Dean of the College of Health Sciences

College and Institutional Profile

UNIVERSITY of WISCONSIN

UWMILWAUKEE

COLLEGE OF

HEALTH SCIENCES
The University of Wisconsin-Milwaukee (UWM) invites applications for the position of Dean of the College of Health Sciences. UWM recently received two significant recognitions. The Carnegie Foundation granted the campus the Community Engagement Classification in 2015 for its significant work in Milwaukee and Wisconsin’s southeast region. In February 2016, UWM was designated a R-1 Doctoral University – Highest Research Activity, by the Carnegie Classification of Institutions of Higher Education. Of the 115 universities that have earned the highest research activity designation, UWM is one of only a few institutions that also have a dedicated urban access mission. UWM enrolls 25,000 students in 14 schools and colleges. Of the total enrollment, about 4,600 are graduate students. Research expenditures in 2016-17 were $54 million. Community engagement, entrepreneurship, and access are hallmarks of UWM’s mission.

POSITION DESCRIPTION
As the chief academic officer for the College of Health Sciences, the Dean has primary responsibility to plan, develop, and administer all aspects of the College’s educational programs, activities, and budget; provide vision in setting priorities and leadership in maintaining academic standards and in strengthening faculty scholarship and research; work with partners across the university; and represent the College within the University, the UW System, the external community and region, with alumni, and with appropriate external agencies and organizations regarding academic programs and standards. The Dean reports directly to the Provost and is a member of the Academic Dean’s Council.

The Dean is expected to provide leadership for the College and exercise responsibility for its academic and administrative operations, including personnel, budget, programs, and physical facilities. Areas of responsibility include: programmatic development and leadership at both undergraduate and graduate levels, as well as for outreach and continuing education; leadership for established and developing research, clinical practice, and educational programs; development of extramural funding, fundraising, and alumni relations; building and maintaining strong relationships with external constituents, working well with partners across campus, and effective representation of the College within the University and the community.

QUALIFICATIONS
UWM seeks candidates with a strong record of professional accomplishment, commitment to excellence in both research and education, and outstanding management, leadership and fundraising skills to serve as the new Dean. 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 of Health Sciences.
• A record of effective leadership, strategic and evidence-based decision-making, conflict resolution, and problem solving.
• Successful record of balancing and promoting research, education, and service within an organization.

Preferred Qualifications
• Demonstrated experience working 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 sustained development of scholarly research and a research support infrastructure in the College, including demonstrated capacity to developing others’ scholarly research; support and invest 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 at UWM and with academic and non-academic partners throughout the region.
• Fundraising experience that includes working with prospects and donors to secure private philanthropic gifts and working with a fund development team to determine priorities.
• Experience collaborating with the community that may include participating in alumni engagement efforts, creating relationships with community organizations, attending events as an ambassador for the college, making connections with corporate leaders in the region, and telling the story of the college within the broader community.
• Demonstrated understanding of the importance for balancing a research and educational access mission.
• Demonstrated understanding of the institutional dynamics of an organization that is continually evolving.

APPLICATION PROCEDURE

Applications and nominations will be accepted until the position is filled. Initial screening of applications will begin in October 2018 and continue until an appointment is made. For best consideration, applications must be received on or before November 27, 2018. Applications received after this date may not receive consideration.

The Search and Screen Committee is being assisted by Gary R. Rhoads, President & Founder, Strategic Search Advantage. All inquiries and nominations should be directed to Mr. Rhoads at grhoads@strategicsearchadvantage.com or (570) 484-6414.

The Chair of the Search and Screen Committee, Paul Auer, also welcomes nominations and can be contacted at pauer@uwm.edu.

Application materials must include a cover letter, a complete resume, and contact information for at least five references. Applicants must apply at: jobs.uwm.edu/postings/26918

In accordance with Wisconsin’s Open Records Law, requests for confidentiality by nominees and applicants will be honored, if so requested, except that names and titles of the finalists must be disclosed.

UWM 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.

Overview

Within the University of Wisconsin System, the College of Health Sciences at the University of Wisconsin-Milwaukee offer 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, superb innovative research programs, community engagement and service to the various health care professions. A complete range of health-related degree programs are offered, including six undergraduate and seven master’s degree programs, three doctoral programs, two joint degree programs, and numerous specialized certificate programs.

The College consists of five academic departments: Biomedical Sciences, Communication Sciences and Disorders, Health Informatics and Administration, Kinesiology, and Occupational Science and Technology.
All of the academic programs have numerous affiliations with health care institutions and medical centers throughout Milwaukee and the United States. Community partners number in the hundreds and there are a host of clinics where faculty and students interact with patients in an educational setting. In addition, 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 (HUB), Performance & Injury Center, and Rehabilitation Research Design and Disability Center (R2D2).

The Occupational Science and Technology program is the largest in Wisconsin and is also known for its unique specialization areas. As of spring 2017, the Communication Sciences and Disorders Program graduates have a Board Exam passing rate of 100% and their average scores are 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 6 months of graduation.

The College is housed in several buildings on the UW-Milwaukee Kenwood campus, including Enderis Hall, the Pavilion, and the Northwest Quadrant (NWQ). Additional sites include the downtown Continuing Education Plankinton Building, UWM Innovation Campus, and community-based sites for the Center for Urban Population Health, and UW-Milwaukee Audiology Group. Featured are a variety of state-of-the-art classrooms, as well as 26 research and instructional laboratories.

Mission and Vision

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. Our 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 our communities.

The Mission and Vision of the College of Health Sciences are guided by a commitment to the following values: 

- **Integrity** in all that we do; **Collaboration** to achieve 
- **Excellence**; **Diversity** of thought, perspective and culture; and **Accessibility** to promote optimal engagement.

There is a strong commitment to providing the best educational experience for our students. To accomplish this goal, the faculty and staff will continue to lead the way in introducing new technologies into the classroom, integrating research into the undergraduate and graduate curricula and providing the best fieldwork experiences. The College’s strategic plan is aligned with UWM’s strategic plan.

Faculty and staff also engage in collaborations 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 Joseph J. Zilber 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: (1) prepare students through inter-professional education that emulates real health care environments; (2) conduct innovative research; (3) promote healthier living while serving and educating the community; and (4) provide expertise and resources to drive health policies locally and globally.

Recent Achievements

- Innovative curriculum delivery including collaborative competency-based FLEX options
- Ranks second in eLearning credit delivery among UWM schools and colleges
- Established Inter-professional Education and Practice initiative
• Ranks among the top four UWM schools and colleges for extramural grant submissions
• FY17 grant activity: $3.8M of overall total new awards received/pledged; $2.0M in new and on-going awards

Degree Programs
The 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.

DOCTORAL DEGREE PROGRAMS
The College of Health Sciences’ Ph.D. Programs prepare students for academic and research careers. The Doctor of Physical Therapy Program at UWM is the only public DPT program in southeast Wisconsin. The programs are increasingly attracting highly qualified graduate students.

Ph.D. Health Sciences (interdisciplinary)
Ph.D. Kinesiology
Doctor of Physical Therapy (DPT)

MASTER’S DEGREE PROGRAMS
The College’s programs attract highly qualified students who seek additional in-depth training and career specific preparation.

M.S. Athletic Training
M.S. Biomedical Sciences
M.S. Communication Sciences and Disorders
M.S. Healthcare Administration
M.S. Health Care Informatics
M.S. Kinesiology
M.S. Occupational Therapy

Most of the students in the programs spend several semesters completing intensive fieldwork or internships at any one of the over 700 hospitals, clinics or health facilities that work in partnership with the College.

UNDERGRADUATE DEGREE PROGRAMS
The college offers a variety of undergraduate degree programs. Graduates of the pre-professional programs have a high acceptance rate into top-tier graduate programs (e.g., MD, DPT, MS/PhD, MS OT, MS CSD).

B.S. Biomedical Sciences
B.S. Communication Sciences and Disorders
B.S. Health Care Administration
B.S. Kinesiology
B.S. Nutritional Sciences
B.S. Occupational Studies

Undergraduate Minors
Health Care Administration
Kinesiology
Nutritional Sciences

JOINT DEGREE PROGRAMS
The College of Health Sciences jointly offers the following interdisciplinary programs with other units on campus:

Ph.D. Biomedical and Health Informatics
M.S. Health Care Informatics
MLIS (Master of Library and Information Science)

CERTIFICATE PROGRAMS
The College offers a variety of college specific and multi-disciplinary certificate programs at both the under-graduate and graduate levels.

Undergraduate Certificates
Blood Banking and Immunohematology
Death Investigation
Food Studies
Forensic Science
Forensic Toxicology
Health Care Informatics
Healthy Aging
Molecular Diagnostics
Study of Complementary and Integrative Health (CIH) Approaches
Therapeutic Recreation (This unique online program draws students from throughout the nation.)

Post-Baccalaureate Certificates
Applied Gerontology
Assistive Technology and Accessible Design
Health Professional Education
Inter-professional Graduate Certificate in Public and Population Health
Faculty Research
The College of Health Sciences has nationally recognized full-time and part-time faculty members known for outstanding achievements in their fields and their breakthrough scientific research. 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 and serve as associate editors or editorial board members of many prestigious academic publications, as well serving on national and international taskforces. Many of the faculty have published books and book chapters that are frequently cited within their fields.

During the past year, the 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 the National Institutes of Health, the National Science Foundation, the U.S. Department of Education, and the U.S. Department of Health and Human Services.

Outreach Initiatives
The College of Health Sciences 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.

The Healthy Urban Bodies (HUB) 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 HUB provides an array of wellness-related services and programs to UWM employees and community members.

Clinics (Open to the Public)
Faculty and students interact with patients in a variety of educational settings. The UW-Milwaukee Audiology Group serves as a real-world training facility for UWM graduate students. The UWM Audiology Group operates under an “ideal clinical model,” providing our patients and UWM students with the best audiological services in the state of Wisconsin. With the patient’s consent, students may be present for some appointments; however, a UWM Audiology Group audiologist provides all services.

The Speech and Language Clinic serves the University and surrounding community by providing clinical services as part of the professional preparation of students in the department of Communication Sciences and Disorders.

Laboratories
Faculty and staff conduct groundbreaking research in a wide variety of scientific areas, often collaborating with fellow faculty and scientists at UWM and beyond.

BIOMEDICAL SCIENCES
Biomedical Sciences Laboratory
Immunology Laboratory
Lyme Borreliosis Laboratory
Medical Microbiology Laboratory
Multiple Sclerosis Laboratory
Pharmacology/Toxicology Laboratory
Prostate Cancer Laboratory
COMMUNICATION SCIENCES AND DISORDERS
Aphasia Laboratory
Augmentative and Alternative Communication Laboratory
Child Language Laboratory
Dysphagia Laboratory
Language Analysis Laboratory
Speech and Hearing Science Laboratory
Stuttering and Fluency Laboratory

Behavioral Health and Human Occupation Laboratory
Early Childhood Health Promotion Laboratory
Ergonomics Laboratory for Independent Living
Environment and Occupation Mobility Laboratory
Occupational Ergonomics Laboratory
Rehabilitation Outcomes Research Laboratory
Sensory Motor Performance Laboratory

Centers
Center for Biomedical Data and Language Processing (BioDLP)
Center for Aging and Translational Research (CATR)
Center for Forensic Science
Center for Urban Population Health (CUPH)
Healthy Urban Bodies (HUB)
Rehabilitation Research Design and Disability (R²D²) Center

KINESIOLOGY
The Body Weight & Shape Research Laboratory
Human Performance & Sport Physiology Laboratory
Laboratory for Sport Psychology & Performance Excellence Neuromechanics Laboratories
Pediatric Neuromotor Laboratory
Physical Activity & Health Research Laboratory
Visuomotor Laboratory

THE UNIVERSITY OF WISCONSIN-MILWAUKEE
The University of Wisconsin-Milwaukee is one of only two doctoral-granting institutions in the University of Wisconsin System. UWM is Wisconsin’s premier urban research institution and teaches a more diverse student body than any other UW-System school. As Wisconsin’s only public urban research university, UWM has established an 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. On a budget of $667 million, UWM educates more than 25,000 students and is an engine for innovation in southeastern Wisconsin.

UWM’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. UWM 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 Princeton
Review named UWM a 2018 Best Midwestern university based on overall academic excellence and student reviews. Times Higher Education lists UWM among the world’s 600 best universities. The UWM is committed to the full inclusion of LGBT+ campus constituents. In 2016, Campus Pride Index named UWM as one of the top 30 LGBTQ-friendly postsecondary institutions in the United States. UWM was the first university in the nation to implement an inclusive housing policy.

UWM 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 UWM 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, UWM students volunteer more than 60,000 hours per year, and UWM faculty, staff and students partner with more than 4,000 schools, businesses, community groups and other organizations.

Academic Programs and Centers
UWM’s 190 degree programs include 93 undergraduate degrees, 64 masters’ degrees, and 36 doctoral programs across 14 schools and colleges. Students also can earn associate degrees at UWM’s new campuses in Waukesha and Washington County. UWM has many outstanding centers, institutes, and laboratories.

Students
As a doctoral research university, whose mission spans research and access, UWM 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. UWM's students are drivers of Wisconsin's economy with 80% remaining in Wisconsin after graduation. UWM honors diversity both in terms of the student population and the experiences offered to students. Students of color comprise about 34% of the overall enrollment making UWM the most diverse campus in the UW System. UWM 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.

Governance
UWM is one of 26 campuses comprising the University of Wisconsin System. A prominent feature of the UW System, including UWM, 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.

Development and Alumni Relations
UWM's Office of Development and Alumni Relations works in collaboration with internal and external stakeholders to maximize private support for all of UWM’s schools, colleges, units and programs. The Lubar School of Business has a gift officer assigned to manage donor activity, including cultivation, solicitation, and stewardship of all gifts. Working with the central Office of Development and the Lubar development staff, the Deans are the lead advancement officers for their respective areas of the
University, setting the fundraising priorities and articulating a compelling case for support.

UWM, under the leadership of the Chancellor and the Development team, raised more than $170 million in the quiet phase of the university’s comprehensive fundraising campaign. The Chancellor recently announced the $200 million goal for the campaign, Made in Milwaukee, Shaping the World: The Campaign for UWM.

UWM has 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 Sheldon B. Lubar School of Business has 35,000 living alumni.

UWM Foundation
Playing a central role in the future of the UW-Milwaukee is the UWM Foundation, a separate 501(c)(3) nonprofit organization that supports the educational, literary and scientific endeavors of UWM by receiving, managing and distributing gifts to benefit the University’s students, faculty, programs and community.

Athletics
The Milwaukee Athletics Department 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. Its teams have made 59 NCAA Tournament appearances. In addition, its student-athletes have posted a 3.0-or-higher GPA for 35 consecutive semesters.

The Campus Setting
The 104-acre main campus is located within a beautiful residential neighborhood on Milwaukee’s east side. UWM 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.

The UWM campus features 54 buildings totaling over 8 million gross square feet. An aggressive building program over the last 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. UWM is growing programs in innovation and entrepreneurship to best serve the needs of UWM’s students and help the Milwaukee region thrive. The Lubar Center for Entrepreneurship will be housed in a new 24,000 square foot facility and host Ideas Challenge Programming as part of a $23 million initiative to integrate entrepreneurial thinking across disciplines at UWM.