



Dean, College of Health Sciences Position Profile

The University of Wyoming (UW) seeks a dynamic, effective, and forward-thinking leader to serve as its next Dean of the College of Health Sciences (CHS). The Dean will have the extraordinary opportunity to lead the College through a time of transition and growth. The successful candidate will be a collaborative and energetic leader who will build upon the College's previous inter-professional and clinical successes that laid the foundation for leading and managing change in a shifting higher education environment. Furthermore, the next Dean will be a distinguished researcher and academic leader capable of inspiring and supporting the faculty toward increasing the College's research productivity while balancing its commitment to preparing health care professionals for successful careers and service in the field. This position presents a tremendous opportunity for the Dean to forge new pathways of excellence in inter-professional, clinical, and inter-disciplinary efforts, strengthen existing relationships throughout the State, and enhance the national reputation of the College.

Overview of the College of Health Sciences

The College of Health Sciences is the University of Wyoming's youngest and one of its largest colleges. The College offers degree programs in five divisions and schools: Nursing (B.S.N., M.S., and DNP), Pharmacy (Pharm. D.), Communication Disorders (B.S. and M.S.), Kinesiology and Health Promotion (B.S. and M.S.), Social Work (B.S.W. and M.S.W.), as well as a cooperative program in Dental Hygiene (B.S.D.H.). Faculty members also participate in inter-disciplinary doctoral programs including Neurosciences, and Molecular, Cellular Life Sciences. Other academic and administrative units include WIND (Wyoming Institute for Disabilities), and WyCOA (Wyoming Center on Aging). In addition, the college has two family medicine residency centers in Cheyenne and Casper, a federally qualified health center and a family medicine clinic, and delivers first-year medical education through a cooperative arrangement with the University of Washington (WWAMI). Among the college's assets are a strong tradition of inter-professional education, a research-active faculty committed to teaching excellence at all levels, and facilities that promote inter-disciplinary education and research opportunities.

The CHS serves the state with faculty and programs located around Wyoming, often in collaboration with the local community colleges. Health care is now team based and the CHS has embraced an inter-professional approach to education and research throughout its programs. Students learn from contact and consultation with students and faculty in other disciplines, thereby strengthening the importance of collaboration in the provision of health care and social services. Faculty members have profited, as well, by their increased ability to make major research contributions addressing important national and international issues in health and well-being.

The CHS is an extraordinary state and university asset for research, instruction, and inter-disciplinary collaboration. Addressing a rapidly-changing healthcare environment and the looming health-care-provider crisis facing our state and nation, the CHS is committed to and works to achieve its mission of "promoting excellence in health and human services through

university teaching, research, and service with special emphasis on rural populations." For more information about the CHS, please visit <http://www.uwyo.edu/hs/>.

The College consists of the following:

Schools and Divisions

- [Division of Communication Disorders](#)
- [Division of Kinesiology and Health](#)
- Division of Medical Education and Public Health/Family Medicine Residency Programs
 - University of Wyoming participates in [WWAMI](#), a regional medical education program with the University of Washington School of Medicine. WWAMI is the primary means of access for allopathic medical education in Wyoming. UW Health Sciences also supports two [Family Medicine Residency](#) programs in Casper and Cheyenne.
- [Division of Social Work](#)
- [Fay W. Whitney School of Nursing](#)
- [School of Pharmacy](#)
- [Wyoming Institute for Disabilities \(WIND\)](#)

Centers

- [Albany Community Health Clinic](#)
- [Wyoming Center on Aging \(WyCOA\)](#)
- [IDeA Networks for Biomedical Research Excellence \(INBRE\)](#)
- [Center for Cardiovascular Research and Alternative Medicine \(CCRAM\)](#)
- [Area Health Education Center \(AHEC\)](#)

UW College of Health Sciences Vision

The College of Health Sciences' vision is encapsulated in the enduring World Health Organization statement, "Health is a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity." (WHO, 1948) The members of the College embrace this philosophy in order to meet the challenges and needs of the ever-changing, diverse populations of Wyoming and beyond. The College promotes optimal health and wellness through inter-professional teaching, research, and service within an inclusive and supportive environment. We embrace rich and diverse learning experiences that emphasize equity, justice, and genuine participation to prepare highly competent, culturally proficient leaders who can meet current and future health and human needs. The College is committed to advancing scientific knowledge and meaningful translational discoveries and the provision of professional, scholarly, and collaborative activities that serve the needs of its distinctive frontier state, the country, and world.

Position Summary

The Dean is the chief academic and executive officer of the College and is responsible for providing leadership in academic, intellectual, fiscal, clinical, administrative, outreach, and fundraising activities. S/he is also responsible for supervising the faculty and staff, and managing fiscal resources including physical facilities of the College. The Dean oversees the quality of the College's academic programs and faculty and supports the faculty in creating a rewarding environment for education, research and scholarship, and service to the University, the region, and the State. The Dean will be expected to lead the faculty and staff in effectively integrating the academic and clinical missions of the CHS in a way that leverages existing strengths and identifies new opportunities to create synergies that lead to greater research productivity, entrepreneurship, and statewide service, especially the area of rural health care.

The Dean will serve as a strong advocate for the College, its faculty, and its students to work toward strengthening inter-disciplinary efforts within the University and other community partners within the state of Wyoming. In addition, the Dean will also promote the visibility and reputation of the College both inside and outside the University through interactions with a broad array of constituencies in order to advance the College and University's reputation locally, regionally, nationally and internationally. With the incredible pace at which the health care landscape and health education are changing, UW's next Dean and the CHS are poised to serve as influential contributors in attaining a regional and national level of prominence in these fields.

The new Dean will also be expected to provide decisive leadership that:

- Inspires, enhances, and expands scholarship and research productivity;
- Develops, recruits, retains, and supports excellent faculty;
- Promotes and sustains teaching and advising excellence;
- Fosters an environment that enhances efforts to secure additional federal and private grant funding to increase research productivity and advance the College's research mission;
- Engages in development and fundraising activities to expand the donor base and increase philanthropic giving to the College;
- Strengthens relationships and creates opportunities for partnerships with alumni throughout the State and the nation;
- Promotes the unique mission of the College to internal and external stakeholders;
- Enhances the College's service and its efforts in addressing the health care needs of rural populations in the State of Wyoming and the region;
- Expands on the College's inter-professional and clinical efforts to identify and create new programs and opportunities for collaboration in research, education, and practice;
- Builds a collaborative culture and strengthens links to other units across the University.

Opportunities and Challenges of the Position

The Dean will have the exciting opportunity to join a University led by a strong executive leadership team that is home to a supportive campus community. UW is on an upward trajectory in pursuit of academic excellence and student success and seeks a dynamic leader who will capitalize on this momentum and work in collaboration with the faculty, staff and administration of the College and the senior administrative team to make an impact on the College, the University, the region, and the State. The next Dean will partner with UW's President and Provost in aligning the College of Health Science with the University's strategic plan, *Breaking Through: 2017 – 2022*, focused on breaking through barriers and exploring new frontiers of teaching and learning. As Wyoming's only public university, the Dean will join an institution with strong community and legislative support that is deeply committed to scholarship, teaching, and statewide service. Specifically, the new Dean will provide decisive and effective leadership in the following areas:

- **Vision / Plans for the Future** – The Dean will play a central role in working with the College's faculty and staff in developing an ambitious vision for the future that will embrace entrepreneurship, inter-professional education, a commitment to academic excellence, and growth. The Dean must also play a lead role in securing the financial resources necessary to support the College of Health Sciences in achieving its full potential.

- **Faculty Development** – The College’s dedicated faculty is one of its central strengths as they bring energy, innovation, and positive perspectives to the College and UW community. The Dean will play a key role in providing guidance and securing resources for the further development of faculty, both individually and as members of the UW community.
- **Increasing Research Productivity** – The Dean will lead College faculty in building research and enhancing research productivity through funding awards and scholarly publications. Through these efforts, the Dean and the College will have the opportunity to further strengthen UW’s research portfolio and its commitment to working across disciplinary boundaries.
- **Inter-professional and Inter-disciplinary Partnerships** – UW’s next Dean will inherit an organization that is ready to build upon existing strengths and identify new areas for enhancing academic partnerships. The Dean must be committed to communicating across university units and academic disciplines and will actively seek new inter-professional and inter-disciplinary opportunities for collaboration. In doing so, the Dean will contribute to the design, implementation, and evaluation of inter-professional education and inter-disciplinary efforts on campus as a means to effectively prepare students for the workplace and enhance the College’s commitment to academic diversity and excellence. Through their work, the Dean will bolster the College’s reputation for advancing the quality of rural health care within the region and enhancing the inter-professional education of current and future UW CHS graduates.
- **Student Success** – In order to ensure the growth, retention, and successful graduation of students, the next Dean will play a leadership role in improving academic services and prioritizing future program development within the CHS. The Dean, in collaboration with the faculty, will guide the College’s efforts in assessing student learning outcomes and employing their results to inform decisions in areas such as curriculum redesign, the development of innovative and entrepreneurial partnerships, and new College/programmatic offerings. In doing so, the Dean will lead the CHS in exploring new methods to promote excellence and distinction that will further elevate the CHS student experience in meaningful ways.
- **Fundraising and Relationship Building** – As its strongest advocate, the Dean is expected to engage in fundraising and external relations efforts to secure additional resources to support students, faculty, and programs in addition to elevating the visibility of the College as a whole. Given UW’s reputation and stature within Wyoming, the Dean will be able to enhance the College’s impact within the local community and state by providing outstanding leadership in this arena and building relationships, partnerships, and collaborations within the region with partners across the state.

Qualities and Characteristics

The successful candidate must be able to recognize and act upon the unique characteristics of UW, its region, environment and student populations. This individual will have a broad understanding of and be responsive to the competitive challenges, technological opportunities, and cutting-edge practices required for institutions and students to be successful in the rapidly-changing academic and health sciences landscape.

Specifically, it is desired that the Dean possess the following experiences, abilities, and skills:

- The ability to act effectively using the College's new vision and strategic plan while providing enhancement to that plan over time;
- A strong record of distinguished research and scholarly publications that exhibit a commitment to academic excellence;
- A commitment to academic quality, including outstanding teaching, scholarship, and service;
- The ability to effectively inspire and lead students, faculty, and other College constituents;
- The ability to work closely and build effective alliances with faculty in an environment of shared governance;
- An understanding and appreciation of experiential learning and its power to enhance student learning;
- The ability to develop shared strategic goals and opportunities and identify effective collaborations to integrate programs and services internal and external to the College;
- The ability to support the development of the highest level of faculty and student potential;
- The ability to be a consensus builder but make decisions in a decisive and timely manner;
- A commitment to inter-professional efforts and the identification and creation of opportunities for meaningful cross-curricular collaboration in research, education, and practice;
- The ability to grow the research enterprise and a professional record of externally funded research;
- Form effective industry partnerships;
- Respect and support for the University's traditions and goals.

Qualifications

UW seeks a Dean with exemplary academic achievements, together with strategic leadership ability; outstanding interpersonal and communication skills; entrepreneurial spirit and high energy with the ability to serve as a visionary and strategic thinker; and a passion for the mission of the College and University. S/he will be able to work effectively with a broad range of constituents, including senior leadership, faculty, students, staff, alumni, donors, and external partners. The successful candidate should have:

- An earned doctorate and academic qualifications appropriate for appointment as a tenured full Professor at the University of Wyoming in one of the academic departments of the College;
- A strong record of distinguished research, teaching, and scholarly publications that exhibit a commitment to academic excellence;
- A record of substantial administrative achievement, with a proven ability to recruit and manage a faculty from diverse clinical and academic disciplines;

In addition, the candidate should bring several of the following skills and qualities:

- Strategic planning skills, a strong knowledge of budgets, and the ability to prioritize College resources accordingly; demonstrated experience in aligning academic and budgetary priorities and an aptitude for entrepreneurship;

- Experience in and an appetite for fundraising; the ability to contribute to and lead the development efforts and other extramural funding activities, including strengthening alumni relations and building relationships with partners;
- A demonstrated commitment to promoting diversity and the proven ability to enhance diversity among students, faculty, staff, and leadership;
- Experience in faculty development and a proven track record for leadership in assessing, formulating, and implementing and assessing academic policies, programs, and scholarly activities;
- A track record of engaging internal and external constituents, stakeholders, and community partners and a commitment to accessibility and visibility;
- Demonstrated experience in external and community relations to build strong and productive ties, propel the College's outreach efforts, and capitalize on the region's willingness to partner with the College and University.

Preferred Qualifications

- Knowledge and experience serving the health needs of rural communities;
- Experience working in an academic environment spanning multiple sites and geographic locations;
- A history of external fundraising to support program initiatives, faculty scholarship, and student success;
- Experience working with an incentive-based budgeting model.

The University

Established in 1886, the University of Wyoming is a land-grant, doctoral/research university, Division I member of the NCAA—Mountain West Conference, set in the front range of the Rocky Mountains at 7,200 feet. UW is the only four-year public university in the state and combines major-university benefits and small-school advantages. The Wyoming Cowboys and Cowgirls are Wyoming's home teams with a strong and passionate fan base throughout the state, with 17 intercollegiate varsity sports. There is considerable private and public support to expand the athletic facilities to ensure continued success in the conference.

UW had a fall 2017 enrollment of 12,397 students, evenly divided between male and female students, from all 50 states and 91 countries. It offers 192 majors, including 21 certificate programs, 78 bachelor's programs, 57 master's programs and 36 doctorate/professional programs. It is institutionally accredited and four colleges hold specialty accreditation. External research funding was over \$95 million in FY16. Annual private giving for the same period exceeded \$63 million. With the support of the Wyoming legislature and private donors and through institutional bonding (UW currently enjoys a Standard and Poor's rating of AA-, with a positive outlook), the University has received \$925 million in capital construction and major maintenance funds over the past decade.

The University's FY18 Operating Budget is \$471.6 million of which 46% comes from State appropriations. Exceptional state support makes it possible for UW to offer one of the lowest tuition rates in the country - \$5,217 for resident undergraduates and \$16,827 for non-resident undergraduates. In addition to the operating budget appropriation, the State funds the Hathaway Scholarship program. In 2016, the last year for which there are records, 3,174 resident students received scholarships between \$1,680 and \$3,360 (amount is based upon high school achievement). An additional margin of excellence is provided by UW's endowments, which rank among the highest per full time student in US public universities at over \$500 million.

Since UW serves as both Wyoming's land-grant and flagship university, the continuing challenge is to meet the highly diverse academic needs of the state's students and communities while focusing on areas of excellence. In addition to the main campus in Laramie, the University maintains the University of Wyoming-Casper, ten outreach education centers across Wyoming and Agricultural Extension Offices in the state's 23 counties and the Wind River Indian Reservation. It also has strong relationships with Wyoming's seven community colleges, economic and business development groups throughout the state, and the NCAR-Wyoming Supercomputing Center in Cheyenne.

For more information about the University of Wyoming, please visit <http://www.uwyo.edu/>.

Laramie, Wyoming

The University of Wyoming is located in Laramie, on a high plain at 7,220 feet between 2 mountain ranges, about 20 miles west of a geologic feature known as the Gangplank, which forms a bridge between the Great Plains to the east and the Rocky Mountains to the west. This formation made it possible for the Union Pacific Railroad to lay track crossing the Laramie Mountains between Cheyenne and Laramie which, in turn, led to the establishment of Laramie as one of the "Hell on Wheels" railroad towns in the spring of 1868, a year before the Union Pacific and the Central Pacific connected at Promontory Point, Utah on May 10, 1869.

Today, Laramie is a small, vibrant university town with a population of 32,382 people. The University campus covers 835 contiguous acres with 189 buildings containing a little over 7 million square feet. Laramie is 50 miles west of Cheyenne, the state capital, 130 miles from Denver and 2 hours from Denver International Airport. For those who love the outdoors, Laramie is minutes away from 2.9 million acres of national forests, more than 100 miles of trails, lakes, rivers and opportunities for hiking, climbing, camping, mountain biking, fishing, hunting, skiing, snowboarding and snowmobiling.

Most importantly, Laramie is an extremely friendly, close-knit college community and a great place to raise children and Wyoming spends more per public school student for education than any other state in the union. It takes very little time for newcomers to become members of a community that welcomes people for who they are, not what they have.

Application and 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. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence. Applications will remain confidential until the selection of the finalists, whose names and application materials will be made public.

Applications and letters of nomination should be submitted to:



executive search consultants

Alberto Pimentel, Managing Partner
Salvador Venegas, Senior Associate
Storbeck/Pimentel & Associates
6512 Painter Avenue
Whittier, CA 90601
Email: apsearch@storbeckpimentel.com
Refer to code "**UW-DeanCHS**" in subject line

The University of Wyoming embraces the principles of affirmative action and welcomes applications from qualified individuals of any race, color, religion, sex, national origin, disability, age, veteran status, or sexual orientation.