

CHARLES R. DREW UNIVERSITY OF MEDICINE AND SCIENCE

DEAN OF THE COLLEGE OF SCIENCE AND HEALTH



The Charles R. Drew University (CDU) (<https://www.cdrewu.edu/>) invites applications and nominations for the position of **Dean of the College of Science and Health (COSH)**. COSH currently offers degree programs in biomedical sciences, psychology, public health, physician assistant, and radiologic science and is poised for significant growth under the leadership of the Dean.

POSITION SUMMARY & RESPONSIBILITIES

CDU seeks a visionary Dean with the highest academic standards who will provide active and engaged leadership, have an unwavering commitment to a diverse group of faculty, staff, and students, and work to enhance the successes and outcomes of the College in key areas of scholarship, education, and practice. The Dean serves as the chief spokesperson and advocate for the College both within and outside of the University and ensures that it continues to serve as a vital resource and component to the institution and under-served populations of the state. CDU seeks an accomplished leader who fosters innovation and collaboration in a shared governance environment.

Reporting to the Executive Vice President for Academic Affairs/Provost, the Dean is responsible for guiding, directing, and overseeing the educational programs and auxiliary units in the College of Science and Health, providing leadership in the educational and professional missions of the College, overseeing the personnel policies and procedures of its faculty and staff and developing and administering the budget of the College. With input from the faculty, the Dean is responsible for academic program development and review; faculty recruitment; development and evaluation of faculty; and student relations. In cooperation with the Provost, the Dean is responsible for academic and administrative planning; budgeting; administration and implementation of department, college, and university policies; fund-raising and external relations. The successful candidate in this position will lead the College to a new level of excellence with new programming, outreach, and recruitment. The candidate will focus on making all the programs in the College of Science and Health 'destination programs' emphasizing health disparities.

The Dean of the College of Science and Health is expected to advance the founding principles, values, and mission of Charles R. Drew University. (<https://www.cdrewu.edu/about-cdu/our-vision-mission-and-values>) The Dean is expected to show clarity in presentations, treat students and colleagues with respect and compassion, and demonstrate the ability to work with a variety of people and issues. The Dean should be objective, deal with differing viewpoints, be flexible, and manage the evolving growth of the College.

CDU seeks a dynamic, mission-driven leader who will build upon the College of Science and Health's strengths to provide exceptional professional educational experiences, grow undergraduate programs, recruit, and develop outstanding faculty, and promote faculty-driven scholarly and creative endeavors. The selected individual will be a consultative decision-maker and will work collaboratively with faculty, staff, students, and administrators. The Dean will have unquestioned integrity and exemplary interpersonal and communication skills.

ADDITIONAL RESPONSIBILITIES

- Develops and implements strategies and programs to build the College into an academically strong and financially solid business enterprise;
- Provides leadership and support for the various Chairpersons, Program Directors, and auxiliary units in maintaining an excellent instructional and research program;
- Meets all regulatory and compliance expectations including federal, local, institutional, programmatic, and regional accrediting body requirements;

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- Prepares recommendations and supporting data concerning budgets, facilities, and personnel needs;
- Provides direction to and receives recommendations from appropriate College committees and makes separate recommendations to the Provost and Dean's Council;
- Determines instructional position and research needs and allocates staff, funds, and personnel to the various programs;
- Guides the various Directors and Chairpersons in the recruitment and evaluation of personnel and makes recommendations to the Provost and President concerning appointment, retention, promotion, and other personnel transactions;
- Supervises preparation for site visits and program development related to professional accreditation, certification, credentials, and licensure;
- Provides leadership in establishing and enhancing community relationships, including fieldwork agencies;
- Promotes liaison with the University/College community and with appropriate national and state agencies;
- Provides direction for the development and implementation of policies concerning student admission, recruitment, retention, and evaluation;
- Develops and implements strategies to secure resources in support of the College;
- Serves on administrative advisory groups and committees;
- Retains liaison with the Office of the Executive Vice President, Office of the Chief Financial Officer, and the Office of Development.

EDUCATION

The Dean supports and oversees the delivery of comprehensive and state-of-the-art educational programs—both undergraduate and graduate—and ensures compliance with accrediting organizations and promotes the delivery of a curriculum and learning environment designed to produce graduates of the highest caliber.

TALENT DEVELOPMENT

The Dean assures that key leadership roles within the College are filled by a diverse group of nationally recognized faculty and staff who are mentored and supported to deliver excellent clinical training programs and cutting-edge research. The Dean should recognize the breadth of health promotion and human services disciplines, actively recruiting and working to motivate and retain top-quality faculty and program leaders so that the College has the talent to carry out strategic plans and grow the visibility and reputation of the programs at a national level.

RESEARCH ADVANCEMENT AND GRADUATE EDUCATION

The Dean supports the pursuit and advancement of world-class research by assisting principal investigators and other faculty in efforts to secure grant funding and creating a culture of active, meaningful research enterprise within the College. The Dean supports and encourages not only discipline-specific research, but also interdisciplinary research activities, and builds innovative partnerships among the units of the College and with other units across campus. The Dean enhances the College's graduate programs and makes necessary changes to ensure the ongoing excellence, relevance, and sustainability of graduate programming.

FISCAL OVERSIGHT AND COMPLIANCE

The Dean leads the financing and budgeting processes for the College, taking divergent views on financial decisions into consideration while effectively managing and leveraging allocated resources. The Dean ensures that applicable policy, procedures, regulations, and laws are followed.

PHILANTHROPY, GOVERNMENT, AND ALUMNI RELATIONS

The Dean works with fellow institutional leaders to facilitate advancement programs and present the College's case for major financial support to potential donors, advocates on behalf of COSH with the state legislature, state agencies and stakeholders and helps lead alumni relations engagement programs focused on increasing the depth and diversity of the relationships within the College and CDU.

PREFERRED QUALIFICATIONS AND EXPERIENCE

Preferred candidates for Dean of the College of Science and Health should have the following attributes:

- Earned doctorate from an accredited institution in a relevant field to science and health and academic publication record sufficient to warrant appointment at the associate or full professor. Full professor is preferred;
- Eight years directly related experience in health professional education and research. Health disparities research a strong plus;
- Three years of experience directing academic units as a dean, associate dean, or department chair;
- Evidence of leadership excellence in teaching, research, or administration, recognized at a national level;
- Demonstrated commitment and experience to the enrichment of diversity of faculty and staff. Demonstrated knowledge and relevant abilities regarding diversity and diversity related issues that are important to the success of the university, including but not limited to national, regional, and state demographic trends, and diversity in the workforce;
- Dynamic, visible leader with excellent interpersonal skills, emotional intelligence, and ability to interact with staff and faculty at all levels and cultures, with a demonstrated record of building collaborations and partnerships to help shape the university and meet future demographic challenges;
- Knowledge of educational program administration, curriculum development, teaching and clinical practice. Experience in negotiation with clinical education sites is a strong plus;
- Knowledge of current developments, trends, and complexities within the healthcare industry and health-related education in a global economy;
- Excellent organizational, analytical, oral, and written communication skills in order to be an articulate and persuasive communicator and problem solver;
- Demonstrated leadership in teaching, research, public service, and commitment to serving underserved communities;
- Demonstrated commitment to extra-curricular responsibilities on behalf of the College and University.

OTHER PERSONAL CHARACTERISTICS DEEMED IMPORTANT

- Commitment to excellence on both a personal and professional level, with the highest level of personal integrity and ethical standards, and be known for compassion, fairness and objectivity;
- Proactive, innovative, creative and visionary, with an ability to apply creative solutions to complex problems and constructively embrace and lead change initiatives;
- Collegial, inclusive, and personally committed to ensuring diversity, both in perspectives and in personnel, with the ability to bring out the best in others and develop a spirit of collaboration within and among stakeholders;
- Facilitator and problem-solver who earns the trust of the community by instilling a sense of “fair play” and placing the goals of the institution ahead of those of any individual, group or department;
- Executive presence with an engaging personal presentation style that encourages consensus-building and cooperation;
- Commitment to create with other health science leaders more collaborative training and joint educational experiences among the health science students to promote more effective and better coordinated care for the patients they will serve at the completion of their training.

ABOUT CHARLES R. DREW UNIVERSITY OF MEDICINE AND SCIENCE

Charles R. Drew University of Medicine and Science is a private, nonprofit, community-founded, student-centered University committed to cultivating diverse health professions leaders who are dedicated to social justice and health equity for underserved populations through outstanding education, research, clinical service, and community engagement. CDU is also a leader in health disparities research with a focus on education, training, treatment and care in cancer, diabetes, cardiometabolic and HIV/AIDS.

In the five decades since the school was incorporated in 1966, CDU has graduated more than 600 physicians, 1,225 physician assistants and nearly 1,600 other health professionals, as well as training over 2,700 physician specialists through its sponsored residency programs. Its School of Nursing has graduated over 1,300 nursing professionals, including over 950 family nurse practitioners.

CDU has earned designation as a minority-serving institution by the U.S. Office for Civil Rights, and is recognized by the Department of Education (DOE) under Title III B as a Historically Black Graduate Institution (HBGI). The University is a member of the Hispanic Association of Colleges and Universities.

Over 80 percent of CDU students and over 71 percent of CDU faculty are from communities of color. CDU is the second most diverse four-year private nonprofit college in the nation, according to The Chronicle of Higher Education (August 2017.) In fact, a California Wellness Foundation report estimated that one-third of all minority physicians practicing in Los Angeles County, are graduates of the CDU medical school and/or residency training programs. And more than 80 percent of CDU students report returning to practice and provide much-needed care in underserved communities following graduation.

CDU has been ranked nationally in two studies for student income post-graduation. A Brookings Institute college evaluation system called CDU a "hidden gem," positioning the University third in the nation for providing the greatest value-added boost to alumni in occupational earnings power. And in a U.S. Department of Education College Scorecard, CDU placed in the top 20 (15th) among California universities in "salary after attending."

The CDU curriculum, often referred to as "the CDU Advantage," is a distinctive and specialized education that cultivates and develops medical and health professions leaders who are able to conduct and translate empirical works in their drive for social justice and health equity. It has been defined by five characteristics: research training and engagement; education in and for social justice and cultural diversity; global and international education; community engagement in underserved areas; and health policy knowledge and advocacy.

The University is named after Dr. Charles R. Drew, a pioneering African-American physician who overcame long odds and racism in the early and mid-20th century to produce seminal work on blood banking and blood plasma storage and transfusion. He was also a distinguished surgeon and chair of surgery at Howard University. CDU continues to honor his legacy by breaking new ground in health professions education and working to eliminate health disparities in all communities.

PROCEDURE FOR CANDIDACY

Applications should include a letter of application and curriculum vitae. Applications and nominations will be accepted until the position is filled. Confidential review of materials and screening of candidates will begin immediately. **Harris Search Associates** is assisting Charles R. Drew University for this search.

Please send application to the email address below or contact **Jeffrey Harris, Managing Partner** or **Eric Christ, Senior Consultant** for further details.

Jeffrey Harris, Managing Partner

Tel: 614-798-8500
Cell: 614-354-2100
Email: jeff@HarrisSearch.com
www.HarrisSearch.com

Eric Christ, Senior Consultant

Tel: 614-798-8500
Cell: 614-800-9974
Email: eric@HarrisSearch.com

EEO STATEMENT

Charles R. Drew University is committed to Equal Employment Opportunity. Applicants will be considered without regard to gender, race, age, color, religion, national origin, sexual orientation, genetic information, marital status, disability or covered veteran status.

FAIR CHANCE STATEMENT

Charles R. Drew University of Medicine and Science will consider qualified applicants, including those with criminal histories, in a manner consistent with state and local "Fair Chance" laws.