



UNIVERSITY OF MINNESOTA
Driven to DiscoverSM

Invitation to Apply for the Position of

Dean, College of Pharmacy
University of Minnesota
Minneapolis, Minnesota

Search Summary

The University of Minnesota, the public land-grant research university of the State of Minnesota, invites applications and nominations for the position of Dean of the College of Pharmacy, a college that is a leader in excellent and innovative pharmacy education, research, and practice development for communities in Minnesota and throughout the world. Located in the major commercial and cultural center of Minneapolis-St. Paul, with a second campus in Duluth, the College of Pharmacy ranks second among pharmacy schools in the nation. It is part of a globally engaged research university that ranks among the most comprehensive in the country.

Reporting to the Executive Vice President and Provost, the Dean is the College's chief academic and administrative officer. The Dean provides intellectual leadership and vision; is responsible for overseeing the College's strategic, operational, and financial direction; and collaborates with faculty, staff, and students to advance the excellence of programs and activities. The College's senior leader within University governance, the Dean also functions as lead representative among internal and external constituencies. These include the University community, the pharmacy community in Minnesota, national and international stakeholders, and the broader public.

Founded in 1892, the College of Pharmacy has a rich history of educating pharmacist leaders, and, since its founding, has been a national leader in education, practice, and policy. As the only pharmacy school in Minnesota, with programs in the Twin Cities and Duluth, the School has educated an estimated two-thirds of the more than 7,500 active pharmacists in the state and is positioned to serve the needs of Minnesotans in both urban and rural areas. Alumni are health care industry leaders as well as practitioners, leading their profession and serving their communities.

The College of Pharmacy is located within one of the largest academic health centers in the U.S., with nationally recognized programs in public health, medicine, nursing, dentistry, and veterinary medicine. The College's faculty and staff are committed to advancing science, teaching, policy, and practice development and to advancing the education of students who discover, apply, and disseminate new knowledge.

The successful candidate will possess an earned doctoral degree and have at least ten years' experience in the teaching, research, service, or clinical practice of pharmacy. Candidates will present a distinguished professional record and exemplary intellectual leadership, combined with the capacity to manage an academic enterprise within a large complex public university, with multiple constituencies. The ideal candidate will be a visionary, transformative, and inclusive leader with the ability to collaborate successfully with faculty and other stakeholders to sustain creativity, innovation, and progress. The University seeks a new dean to join the college starting January 2017, or as soon thereafter as possible.

The Executive Vice President and Provost has formed a diverse and representative search committee, chaired by John Finnegan, Dean of the School of Public Health, and has retained Greenwood/Asher, a national executive search firm, to assist in the recruiting of a dean. All inquiries, applications, and nominations should be directed in confidence to Greenwood/Asher, as noted at the end of this document.

The University of Minnesota

Founded in 1851, the University of Minnesota ranks among the most prestigious research universities in the world. It is both a major research institution, with scholars of national and international reputation, and a state land-grant university with a strong tradition of education and public engagement. One of few major public land-grant research universities located in a major metropolitan area, the University is a crucial partner with its communities and an important institution in the dynamic Twin Cities region and state, with strong relationships across academia, government, business, and non-profit sectors.

The University enrolls approximately 67,000 students, including nearly 51,000 in the 17 colleges and schools of its flagship campus in the Twin Cities. With 150 undergraduate, 179 masters, and 103 doctoral degree programs on the Twin Cities campus, as well as professional programs in law, dentistry, education, medicine, nursing, social work, pharmacy, public health, and veterinary medicine, the University offers its students tremendous breadth and depth of opportunity, spanning the liberal arts, sciences, agriculture, and a range of professions. With its 23,000 employees, large student population, and research centers and health care services, the University has an annual statewide economic impact of \$8.6B. In FY 2014, the most recent year for which figures are available, the University had \$877M in externally sponsored research.

Reflecting its land-grant heritage, the University has a deep commitment to outreach and engagement that connect the institution and its students to the community, the state, nation, and world. The institution's scope and breadth are well aligned with its statutory role as the primary state-supported academic institution for research, advanced education through the doctoral degree, and extension activities benefitting the state of Minnesota.

The University of Minnesota system comprises five campuses: in the Twin Cities (UMTC), the flagship campus; Crookston (UMC), Duluth (UMD), Morris (UMM), and Rochester (UMR). In addition, the University encompasses regional extension offices, research and outreach centers, clinics, labs, and K–12 educational outreach programs throughout the state.

As a comprehensive and globally engaged research university with many renowned and top-ranked academic programs, the University of Minnesota-Twin Cities has a geographically diverse graduate and professional enrollment profile and ranks 16th as a destination for international students in the United States, with about 7,000 students from 137 countries enrolled in fall 2015. Eighteen percent of students on the Twin Cities campus are students of color or Hispanic, and 12.7% are international students. In 2015, for the fourth year in a row, the University of Minnesota-Twin Cities received the Higher Education Excellence in Diversity Award from *Insight into Diversity*. In the respected Shanghai Jiao Tong rankings, the University of Minnesota is ranked 30th in the world among all universities, and 9th among all public universities in the United States.

The University of Minnesota-Twin Cities has recently completed a comprehensive strategic planning process that will chart its course for the next decade as a vitally-engaged, metropolitan-based 21st century land-grant research institution. The plan commits the University to marshaling its strengths to address society's grand challenges. The four main pillars of the plan support a focus on exceptional research and curriculum, integrating grand challenges; reciprocal engagement with our various local and global communities; attracting and retaining field-shaping researchers and teachers; and building an invigorated campus culture of innovation and achievement, rejecting complacency. (strategic-planning.umn.edu).

For more information about the University of Minnesota, please visit: www.umn.edu

The College of Pharmacy

The College of Pharmacy offers Ph.D., M.S., and Doctor of Pharmacy (Pharm.D.) programs on both the Twin Cities and Duluth campuses of the University of Minnesota—"One College, Two Campuses." The University of Minnesota offers a supportive student environment and has a high graduation and job placement rate. The University also has award-winning pharmacy student organizations, with 95 percent of students participating in at least one organization.

The two campuses mirror each other, with:

- Faculty and staff who are shared between the two campuses,
- ITV technology used to keep the campuses connected, and
- the same curriculum on each campus.

Duluth

Duluth offers a small college feel with access to all of the resources of a large University. With 60 students per class, students in Duluth form very tight connections that last throughout a career. Located in the newly-remodeled Life Science Building, the Duluth campus offers opportunities for collaboration with the medicine, nursing, occupational therapy, physical therapy, and social work programs, as well as immediate access to health care delivery. Students also have access to expert faculty, dedicated to continuously improving interdisciplinary pharmaceutical care education, research, and practice.

Through Outside Online's 2014 publication, Duluth was voted "Best Outdoor Town," with its access to outdoor recreation and outreach to rural communities. Duluth is also a growing community, with a thriving arts district.

Twin Cities

The Twin Cities campus is a Big Ten campus located in a major urban environment, with diverse communities and access to world-class art, music, theater, and sporting events. The Twin Cities area consistently ranks high in wellness and livability.

The resources available to students are unparalleled. Located in Weaver-Densford Hall and several other buildings, the School of Pharmacy in the Twin Cities offers interprofessional activities with medicine, nursing, dentistry, public health, and more. Students experience an exceptionally supportive educational community, with only 108 students per class.

Mission and Vision

Mission: The College of Pharmacy inspires and educates current and future pharmacists and scientists, engages in cutting-edge research, and leads practice development to improve the health of the people of Minnesota and the world.

Vision: The College of Pharmacy will be a world leader in outstanding pharmacy education and research and in improving health by:

- Providing a dynamic educational experience to a high-achieving, high-potential, diverse student body, thus empowering them to become leaders in patient-centered, interprofessional care.

- Leading in innovative research in pharmaceutical sciences and practice while embracing the value of interdisciplinary work.
- Establishing relationships with patients, decision makers and practitioners to meet changing needs, model patient-centered care and shape the evolving health care system.
- Preparing graduate students, residents and post-doctoral fellows to become the next generation of scientists, advanced practitioners and educators.
- Attracting and retaining outstanding and diverse faculty and staff.

Accreditation: The **College of Pharmacy** is accredited by the [Accreditation Council for Pharmacy Education](#) (ACPE) through June 30, 2024.

For more information about the University of Minnesota College of Pharmacy, please visit www.pharmacy.umn.edu/

Roles and Responsibilities of the Dean

Prospective candidates should possess the scholarship, leadership, management, and fundraising ability necessary to perform the roles of the chief executive officer and chief academic officer at the University of Minnesota's College of Pharmacy. In addition, strong candidates will possess a combination of professional experience and leadership traits to:

- Lead the faculty in developing a vision, and inspiring others to accept and extend the vision, for the College of Pharmacy;
- Serve as the intellectual leader of the faculty through a demonstrated commitment to scholarship, an ability to inspire junior and senior faculty in their scholarly pursuits, and a commitment to continued development of the intellectual environment at the College;
- Encourage and promote College morale, research and scholarship, professional development, and quality teaching;
- Provide strategic leadership to advance the quality, reputation, and goals of the College;
- Work collaboratively with faculty governance, establish and staff the organizational structure of the College to best achieve the strategic plan;
- Serve as the College's principal participant in University governance and establish strong, cooperative working relationships with the Board of Regents, University administration, and peers leading other academic units within the University;
- Oversee the administration of the College, managing its capital, human, and fiscal resources and implementing a budget within a responsibility-centered management structure;
- Consult with the members of the faculty in matters affecting the long-range policy and direction of the College;
- Work actively to promote and support equity and diversity;
- Demonstrate good judgment in attracting, retraining, and developing outstanding faculty, administrators, and staff.
- Enhance the resource base of the College from a broad range of sources, including alumni, the philanthropic community, and funding agencies;

- Collaborate with pharmacists and pharmacy organizations in the state to advance pharmacists ability to serve the health care needs of the state’s citizens;
- Function as the College’s lead representative among internal and external constituencies;
- Develop positive and mutually supportive relationships with College of Pharmacy graduates; and
- Promote outreach and engagement in issues appropriate for an academic unit within a public university, and contribute to the expertise of the pharmacy community on issues of concern to the wider community.

Leadership Challenges and Opportunities

The practice environment in Minnesota is well-advanced compared to many other states, and relationships with pharmacy organizations are excellent. This creates important opportunities to expand collaborations—and inter-professional teams—that draw on the expertise of the College to improve the health of individuals and communities.

Research has been growing within the college; the challenge and opportunity is to stabilize and continue that growth, especially with important foci on drug development, precision medicine, and practice advancement. A new curriculum has been implemented and improved each year, but there are additional opportunities to strengthen curriculum and to expand inter-professional education.

Resource generation through philanthropy, practice opportunities, and new royalty streams will be needed to support new initiatives. A University-wide capital campaign is in its early stages. Space for a growing program is always a challenge for both the Twin Cities and Duluth campuses. Strategic planning in the College is under way that will further define goals for the next five years.

Desired Experience and Qualifications

The search committee welcomes applicants from a diversity of backgrounds and experiences and will consider the factors listed below in evaluating candidates for this important leadership role. While no single individual will possess all the desired experiences and qualifications, the successful candidate should possess many of the following characteristics:

- An earned doctoral degree and substantial experience in pharmacy education, with at least five years in an administrative position with duties and responsibilities for academic and fiscal management;
- Accomplishments meriting tenure at the rank of professor in one of the academic departments of the College of Pharmacy;
- A leadership style characterized by flexibility, inclusiveness, integrity, and openness that involves and enables faculty and other stakeholders to share in governance;
- A commitment to public service and the mission of a public land-grant university;
- The capacity and intent to sustain and enhance the College’s overall reputation;
- A record of fundraising success;
- A demonstrated record of supporting the overall well-being and success of students;
- A demonstrated record of taking action to build an organization that values and practices diversity and inclusion, affirmative action, and equal opportunity;
- The inclination and capability to contribute to the University’s senior academic leadership, including the ability to collaborate with the Provost and deans to enrich the overall academic structure and the

national and international reputation of the University of Minnesota as a world-class research institution;

- Strong listening skills and the ability to learn from others, and
- A leadership style characterized by flexibility, inclusiveness, innovation, integrity, and transparency.

Application Process

Confidential applications and nominations will be accepted until the position is filled. Applications will be accepted until the position is filled and will be reviewed on a rolling basis as received. For best consideration, applications should be received by September 2, 2016.

A complete application will include a letter describing relevant experiences and interest in the position; current curriculum vitae; and the names of five references with titles, mailing addresses, best telephone number, and email addresses.

Individuals who wish to nominate a candidate should submit a letter of nomination, including the name, position, and contact information for the nominee, to Greenwood/Asher & Associates:

Betty Turner Asher, Partner or Joe Stanley, Consultant
Greenwood/Asher & Associates, Inc.
42 Business Centre Drive, Suite 206
Miramar Beach, Florida 32550
Phone: 850-650-2277 / Fax: 850-650-2272
Email: bettyasher@greenwoodsearch.com
Email: joestanley@greenwoodsearch.com

The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.