

University of Wisconsin-Milwaukee Dean, College of Health Sciences

The University of Wisconsin-Milwaukee seeks an accomplished, committed, and collaborative Dean to balance and promote research, education, and service; provide participative and collegial leadership; cultivate internal and external partnerships; support diversity among administration, faculty, staff, and students; and raise funds for the College.

Collaborative ... Dedicated ... Communicator ... Team Player ... Empowering
Engaged ... Trustworthy ... Fundraiser ... Seasoned ... Relationship Builder ... Scholarly
Inclusive ... Affable ... Strategic Decision-Maker ... Transparent ... Supportive

The Position

As the chief academic officer for the College of Health Sciences, the Dean provides leadership for the College and exercises responsibility for its academic and administrative operations, including personnel, budget, programs, and physical facilities. The Dean provides vision in setting priorities, and leadership in maintaining academic standards and strengthening faculty scholarship and research. Areas of responsibility include leadership for programmatic development at both the undergraduate and graduate levels, as well as outreach and continuing education; establishment and expansion of research, clinical practice, and educational programs; and growth of extramural funding and fundraising. Working in partnership across the University, the Dean represents the College within the University, the University of Wisconsin System, the external community and region, as well as with alumni and external agencies and organizations. The Dean reports directly to the Provost and is a member of the Academic Dean's Council.

The Qualifications

The University seeks individuals with a strong record of professional accomplishment; commitment to excellence in both research and education; and outstanding management, leadership, and fundraising skills. The Dean must be an educational leader with integrity and a high standard of excellence.

Required Qualifications

- Professional and scholarly achievement sufficient to be tenured as a full professor in a department within the College.
- Record of effective leadership, strategic and evidence-based decision making, conflict resolution, and problem solving; and success in balancing and promoting research, education, and service within an organization.

Preferred Qualifications

- Demonstrated ability to work with a wide range of disciplines and degree programs at graduate and undergraduate levels, including professionally accredited and licensure programs.
- Commitment to, and capacity for, leadership in the sustained development of scholarly research and a research support infrastructure, including a demonstrated capacity in developing others' scholarly research and supporting and investing in multi- and interdisciplinary research collaborations.
- Experience managing budgets, resources, and services among diverse working groups.
- A dedication to participative and collegial leadership and transparency, as well as experience working effectively with shared governance.
- Commitment to promoting and supporting a diverse administration, faculty, staff, and student population.
- Demonstrated experience building partnerships across academic disciplines and administrative units, including with regional academic and non-academic partners.
- Fundraising experience that includes working with a fund development team to determine priorities and prospects, and donors to secure private philanthropic gifts.
- Experience collaborating with a community that includes alumni engagement efforts, creation of relationships with regional organizations, attendance at events as an ambassador for the institution, and development of connections with corporate leaders.
- Demonstrated understanding of the importance for balancing a research and educational access mission and the institutional dynamics of an organization that is continually evolving.

The College

Within the University of Wisconsin System, the University of Wisconsin-Milwaukee College of Health Sciences offers the broadest array of career-preparatory programs in the health professions and health sciences. Formally established in 1975, the College has 107 faculty and staff, 1,646 undergraduate students and 348 graduate students. The College is widely known for its excellent teaching and student-learning environment, innovative research programs, significant community engagement, and service to the various health care professions. Consisting of the academic departments of Biomedical Sciences, Communication Sciences and Disorders, Health Informatics and Administration, Kinesiology, and Occupational Science and Technology; the College offers six undergraduate and seven master's degree programs, three doctoral programs, two joint degree programs, and numerous specialized certificate programs.

The academic programs all have numerous affiliations with health care institutions and medical centers throughout Milwaukee and the nation. Community partners number in the hundreds and there are a host of clinics where faculty and students interact with patients in an educational setting. The College hosts seven research and teaching centers including: Center for Aging and Translational Research, Center for Biomedical Data and Language Processing, Center for Forensic Science, Center for Urban Population Health, Healthy Urban Bodies, Performance & Injury Center, and Rehabilitation Research Design and Disability Center. Faculty and students also interact with patients in a variety of educational settings, including the UW Milwaukee Audiology Group, which serves as a real-world training facility for UWM graduate students, and the Speech and Language Clinic, which provides clinical services to the Milwaukee area community.

The College's professional programs are nationally ranked and report to eight professional accreditation agencies. Graduates perform far above the national average on national board certification examinations in the various accredited disciplines and are extremely competitive in the global market. The Occupational Science and Technology program is the largest in Wisconsin and known for its unique specialization areas. In 2017, the Communication Sciences and Disorders Program graduates had a Board Exam passing rate of 100% and their average scores were 30-40 points higher than the national average. Since 2012, the Medical Laboratory Sciences Program's graduation rate for students accepted into the program is 100% and the job placement rate for graduates is 95% within six months of graduation.

The College's mission is to enrich the health and well-being of people in Wisconsin and the world through innovative research, outstanding education, and exceptional service, and to inspire others to carry out this work. The vision is to become the leading urban health sciences college where a diversity of students, scientists, and professionals combine learning, discovery, and technology to improve the health and well-being of the surrounding communities. The mission and vision are guided by a commitment to the values of integrity; collaboration to achieve excellence; diversity of thought, perspective, and culture; and accessibility to promote optimal engagement.

Faculty and staff engage in collaboration across the University and global community to create an interdisciplinary approach to the mission. Comprised of the College of Health Sciences, College of Nursing and School of Public Health; UWM Partners for Health is the result of a growing exchange of collegiate knowledge and resources with those in the public and private sectors. UWM Partners for Health strives to prepare students through inter-professional education that emulates real health care environments; conduct innovative research; promote healthier living while serving and educating the community; and provide expertise and resources to drive health policies locally and globally.

The College has built synergistic partnerships with hundreds of area health care

facilities, public school programs, colleges and universities, community programs, and government and industry affiliates. These partnerships have resulted in innovative approaches to research and education. Healthy Urban Bodies is an experiential learning and research environment where students are provided the opportunity to design and lead educational, experiential, and behavior change programs in the areas of exercise and fitness, healthy eating, disease prevention, and more. The program provides an array of wellness-related services and programs to University employees and the Milwaukee community.

The College includes nationally recognized full-time and part-time faculty members known for outstanding achievements and breakthrough scientific research in their fields. Among the faculty are a Shaw Scientist, a UWM Distinguished Professor, and several who have received teaching awards. Faculty actively publish in top journals in their respective disciplines, serve as associate editors or editorial board members of many prestigious academic publications, serve on national and international taskforces, and publish books and book chapters that are frequently cited within their fields. Recent achievements include: innovative curriculum delivery incorporating collaborative competency-based FLEX options, ranking second in eLearning credit delivery among UWM schools and colleges, and establishing an Inter-Professional Education and Practice initiative. Ranking among the top four UWM schools and colleges for extramural grant submissions, College faculty and staff received \$3.8 million in extramural funding from a variety of local, regional, and national funding sources, including some of the most competitive funding sources such as NIH, NSF, and the U.S. Departments of Education and Health and Human Services.

For additional information about the College of Health Sciences, please visit <https://uwm.edu/healthsciences/>

The University

The University of Wisconsin-Milwaukee was recently designated a R-1 Doctoral University – Highest Research Activity by the Carnegie Classification of Institutions of Higher Education. Of the 115 universities designated as R-1, the University is among a minority located in an urban setting and one of only 10 with a dedicated urban access mission. As one of only two doctoral-granting institutions in the University of Wisconsin System, the University is Wisconsin's premier urban research institution with a more diverse student body than any other UW-System school. The University is Wisconsin's only public urban research university and has an established international reputation for excellence in research, community engagement, teaching, and entrepreneurship. Founded over 60 years ago in the belief that Milwaukee would need a great public university to become a great city, the themes of quality education, excellence in research, and community service guide all University activities. With a budget of \$667 million, the University educates more than 25,000 students and is an engine for innovation in southeastern Wisconsin.

The University's dual mission includes research and access in service of the goal of meeting the diverse needs of Wisconsin's largest metropolitan area by furthering opportunities at all levels for students who may be financially or educationally disadvantaged. The University is a central catalyst and partner in the Milwaukee 7, a regional collaboration focused on enhancing the economic well-being of the City of Milwaukee and the seven counties that comprise Wisconsin's southeast region. The University was named by *Princeton Review* a 2018 Best Midwestern university based on overall academic excellence and student reviews and, by the *Times Higher Education*, among the world's 600 best universities. Committed to the full inclusion of LGBT+ campus constituents, the University was the first university in the nation to implement an inclusive housing policy and was named as one of the top 30 LGBTQ-friendly postsecondary institutions in the United States.

The University has built bridges and nurtured partnerships with nonprofits and service providers across southeastern Wisconsin for over 30 years. The White House and Carnegie Foundation recognized the University in 2015 for this work with two major commendations, a spot on the President's Higher Education Community Service Honor Roll and a community engagement classification from the Carnegie Foundation for the Advancement of Teaching. On average, students volunteer more than 60,000 hours per year, and faculty, staff, and students partner with more than 4,000 schools, businesses, community groups, and organizations.

The University's 193 degree programs include 93 undergraduate degrees, 64 masters' degrees, and 36 doctoral programs across 14 schools and colleges. Students also earn associate degrees at new campuses in Waukesha and Washington County. As a doctoral research university, whose mission spans research and access, the University enrolls a diverse mosaic of students. Fall 2017 enrollment was 25,412: 20,758 undergraduates and 4,635 graduate students. The University also enrolls about 1,400 international students. Many students earn prestigious awards from institutions such as the Ford Foundation, the National Science Foundation, and the Big Ten Consortium for Institutional Cooperation. Alumni include leaders in higher education, government, and research institutions as well as elite private corporations and tribal services and industries. Honoring diversity both in terms of student population and experiences offered, students of color comprise about 34% of overall enrollment. The University provides a number of enriching academic and research opportunities and internships for high achieving students at all levels such as UR@UWM, Support for Undergraduate Research Fellows, the McNair Program, and Honors programming. With 80% of students remaining in Wisconsin after graduation, the University's students are key drivers of Wisconsin's economy.

A prominent feature of the University of Wisconsin System is shared governance, a unique system in U.S. higher education that is formalized in state law. Chapter 36 specifies that the faculty, academic staff, university staff, and students have primary

responsibility for advising the Chancellor regarding academic and educational activities and the formulation of policies, activities, and personnel matters that affect each of these groups within the University community. Such a system of governance requires an administrative environment that cultivates and sustains collaborative, consultative, and inclusive relationships with the University's faculty, academic staff, and students.

The University, under the leadership of the Chancellor and the Development team, raised more than \$170 million in the quiet phase of a comprehensive fundraising campaign. The Chancellor recently announced the \$200 million goal for the campaign, *Made in Milwaukee, Shaping the World: The Campaign for UWM*. The Office of Development and Alumni Relations works in collaboration with internal and external stakeholders to maximize private support for all schools, colleges, units, and programs. With over 185,000 living alumni, the alumni relations staff works closely with the Deans and the development officers to engage and cultivate alumni through programs and events.

The University's Panther Athletics is recognized as one of the top programs in the Horizon League. Since joining the League in 1994, the Panthers have claimed 91 Horizon League Tournament championships and 45 regular-season titles. Teams have made 59 NCAA Tournament appearances, and student-athletes have posted a 3.0-or-higher GPA for 35 consecutive semesters.

For additional information about the University of Wisconsin-Milwaukee, please visit <https://uwm.edu>

The Setting

The 104-acre main campus is located within a beautiful residential neighborhood on Milwaukee's east side and features 75 buildings totaling over 8 million gross square feet. An aggressive building program over the past decade provided new facilities including the Kenwood Interdisciplinary Research Complex, Kenilworth Square, and Cambridge Commons to support strong academic programs in business, architecture, performing arts, and the sciences, as well as student housing and athletics.

The campus is a short walk from Lake Michigan, near numerous historic areas, and is located only three miles from downtown Milwaukee. Residents describe the Milwaukee area as a wonderful place to live, characterized by easy access to a wide variety of entertainment, recreational, and cultural activities that support a superb quality of life.

Nestled on the coast of Lake Michigan and only 90 minutes from Chicago, Milwaukee is a vibrant city buzzing with growth. The largest city in Wisconsin and ranked seventh in the top 10 most exciting cities in America, Milwaukee boasts a beautiful lakefront, unique neighborhoods, and many exceptional restaurants. With the world-class

Milwaukee Art Museum, the Milwaukee Film Festival, and a thriving music scene, it's no wonder Milwaukee was named a top 12 art city in the United States.

The Invitation

Application, confidential conversation, or nomination.

To apply, please submit a complete curriculum vitae, a letter of application, and a list of at least five references (none of whom will be contacted until a later stage of the search and not without candidate permission). The letter should summarize your professional qualifications and the accomplishments that reflect the skills, background, and experience to be successful in this key position. Successful applicants will provide specific examples of past work experience as it relates to the position responsibilities and qualifications listed above. Send your application materials to me at the email address below. The deadline for receipt of applications is **Tuesday, November 27, 2018**. First consideration will be given to those who apply by this date. The position will remain open until filled.

To arrange a day and time for a **confidential conversation**, please contact me at the email address below.

If a colleague comes to mind you feel might have an interest, I would welcome your **nomination**. Please forward your nomination to me at the email address below or contact me by phone.

Thank you for your consideration,

Gary R. Rhoads, Search Consultant
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570-484-6414

The University of Wisconsin-Milwaukee is an AA/EOE employer: All applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.