



UNIVERSITY
OF WYOMING

POSITION PROFILE

Dean, College of Health Sciences

June 2024



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UNIVERSITY OF WYOMING

Nestled amid the beauty of two mountain ranges in southeastern Wyoming, you will find the nationally recognized teaching and research institution, the **University of Wyoming (UW)**. Established as a land-grant institution in 1886 when Wyoming was still a territory, UW has since grown to nearly 200 areas of study, drawing approximately 11,000 students from all 50 states and 83 countries. UW is known for its accomplished faculty and world-class facilities, its low student/faculty ratio, and quality undergraduate and graduate programs within its colleges of Agriculture, Life Sciences and Natural Resources, Arts & Sciences, Business, Education, Engineering & Physical Sciences, Health Sciences, Law, and the Honors College, as well as the School of Energy Resources, School of Computing, and the Haub School of Environment and Natural Resources. To learn more: <http://www.uwyo.edu>

Throughout its existence, UW has been the only four-year public university in the state of Wyoming, though it maintains close relationships with the state's eight community colleges. UW's global impact begins with innovative undergraduate and graduate research opportunities and extends through state and federal partnerships and recent initiatives such as the Wyoming Institute for Humanities Research, the School of Energy Resources, and the School of Computing. UW has played important roles in the lives of students, Wyoming residents, and communities for 137 years and has been:

- Recognized by *Forbes* in 2019 as "One of America's Best Value Colleges."
- Rated by *Outside* magazine as a "Top 15 Outdoor Adventure College."

Furthermore, Wyoming ranked #4 in the *U.S. News and World Report's* "Best States for Higher Education."

The University community is working collaboratively to help the University reinforce and strengthen its reputation as it adapts to changing economic factors in the state and beyond. The University's strategic roadmap, "[Forward for Wyoming 2023+: A Strategic Plan for the University of Wyoming](#)," demonstrates that it is an exciting time to be a part of UW as the institution embarks on ambitious and impactful initiatives.

Location: Located in Laramie, Wyoming, a town with approximately 31,000 people, has a unique blend of sophistication and Western hospitality. UW not only provides an environment for success but also offers varied academic and lifestyle opportunities. Named the "#1 Small College Town in America" by *College Value Online*, Laramie boasts a low cost of living with no state income tax, incredible outdoor recreational opportunities, an eclectic downtown, and a great public school system.



ABOUT THE COLLEGE OF HEALTH SCIENCES

The College of Health Sciences (CHS) is the University of Wyoming's youngest and one of its largest colleges. The College offers degree programs in five divisions and schools: Nursing (BSN, MS, and DNP), Pharmacy (PharmD), Communication Disorders (BS and MS), Kinesiology and Health Promotion (BS and MS), and Social Work (BSW and MSW). Other degrees offered include an MS in Health Service Administration, as well as cooperative programs for Medical Laboratory Science (BS) and Dental Hygiene (BSDH). Faculty members engage in innovative research while teaching and mentoring in interdisciplinary doctoral programs in Biomedical Science, Neurosciences, and Molecular, Cellular Life Sciences. The Wyoming Institute for Disabilities (WIND) is the University Center of Excellence for Developmental Disabilities (UCEDD) for Wyoming. In addition, the College has two family medicine residency centers in Cheyenne and Casper and a federally qualified health center and a family medicine clinic. It provides the pre-clinical phase of medical education as part of a cooperative arrangement with the University of Washington School of Medicine (WWAMI). Among the College's assets are a strong tradition of interprofessional education, a research-active faculty committed to teaching excellence at all levels, and facilities that promote interdisciplinary education and research opportunities.

With more than 1,600 undergraduate, graduate and professional students, the College is dedicated to training the health and wellness workforce of Wyoming and conducting high-quality research and community engagement, with a particular focus on rural and frontier populations. Addressing a rapidly changing healthcare environment and the looming healthcare-provider crisis facing the 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 OPPORTUNITY

Dean, College of Health Sciences

The University of Wyoming seeks a dynamic, effective, and forward-thinking leader to serve as its next Dean of the College of Health Sciences. 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 continuing its commitment to preparing health care, public health, and education 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. 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, national, and international level of prominence in these fields.

RESPONSIBILITIES

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.
- Communicates effectively to build trust and collaboration within the College, align the work of the College's units with the University's strategic plan, and articulate and advance the College's interests within the University and with external constituencies.
- Embraces shared governance, leading a team of innovative faculty, staff, students, and administrators.
- Provides leadership to enhance sponsored research and extramural funding.
- Ensures continuing excellence in the College's programs that prepare and develop health care, public health, and education professionals.
- Oversees the quality of the College's academic programs and faculty and helps the faculty in creating a rewarding environment for education, research and scholarship, and service to the University, the region, and the State.
- Oversees recruitment, development, retention, and evaluation of faculty and professional staff.
- Provides oversight for the financial affairs of the College and its physical resources, including budget development and allocation.
- Leads 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 that lead to greater research productivity, entrepreneurship, and statewide service, especially in the area of rural health care.
- Supports and advocates for all faculty, students, and staff.
- Serves as a strong advocate for the College, its faculty, and its students to work toward strengthening inter-disciplinary and inter-professional efforts within the University and with community partners in Wyoming.
- Promotes the visibility and reputation of the College both inside and outside the University through interactions with a broad array of constituencies to advance the College and University's reputation locally, regionally, nationally, and internationally.
- Drives a strong vision of innovation and inclusivity that includes a broad network of financial, campus, statewide, regional, national, and international partners.
- Works actively to raise funds from varied sources - private donors, corporations, foundations, state and federal agencies of government – to support the research and service programs of the College and its faculty.
- Provides leadership for effective use of technology to improve rural health care and overcome disparities in access to quality health care.

MINIMUM QUALIFICATIONS:

- An earned doctorate or terminal degree from an accredited institution in one of the disciplines of the College, or a closely related field.
- Successful academic leadership and accomplishments at the level of department head or above, or equivalent leadership experience in a center or institute.
- A scholarly leader with experience in fostering and supporting a culture that values interdisciplinary, applied, relevant, and impactful scholarship and research.
- Demonstrated success in pursuing and securing external funding for research and service projects in the health sciences.
- A record of teaching, scholarship, and leadership consistent with appointment as a full professor.
- A record of responsibilities that include curriculum oversight, budgeting, strategic planning, recruitment and development of faculty and staff.
- Ability to manage across the considerable breadth of health science disciplines represented in the College's academic offerings.

PREFERRED QUALIFICATIONS:

- Understanding of and a sincere commitment to the unique opportunities and challenges of holding a leadership position at a rural, land-grant university.
- A track record of leadership in effective use of technology to improve development of health care professionals and the provision of rural health care.
- A champion for inter-professional healthcare education in classroom, laboratory, and clinical settings.
- Authentic leadership that values consultation and collaboration and, thereby, summons the energies of the faculty and staff to maintain and build on the collegial culture of the College.
- Charismatic leader to inspire the entrepreneurial team into the next phase of growth and success.
- Ability to lead academic innovation that keeps pace with rapid change in health science knowledge, research, and practice.

WHY CONSIDER THE OPPORTUNITY

- **Dynamic University.** The University of Wyoming has energetic and visionary leadership that is moving the institution toward distinction, focused on increasing the level of both research activity and community engagement. The University's leadership has successfully prioritized growth in research with the result that UW will become a Carnegie R1 university in 2025.
- **High-Performing College.** The College's faculty are collegial and collaborative. The College is in the process of launching a new Physician Assistant Program to help improve the quality and accessibility of health care in Wyoming and beyond. Strong enrollment, rooted in superior post-graduation career outcomes, highlights the excellence of the College of Health Sciences and its engaged students, faculty, and staff.
- **Land Grant Mission and Impact.** This highly visible role provides the Dean a platform and an opportunity for notable impact in the University, the state, and the region. The Dean will strengthen the position of the College in its pioneering role in research and clinical professional education – both of which will have positive impacts on rural health care and overcoming disparities of access to quality health care.
- **Location.** Laramie is a wonderful place to live and work. Laramie boasts a low cost of living, low property taxes, and no personal state income tax. The area offers incredible outdoor recreational opportunities, an eclectic downtown area, and a great public school system.
- **Benefits.** Highly competitive benefits package, including outstanding retirement and health benefits.



PROCEDURE FOR CANDIDACY

The University of Wyoming, in consultation with Summit Search Solutions, Inc., will begin a confidential review of application materials immediately and continue until the position is filled; **parties who apply by September 6, 2024, will be given first consideration.** Required application materials include: a CV/resume that includes teaching/instruction experience, and a letter of application that addresses qualifications relevant to the position's minimum qualifications, responsibilities, and preferred qualifications. All applications and nominations will be held in confidence.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su415>

For more information or to offer recommendations or nominations:

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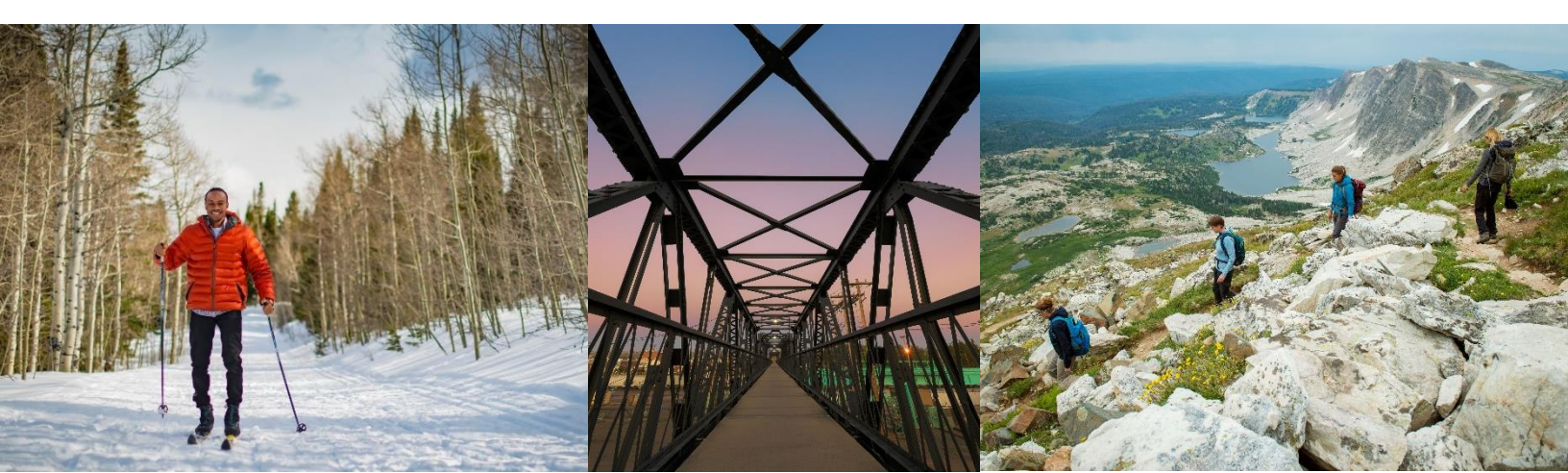
[Summit Search Solutions, Inc.](#) is a boutique executive search firm dedicated to serving the education and nonprofit sectors nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Kansas, Maryland, New York, and North Carolina.

The University's policy has been and will continue to be, one of nondiscrimination, offering equal opportunity to all employees and applicants for employment without regard to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, pregnancy, or other status protected by state and federal statutes or University regulations. The University's nondiscrimination policy applies to all matters relating to its education programs and activities including recruiting, hiring, training, compensation, benefits, promotions, demotions, transfers, and all other terms and conditions of employment. To review the [EEO is the Law Poster](#) and its [Supplement](#), please see [The Diversity & Fairness page](#).

*Pursuant to Wyoming State law, W.S. 19-14-102, as amended, an honorably discharged veteran who has been a resident of the state of Wyoming for one (1) year or more at any time prior to the date when the veteran applies for employment, or any surviving spouse who was married to such veteran at the time of the veteran's death, who is receiving federal survivor benefits based on the veteran's military service and is applying for employment, shall receive an interview preference during the applicant screening process with the University of Wyoming. At the time of application, the applicant must possess the business capacity, competency, education or other qualifications required for the position. If disabilities do not materially interfere with performance of job duties, disabled veterans will be given preference over able-bodied veterans. **Appropriate documentation of veteran status must be provided at the time of application as outlined in the application process.** No preference will be given to a veteran currently employed by a public department.*

The University of Wyoming conducts background investigations for all final candidates being considered for employment. Offers of employment are contingent upon the completion of the background check.

Applicants with disabilities may request accommodation to complete the application and selection process. Please notify Human Resources at least three (3) working days prior to the date of need.



LARAMIE, WYOMING

Laramie is filled with hospitality, entertainment, and excitement while providing a neighborly atmosphere and warm small-town feel with a multitude of amenities and entertainment. The name “Wyoming” conjures up visions of the Old West as few others can. Laramie features a historic downtown, prairie and mountain vistas, rodeos, guest ranches, and more. Surrounded by the great outdoors, Laramie is also southeastern Wyoming’s center for arts events, with a lively music and theater scene, art exhibitions, festivals, and a variety of other entertainment. And don’t forget all the sports activities at the university and K-12 levels. In September 2023, *Outside* magazine named Laramie, Wyoming “The Most Affordable Mountain Town in the West,” referring to it as “the sweet spot where high adventure meets a low cost of living.”

Interesting Facts:

- Also known as the “Gem City of the Plains,” Laramie is located in the southeastern part of Wyoming approximately 45 miles from the state capital, Cheyenne, and 130 miles from Denver, Colorado.
- Laramie sits at 7,200 feet above sea level in the Laramie River Valley surrounded by the Medicine Bow National Forest, the Laramie Mountains, and the Snowy Range.
- Laramie has a 6% sales tax, but does not have a state income tax or state inheritance tax.
- Laramie offers a variety of outdoor adventures with more than 250 days of sunshine per year.
- The quality of life and amenities Laramie has to offer brings several types of industries to the area including technology companies and academia.



About 20 minutes east of Laramie, the Vedauwoo Recreation Area boasts some of the best rock-climbing in the country. You can photograph abundant wildlife, dramatic mountain scenes, and jumbled rock formations. And with more than a hundred mountain biking trails, the Laramie area provides a paradise for exploration on two wheels. Whether you prefer walking or hiking; camping or day trips; fishing or hunting; mountains, lakes, rivers, or trails – Laramie offers something for everyone. Families will find fun and exploration close to town, while backpackers and outdoor enthusiasts can spend a week in the high country of the Medicine Bow Mountains. And as a winter snow enthusiast, you can escape the crowds by exploring the hills, forested glens, and rolling meadows of the Snowy Range from the back of a snowmobile or on downhill or cross-country skis. Laramie is one of Wyoming’s favorite playgrounds!

For more information on Laramie please visit:

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- Visit Laramie, <http://visitolaramie.org/>
 - Laramie Chamber Business Alliance, <http://laramie.org/>
 - Laramie Main Street <https://laramiemainstreet.org/>