antonio's university of the future and an institution that produces graduates who can tackle today's challenges.

### **Provost Kimberly Espy**

Dr. Kimberly Andrews Espy has served as the Provost and Senior Vice President for Academic Affairs at UTSA since June of 2018. With nearly 25 years of experience in higher education, Dr. Espy has earned a national reputation for helping institutions achieve transformative results in academic and student success, faculty and staff development, and university-community collaborations. As UTSA's chief academic officer, she oversees nine colleges, the Graduate School, strategic enrollment, student success, student affairs, digital learning, international programs, extended education, libraries, and the Institute for Texan Cultures, in addition to other offices that support faculty and advance institutional success.

### **UTSA College for Health, Community & Policy (HCaP)**

As UTSA's newest college, the HCaP is the product of an inclusive and well-vetted process (<http://www.utsa.edu/strategicplan/academic-initiatives/human-health/index.html>) that engaged key internal and external stakeholders focused on capitalizing on the strength of the University's faculty and programs in health and community-serving disciplines. The organizing principle of the new college is "*Health*" – inclusive of its broader elements of wellness and well-being – and grounded in the multi-dimensional social determinants, contextual contributors and embedded ecologies of "*Community*" and "*Policy*". This modern, transdisciplinary, inter-professional conceptualization reflects the current state of knowledge at population scale, leverages unique

UTSA assets and approaches, connects to UTSA's roots, and projects forward an exciting future internally and externally poised to successfully realize new opportunities.

With a presence on UTSA's Main and Downtown campuses, the HCaP is well-positioned to further enhance the impact of its programs, research, and faculty in improving the lives and social mobility of those they serve in the region. HCaP faculty are passionately committed to the College's community focus and exemplifying the University's dedication to the San Antonio and South Texas communities by leveraging UTSA's role as an urban-serving research university and Carnegie classification as a Community Engaged University.

The HCaP is home to more than 6,800 undergraduate and graduate students, supported by 87 tenured and tenure-track faculty, 92 non-tenure track faculty, and a dedicated cadre of staff. In its exciting new structure, each of the HCaP's eight departments and Nutrition and Dietetics program will bring unique value for advancing its mission:

- **Department of Public Health** – The Department of Public Health will combine select faculty from the current departments of 1) Kinesiology, Health, and Nutrition; and 2) Sociology. This alignment will create a unified focus on public and community health across the lifespan. In addition to content expertise in maternal and child health, mental health, mortality and combat injury, nutrition, obesity, sexual health, and substance use and abuse, faculty have experience in program planning, assessment and evaluation of interventions in a variety of settings. Additionally, the creation of this new department will unify the Bachelor of Science degree in public health which will provide an opportunity for the department to obtain future CEPH accreditation.
- **Department of Kinesiology** – The Department of Kinesiology houses experts in coaching, exercise nutrition, exercise physiology, exercise and sport psychology, biomechanics, motor development, motor learning and control, and evaluation and assessment. Faculty have developed a vigorous research agenda focusing on human performance, the prevention of and treatment for physical injuries and chronic diseases, and the promotion of physical activity across the lifespan. Given the research rigor, this department will benefit from the closer association with other departments having a focus on health and human performance.
- **Department of Social Work** – The Department of Social Work's mission focuses on transformative, culturally competent practice and its research and curriculum areas span the topical areas of the College for Health, Community & Policy. Through their accredited, year-round Master of Social Work program, students spend a minimum of 900 practicum hours in the community serving over 100 organizations, bolstering the College's mission of building and leveraging partnerships. Many of their graduates are employed in health settings. *U.S. News and World Report* ranks the program in the top 100 MSW programs in the nation. Through the department's Title IV-E Child Welfare Training Program, training and tuition stipends are provided to strengthen the Child Welfare workforce in South Texas.
- **Department of Demography** – The Department of Demography specializes in inquiry related to the size, distribution, composition, and growth of human populations. The applied nature of the PhD and MS programs provides students an environment to learn about health and policy related topics from both coursework and faculty-led research. Faculty bring a wealth of expertise in the conceptual basis of population structure,

processes, analytical methods, and related policy issues. Thus, their specialization lies at the intersection of health, community, and policy.

- **Department of Criminology and Criminal Justice** – The Department of Criminology and Criminal Justice houses experts in a variety of areas including, but not limited to, quantitative and qualitative methodologies, criminological and criminal justice system theories, and substantive expertise in policing, courts, and corrections. Thus, it spans the areas of health, community, and policy. This department was recently renamed in order to capture the research breadth of its faculty across both criminology and criminal justice, which will be leveraged by its association with other departments in the social sciences.
- **Department of Public Administration** – With deep roots in San Antonio’s policy and non-profit communities, this department prepares students for careers in the public or non-profit sector. Faculty research areas span the breadth of civic health, open government, urban development, policy innovation, public and nonprofit policy leadership, social disparities, smart cities, and beyond. This department will greatly enhance the connectivity of the HCaP with community programs, local public policy, and priorities spanning these areas.
- **Department of Psychology** – Spanning all of the major areas of psychological science (clinical, cognitive, experimental, social), the scholarly work of this department will directly advance the “health, performance, and science” part of the College’s mission. Faculty and students will benefit from the closer association with other STEM/social science related disciplines. In particular, the graduate students in the PhD and MS programs in Psychology will be enriched by the new ecosystem.
- **Department of Sociology** – The core of this department is highlighted by an emphasis on methodological rigor and achieving a balance between theoretical concerns that ground the discipline and empirical research that sheds light on the genuine, everyday experiences of real people in the real world. Increasingly, faculty in this department are focusing their scholarship on health, community, and policy related areas of study and will benefit from the closer association with other STEM/social science related departments.
- The *Nutrition and Dietetics* program, currently housed administratively in the Department of Kinesiology, Health, and Nutrition, will be administered directly by the College. The two faculty will be housed at the college level, with the program’s director reporting to the Dean. This high-demand professional program prepares students for an array of nutrition and health related careers. Specifically, the Coordinated Program in Dietetics (which includes the B.S. and M.D.S.) certifies student eligibility to take the Commission on Dietetics Registration national examination to become a Registered Dietitian Nutritionist (RDN/RD). This program will benefit from increased visibility at the college level and may eventually grow into a department as more faculty are added to enhance the existing program develop further programs that connect nutrition and chronic disease prevention/treatment to the other departments and degree programs.

### **HCaP Background**

According to the SA Works (<http://www.sanantonioworks.org/>) 2018 Jobs Report, the number of healthcare and public health related jobs in the San Antonio-New Braunfels area increased by 8,758 from 2012-2017. Matching this trend, UTSA students are demonstrating a high degree of interest in these professions, as evidenced, for example, in the steep growth in public health degrees awarded over the last two years and interest in health-related doctoral programs.

In San Antonio, health disparities loom large, with Bexar County's most recent Community Health Needs Assessment (2016) documenting a 20-year gap in life expectancy when comparing San Antonio area neighborhoods. Addressing this gap requires a transdisciplinary understanding and skill set, including understanding the social determinants of health and the relationships between population health, science, clinical care, and public health policy. Prior to creating the new college structure, health-related programs at UTSA were distributed across 3+ colleges and are offered in disciplinary-based departments. While a strong disciplinary grounding provides an intellectual platform for understanding factors related to health, it is more career-relevant for students to access and pursue their career interests in health and fully appreciate the multi-faceted nature of the dynamics that contribute to one's well-being.

In response to these factors, in the fall of 2018 UTSA Provost Kimberly Andrews Espy convened a 31-member Human Health Planning Advisory Task Force to survey the human health landscape to develop a college organizational structure that aligns health-related programs to enhance student success, career readiness, partnering opportunities, transdisciplinary research, and funding competitiveness. As a result of the outcome of the in-depth planning process and work completed by the Human Health Planning Advisory Task Force, Dr. Espy recommended and received approval to rename and restructure UTSA's College of Public Policy as the College for Health, Community & Policy with the intention to realize increased visibility of the University's health-related undergraduate and graduate programs, greater alignment with regional workforce needs, opportunities for community impact and benefit, and enhanced research partnerships.

In establishing a "college hub" for health, community, and policy education and research the University will strengthen its connectivity with its closest UT Health partners, UT Health San Antonio and the UT Health School of Public Health-San Antonio campus, as well as its numerous partners scattered across the San Antonio metro area. Furthermore, with its exciting new structure the HCaP will be well-positioned to advance its goals in:

- **Better Preparing UTSA students** for the modern setting of human health careers, in which physician scientists, nurses, therapists, technicians, social workers, psychologists, researchers, public health professionals, and policymakers work together to deliver comprehensive, population-based health solutions. This approach is particularly effective in addressing complex community health issues, such as obesity, diabetes, and addictive behaviors which are determined by a mix of social, environmental, and biological dynamics.
- **Increasing the visibility of UTSA's health-related educational programs to advance student success and research impact.** Of particular benefit to the first-generation college students UTSA serves, who do not have as much experience navigating academic particularities to find these programs in the University's current college structure, the new College will enable transparency between course of study and career and provide a focal point for transdisciplinary research efforts.

- **Leverage health related partnerships**, both internally at UTSA and externally in the community, to yield collaborative research programs, enhanced service to the San Antonio community, new degree programs and transfer agreements, and experiential learning opportunities.
- **Increase UTSA's competitiveness for health-related research funding** by facilitating strategic partnerships around the topics of public health, wellness, and the impact of public policy within UTSA and with fellow UT System institutions and community partners.

### **The University of Texas at San Antonio**

As the third largest of nine academic universities and six health institutions within The University of Texas System, UTSA is a leading public Hispanic and urban-serving university specializing in health, cybersecurity, fundamental futures, and human-social development. With nearly 34,000 students supported by 1,400 faculty and 5,050 staff and student employees, both benefits- and non-benefits eligible, it is the largest university in the San Antonio metropolitan region. As a Hispanic Serving Institution (HSI) of learning and discovery, UTSA embraces multicultural traditions and is highly focused on student success and meeting the educational needs of many first-generation, transfer, DACA, Veteran, and international students. UTSA prides itself on its diverse student population and 63% of its students come from San Antonio and South Texas. Nearly half (45%) of UTSA undergraduates will be the first in their family to earn a bachelor's degree. Additionally, transfer students comprise about 38% of UTSA's total undergraduate population. Further enhancing an already diverse student population is UTSA's military community, which makes up approximately 13% of total students. This includes active duty military members, veterans, reserves/guard, and their spouses and dependents.

UTSA is comprised of four campuses—

- **Main Campus** – The 600-acre Main Campus is the hub of UTSA and home to students nearly every hour of the day and night. It includes the College of Business, College of Engineering, Honors College, College of Liberal and Fine Arts, College of Sciences, University College, and part of the College of Education and Human Development. It is also home to the Student Union, the Convocation Center, more than 350 student organizations, residence halls, and two libraries. The adjoining **Park West Campus** hosts is home to athletics venues that sit on 125 acres near the Main Campus and features a soccer stadium and a track and field complex.
- **Downtown Campus** – The Downtown Campus, located in the heart of San Antonio's business, social and cultural scenes, offers undergraduate and graduate degree programs in the College of Architecture, Construction and Planning, and the College of Education and Human Development. More than one-third of UTSA's graduate students take classes at the Downtown Campus. Many of the university's community outreach programs and extended education offerings are located at this urban campus, which serves as a convenient location for community-wide events.
- **Hemisfair Campus** – The Hemisfair Campus is home to the UTSA Institute of Texan Cultures. The institute produces exhibits, programs and events that examine and celebrate culture in Texas. It also facilitates field trips, teacher training and curriculum development. As a Smithsonian Affiliate, the institute hosts exclusive artifacts and

educational programs from the Smithsonian Institution for the benefit of the people of Texas.

UTSA advances knowledge through research and discovery, teaching and learning, community engagement, and public service. It serves as a center for intellectual and creative resources as well as a catalyst for socioeconomic development and the commercialization of intellectual property—for Texas, the nation and the world. As part of President Taylor Eighmy’s vision to make UTSA San Antonio’s university of the future, the university is defining and executing strategies and tactics to realize [National Research University Fund \(NRUF\)](#) eligibility and classification as an R1 (highest research activity) by the Carnegie Commission. In FY19, UTSA achieved record sponsored research growth – compared to the year prior, UTSA faculty submitted 10% more proposals, realized 20% more awards and \$26M more in new awards, and is clearly on track to achieve this milestone. HCaP will be an important driver of continued acceleration in sponsored research growth for UTSA, particularly as a fulcrum for collaboration within the College, across colleges, and with other external partners. The Founding Dean is expected to catalyze, drive, and support such collaborations and attendant research growth to advance reaching these milestones.

UTSA is ranked among the top four young universities in the United States and among the top 68 young universities in the world under 50 years old, according to *Times Higher Education's* prestigious [Young University Rankings](#). UTSA has been recognized as the #1 Hispanic Serving Institution in the nation by *Bloomberg, Businessweek*, and has the #1 cybersecurity program in the nation according to a survey by Ponemon Institute. *Hispanic Network Magazine* also includes UTSA amongst its “Best of the Best” rankings of U.S. universities. It is among an elite group of U.S. universities to earn the Carnegie Foundation’s Community Engagement Classification. For more information about UTSA, please visit <http://www.utsa.edu/>.

### **San Antonio, TX**

San Antonio is the 7<sup>th</sup> largest city in the United States with a thriving economy based on Energy, Bioscience/Healthcare, Aerospace/Aviation, Military, Financial Services, Information Technology and Cyber, and Tourism. It is recognized worldwide as the home of The Alamo and the Riverwalk. The city is celebrating growth and a rich, forward looking culture, and is a place of inclusiveness. In 2018, San Antonio celebrated the 300<sup>th</sup> anniversary of its founding by Spanish missionaries.

San Antonio provides an environment where professional satisfaction and career achievement are paired with optimal quality of life. It is a city that celebrates its rich heritage yet is progressive in embracing the future. As home to the Southwest Research Institute and the Texas Biomedical Research Institute, both internationally renowned organizations with which UTSA has created many collaborations and partnerships, and areas such as the beautiful Pearl and Southtown, revitalized and revamped for urban space, as well as their celebrated historical spaces—San Antonio exemplifies the future for vibrant, urban locales. This is a city that fosters entrepreneurial growth, co-working spaces, and accelerators/incubators – environments that encourage building foundations for business, and a business-friendly economy. San Antonio residents benefit from no state income tax and access to scenic pathways across the city to museums and art galleries, history, culture, performing arts, theme parks, family fun, dining and nightlife, festivals and events, shopping, sports, and year-round outdoor lifestyle.

### **Position Summary**

The Dean will serve as the chief academic officer for the College for Health, Community & Policy with responsibility for developing a comprehensive, ambitious, and dynamic vision for the College's future. UTSA is on an upward trajectory in pursuit of academic excellence, student success, research growth, and community service and the Dean must serve as a passionate advocate for these ideals—working in collaboration with College stakeholders to create a community-grounded vision for the College's future. In so doing, the Dean will have the unique opportunity to showcase the HCaP as a significant contributor to UTSA's [Westside Community Partnerships Initiative](#) focused on helping to shape educational, health, economic, and cultural programs and services in alignment with the University's community outreach mission.

In leading the College during this important period of institutional growth and transition, the new Dean will play a critical role in effectively bringing together the varied departments that now comprise HCaP, articulating and implementing a strategic plan, and guiding the College through the process of creating a new identity, refining its academic culture of excellence, and strengthening external partnerships to advance research and community impact. The Dean will be responsible for the academic, research, and outreach leadership of the College, as well as the management of its human and financial resources. The Dean has responsibility for leading the faculty and staff to work cohesively to advance the College as a whole and represents the College and UTSA's health-related efforts on campus and to the outside world, including alumni, donors, and other external stakeholders. The Dean takes the lead in strategic planning and in solidifying and implementing the vision, mission, and goals for the College. Furthermore, the Dean will lead the College's efforts in:

- Leading the HCaP's efforts in building and promoting the College's new identity—strengthening existing relationships and identifying new partnership opportunities afforded by its new structure;
- Coalescing a shared identity, cohesion, and collaboration among the varied units that comprise the College;
- Advancing strategic and academic planning that inspires the College to envision and support a bold strategy for the future;
- Recruiting and retaining a diverse and excellent faculty and staff committed to positively impacting student performance and increasing their sense of belonging;
- Leading the HCaP in exploring new methods to promote student success and distinction that will further elevate the student experience in meaningful ways;
- Developing new opportunities for student access to research and partnership with the faculty;
- Advancing academic excellence through a demonstrated commitment to diversity and inclusion in all aspects of college work;
- Strengthening interdisciplinary connections among the units of the College to promote research growth and impact, as well as support unique academic programs;
- Supporting and growing the University's research mission, the Dean will advance the faculty's scholarly activities and external sponsorship growth, and encourage and advocate for interdisciplinary opportunities that increase impact;
- Encouraging and facilitating greater external funding of fundamental, applied, community-oriented, translational and inter-, multi-, and transdisciplinary research;
- Enhancing the quality and reputation of the graduate programs in the College;
- Enhancing partnerships with community-focused and health-related organizations and stakeholders both on- and off-campus;
- Advancing CEPH accreditation for the pertinent academic programs;

- Building and sustaining interdisciplinary academic connections between the HCaP and other colleges within the University, and working with external partners to develop collaborative undergraduate and graduate programs;
- Providing leadership in the area of fundraising and external relations as well as spearheading broader advancement efforts in communications and engagement with external stakeholders;
- Developing new and existing relationships between the College and the surrounding San Antonio, TX community;
- Communicating the vision of the College to prospective students, alumni, foundations, industry, and external partners;
- Participating in campus-wide policy development and decision-making through membership on the University Leadership Council and Academic Council;
- Persuasively articulating the vision, mission, goals, and programs of the College to the University community, external stakeholders, and the general public;
- Providing leadership to the faculty in developing, maintaining, and improving high-quality programs of instruction, research, creative activity, outreach, and public service.

### **Qualifications**

UTSA's next Dean will play an important role in the future growth of the HCaP as well as ensuring the College's support of UTSA's goal of attaining R1 university status and its dedication to the advancement of knowledge through research and discovery, teaching and learning, community engagement, and public service. The successful candidate will possess a distinguished record of academic service, superior interpersonal and management skills, and in addition will possess:

- A demonstrated commitment to the broad conceptualization of health and how it is effectively grounded in community to advance policy for impact;
- An earned doctorate and administrative and/or leadership experience in a research university;
- An outstanding record of scholarly achievement and international reputation commensurate with appointment as full professor in one of the departments in the College;
- Experience as a seasoned, decisive leader and diplomat with strong organizational and consensus-building skills, integrity, and the ability to inspire and lead faculty with diverse interests;
- A record of success and ability in recruiting and retaining talented and diverse faculty; a history of inspiring faculty to excel in teaching, research, and creative activities and rewarding excellence in these areas;
- A history of providing students with a high-quality educational experience and aggressively addressing issues related to student success;
- Demonstrated experience in advancing scholarship, growing research impact and increasing external sponsors, and building interdisciplinary research teams that successfully compete for federal funding;
- The demonstrated ability to build multidisciplinary programs and foster external partnerships to create an outwardly looking educational environment for faculty and students;
- Enthusiasm for "building"; for developing and advancing a strategic plan to further the College and University's national competitiveness;
- Proven people skills and the ability to serve as a highly effective listener and communicator with both academic and non-academic audiences.

### **Qualities and Characteristics**

The successful candidate will possess a distinguished record of leadership and academic service; a dynamic vision for the future of the College; and a demonstrated passion for the College and University's shared mission. In addition, this individual must value collaboration, transparency, and entrepreneurship, and will be a dynamic and energetic leader who embraces the mission of the College and its multidisciplinary and interdisciplinary teaching and research. The successful candidate will also possess:

- A demonstrated ability to lead, including management of human and financial resources; the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance; the ability to function well as part of the campus leadership team;
- The ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision;
- An enterprising mindset that will capitalize on San Antonio's unique urban environment that promotes engagement and partnership opportunities with community stakeholders;
- The ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups;
- A willingness to actively and enthusiastically partner with an engaged undergraduate and graduate student body;
- A deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action;
- An innovative and entrepreneurial approach to the Dean position in order to serve as a catalyst for new and compelling academic and research initiatives in the College with the potential to expand on existing College strengths;
- A commitment to fostering and sustaining a culturally diverse academic environment; a demonstrated ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, ethnic, gender, sexuality, and individual differences;
- The ability to work with and be sensitive to the educational needs of diverse urban populations and support the University's commitment to thrive as a Hispanic Serving Institution and a model for student success;
- Excitement to serve as an engaging advocate on behalf of HCaP at the local, national, and international level; the next Dean will be tasked with further developing the College's external relationships to not only increase donations, but stimulate productive partnerships with external constituencies;
- A deep resonance with UTSA's commitment to excellence and diversity, to the personal and educational enrichment of its faculty, staff and students, and a passion for the College's role in ensuring student graduation and post-graduate job success; and
- Integrity and high ethical standards.

### **Application and Nomination Process**

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

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner  
Storbeck/Pimentel & Associates  
6512 Painter Avenue  
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Email: [apsearch@storbeckpimentel.com](mailto:apsearch@storbeckpimentel.com)  
Refer to code "UTSA-HCaP" in subject line

***UTSA is committed to provide equal employment and educational opportunities for all qualified persons without regard to race, color, national origin, religion, sex, age, veteran status, disability, or sexual orientation.***