DEAN
SCHOOL OF HEALTH RELATED PROFESSIONS
RUTGERS BIOMEDICAL AND HEALTH SCIENCES

June 2014

Situated within Rutgers Biomedical and Health Sciences (RBHS), the School of Health Related Professions at Rutgers University invites applications and nominations for the position of Dean. The Dean of the School of Health Related Professions (SHRP) will play a key leadership role in advancing the mission, operations and service of the School within Rutgers University as well as the greater New Jersey region and beyond.

Founded in 1976 as a part of the University of Medicine and Dentistry of New Jersey (UMDNJ), SHRP was transferred to Rutgers in July 2013, as part of the New Jersey Medical and Health Sciences Restructuring Act. Now a statewide school with four geographic campuses and a significant online presence, SHRP is one of nine schools within the Rutgers Biomedical and Health Sciences division of Rutgers University. The School has 164 full-time faculty, 33 part-time faculty, 274 volunteer faculty, and 72 full-time administrative staff. SHRP, which enrolls 1,745 students across 40 academic programs in nine departments, grants associates, baccalaureate, masters, doctoral, and professional degrees and certificates in a wide array of health science and professional programs. SHRP is also known as a leader in online and distance learning, offering credit-bearing and non-matriculated courses in advanced and continuing education.

The Rutgers School of Health Related Professions strives to meet the emerging health care workforce needs, preparing students for entry-level health care careers and educating health professionals for career advancement. The mission is to educate students to become socially responsible health professionals who will function competently, creatively, and collaboratively in a dynamic health care environment.

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY: AN OVERVIEW

Founded in 1766, Rutgers is one of the nation’s nine colonial colleges and is New Jersey’s Land Grant College. A preeminent, comprehensive public institution of higher learning, Rutgers is dedicated to teaching that meets the highest standards of excellence; to conducting research that breaks new ground; and to turning knowledge into solutions for local, national, and global communities. The University consists of 33 degree-granting schools and colleges located on campuses in New Brunswick and adjacent areas, Newark, and Camden. The University also provides educational programs in many other communities throughout the state, including Rutgers Health Sciences at New Brunswick/Piscataway, Newark, Scotch Plains, Somerset, and Stratford.
The largest of Rutgers’ three campuses is located in New Brunswick, in the central part of the state. The next largest campus is to the north in Newark, with the smallest Rutgers campus to the south, in Camden. Rutgers is a large institution, with more than 65,000 students (nearly 8,000 of whom are enrolled in Rutgers Biomedical and Health Sciences) and almost 25,000 staff. In its role as the state’s only land grant institution, Rutgers has a presence in every county in the state through the New Jersey Agricultural Experiment Station, the research and outreach arm of Rutgers. Rutgers Cooperative Extension agents and specialists deliver wide-ranging educational programs in the areas of agriculture, fisheries, urban and community outreach, youth development, and related areas of economic and workforce development across New Jersey.

More than 100 undergraduate majors and over 200 graduate programs and degrees are offered across the University’s three campuses. In New Brunswick, 18 colleges and schools offer degrees: College of Nursing; Edward J. Bloustein School of Planning and Public Policy; Ernest Mario School of Pharmacy; Graduate School of Applied and Professional Psychology; Graduate School of Biomedical Sciences; Graduate School of Education; Graduate School – New Brunswick; Mason Gross School of the Arts; Robert Wood Johnson Medical School; Rutgers Business School; School of Arts and Sciences; School of Communication and Information; School of Engineering; School of Environmental and Biological Sciences; School of Health Related Professions; School of Management and Labor Relations; School of Public Health; and School of Social Work. In Newark, seven colleges and schools offer degrees: Newark College of Arts and Sciences/University College – Newark; College of Nursing; School of Criminal Justice; School of Law – Newark; Rutgers Business School; Graduate School – Newark; and School of Public Affairs and Administration. In Camden, six colleges and schools offer degrees: Camden College of Arts and Sciences; University College – Camden; School of Law – Camden; School of Nursing – Camden; Graduate School – Camden; and School of Business – Camden.

In 1989, the University was elected to membership in the prestigious Association of American Universities (the “AAU”), an association of the 62 leading public and private research universities in the United States and Canada. The AAU focuses on national and institutional issues that are important to research-intensive universities, such as funding for research, research and education policy, and graduate and undergraduate education. Rutgers and Princeton University are the only AAU member institutions in the state. Currently, Rutgers ranks among the top half of public AAU institutions in the number of memberships in the National Academies of Engineering and Sciences, the National Institutes of Health, and the American Academy of Arts and Sciences.

Rutgers Biomedical and Health Sciences

Established by the 2012 New Jersey Medical and Health Sciences Education Restructuring Act, Rutgers Biomedical and Health Sciences (RBHS) is a major new health care education, research, and clinical division at Rutgers University. RBHS comprises most of the units of the former University of Medicine and Dentistry of New Jersey (the largest free-standing public health sciences university in the U.S. which was dissolved under the 2012 statute), several existing Rutgers units with key health-related missions, and two research units that historically were jointly operated by Rutgers and UMDNJ. This transformation process has greatly expanded Rutgers’ mission as it has incorporated medical and health related academic programs and services into its core, effective July 1, 2013. Above all, the goal is to create a stronger university, with greater capacity for instruction, research, clinical services, and community outreach.
RBHS comprises nine schools and their attendant faculty practices, centers, institutes, and clinics; New Jersey’s largest behavioral health care network; and numerous additional centers, institutes, and clinics.

- Cancer Institute of New Jersey
- Center for Advanced Biotechnology and Medicine
- Environmental and Occupational Health Sciences Institute
- Ernest Mario School of Pharmacy
- Graduate School of Biomedical Sciences
- Institute for Health, Health Care Policy and Aging Research
- Medical Schools
  - New Jersey Medical School
  - Robert Wood Johnson Medical School
- Nursing Schools
  - College of Nursing
  - School of Nursing
- Rutgers School of Dental Medicine
- School of Health Related Professions
- School of Public Health
- University Behavioral Health Care

The integration has strengthened Rutgers in overall research dollars and expanded its breadth of research capabilities in the biomedical sciences. Research expenditures total $700M annually (top 25 in nation), with $430M annually in life science research (top 27 in nation). Furthermore, the integration has provided new opportunities for Rutgers students through the expansion of scientific programs, seminars/workshops on cutting edge research discoveries, undergraduate and graduate research programs, and other opportunities for experiential learning.

With regard to clinical training, Rutgers has continued all UMDNJ affiliation agreements for clinical training sites for medicine, dentistry, nursing, and health-related professional programs, and has developed a comprehensive affiliation agreement with University Hospital in Newark to address undergraduate medical education, graduate medical education, and all other clinical training at the facility. University Hospital provides medical care services to a large, underserved urban population in Newark and is the main safety net hospital for the State of New Jersey. Established as a separate state-supported nonprofit entity, University Hospital has not become a part of the integrated Rutgers.

**Rutgers School of Health Related Professions**

Founded in 1976 as a part of the University of Medicine and Dentistry of New Jersey (UMDNJ), the School of Health Related Professions was transferred to Rutgers in July 2013, as part of the *New Jersey Medical and Health Sciences Restructuring Act*. Now a statewide school with four geographic campuses (Newark, Scotch Plains, Stratford, and Piscataway) and a significant online presence, SHRP is one of nine schools within the Rutgers Biomedical and Health Sciences division of Rutgers University. The School has 164 full-time faculty, 33 part-time faculty, 274 volunteer faculty, and 72 full-time administrative staff. SHRP enrolls 1,745 students across 40 academic programs in nine departments:
• Allied Dental Education
• Clinical Laboratory Sciences
• Health Informatics
• Interdisciplinary Studies
• Medical Imaging Sciences
• Nutritional Sciences
• Primary Care
• Psychiatric Rehab & Counseling Professions
• Rehabilitation & Movement Sciences

With an annual budget of $34 million, SHRP strives to meet the emerging health care workforce needs, preparing students for entry-level health care careers and educating health professionals for career advancement. The mission is to educate students to become socially responsible health professionals who will function competently, creatively, and collaboratively in a dynamic health care environment. The School grants associates, baccalaureate, masters, doctoral, and professional degrees and certificates in a wide array of health science and professional programs. SHRP is also known as a leader in online and distance learning, offering credit-bearing and non-matriculated courses in advanced and continuing education.

There are 18 graduate degree/certificate programs:

• Six doctoral programs:
  o Entry level Doctor of Physical Therapy
  o Ph.D. in Biomedical Informatics
  o Ph.D. in Health Sciences
  o Doctor of Clinical Nutrition
  o Ph.D. in Psychiatric Rehabilitation
  o Doctor of Clinical Laboratory Science

• Ten masters programs (all M.S. degrees):
  o Biomedical Informatics
  o Clinical Laboratory Science
  o Clinical Nutrition
  o Clinical Trial Sciences
  o Health Sciences
  o Health Care Management
  o Physician Assistant
  o Psychiatric Rehabilitation
  o Rehabilitation Counseling
  o Radiologist Assistant

• Two graduate certificates:
  o Dietetic Internship
  o Health Care Informatics

The Journal of Physician Assistant Education has ranked the SHRP physician assistant program as seventh of the 73 programs in the nation, and the top program on the East Coast.
There are 21 undergraduate degree/certificate programs:

- Six baccalaureate programs (all B.S. degrees):
  - Health Sciences
  - Allied Health Technologies
  - Clinical Laboratory Sciences
  - Health Information Management
  - Psychiatric Rehabilitation and Psychology
  - Medical Imaging Sciences
- Five associate degree programs:
  - Dental Hygiene
  - Psychosocial Rehabilitation
  - Respiratory Care (North)
  - Respiratory Care (South)
  - Occupational Therapy Assistant
- Ten undergraduate certificate programs:
  - Cardiac Sonography
  - Cytotechnology
  - Dental Assisting
  - Diagnostic Medical Sonography
  - Dietary Management
  - Medical Coding
  - Medical Laboratory Science
  - Nuclear Medicine Technology
  - Radiologic Imaging Modalities
  - Vascular Sonography

Nine interdisciplinary institutes and centers enable faculty, staff, students, and alumni to get involved with many different researchers, departments, and schools at Rutgers:

- BioPharma Education Initiative
- Center for Advanced and Continuing Education
- Center for Health Informatics
- Center for the Study and Promotion of Recovery from Severe Mental Illness/Integrated Employment Institute
- Dental Hygiene Clinic at Scotch Plains
- Institute for Complementary and Alternative Medicine
- Institute for Nutrition Interventions
- Newark Therapy Services
- Wellness for Life Clinic for Metabolic Syndrome and Mental Illness at Scotch Plains

**Dean, Rutgers School of Health Related Professions**

Reporting to the Chancellor for Biomedical and Health Sciences, the Dean is the chief academic and administrative officer of the School of Health Related Professions, with primary responsibility for implementing the School’s mission. The Dean will have complete line responsibility for personnel, general administration and management, budget, academic, and development functions.
Key priorities:

• Develop and implement a strategic plan to advance the national reputation of Rutgers School of Health Related Professions;
• Expand academic and technological collaborations both within the School and University as well as with external partners, clinical affiliations, out-of-state institutions, and internationally;
• Recruit and retain top quality faculty and department chairs;
• Support growth of scholarship and research through hiring practices, recognition, and incentives and substantially grow the federally funded research base;
• Increase and improve communications with internal and external stakeholders to enhance the image of Rutgers School of Health Related Professions;
• Optimize the use of technology for the teaching, clinical, and research missions of the School;
• Promote concepts of wellness and health to faculty, staff, students, and the surrounding community;
• Promote the faculty practice plan of the School;
• Maintain fiscal discipline and a balanced School budget;
• Raise funds in conjunction with the Rutgers University Foundation, with a focus on transformational gifts.

Specific responsibilities:

Executive Leadership

• Provide leadership in the development, implementation, and review of academic and administrative policies and procedures in all major areas of operation;
• Provide leadership, instructions, guidance, and/or counsel to School faculty, staff, and administrators, resolving problems at the School level;
• Provide leadership in establishing the School’s objectives and develop and manage all resources essential to the achievement of these objectives;
• Interpret and implement University policy at the School level.

Academic Oversight

• Recruit and retain a diverse faculty;
• Provide leadership and oversight to all academic programs;
• Encourage and support continuous improvement of programs and curriculum; develop and review curricular and programmatic initiatives;
• Evaluate and approve all curricular changes, advising functions, and student recruitment and retention actions and initiatives;
• Promote and administer research programs and grants; plan and report research activities.
Financial Management

- Oversee the financial management of the School;
- Develop, manage, and review budgets;
- Develop and implement capital expenditure programs;
- Manage School-wide resource acquisition and utilization.

External Relations

- Serve as the primary advocate and spokesperson for the School;
- Lead and direct all campus outreach activities, including serving as a principal representative of the campus and the University in relations with local external agencies (e.g. advisory boards, alumni, legislators, media, community leaders, business and professional organizations, etc.);
- Cultivate and solicit individual donors, foundations, and corporations; provide assistance to individual department chairpersons in development initiatives, proposals, case studies, etc.;
- Represent the School to the University administration and at appropriate University bodies, committees, councils, etc.

Professional Qualifications

Leadership: Substantial experience in a distinguished academic or comparable health setting. An established record of effective, strong and collaborative leadership in a school of allied health or related organization. A history of promoting and developing shared governance between faculty and administration. The capacity to formulate and articulate a shared vision, to persuade a wide range of audiences of its value, and to engage others in its implementation. Ability to recruit outstanding new faculty as well as retain the School’s strongest faculty.

Academic Qualifications and Research Management: Significant academic credentials, including a strong track record of success in research. Scholarly accomplishments in a health-related field, as well as recognition as evidenced by involvement in societies and/or associations at a national level. Credentials for appointment at Full Professor level, including a PhD, MD, or other relevant doctoral degree.


Focus on Students: Genuine understanding and appreciation of the teaching mission, and the importance of providing students with the highest quality educational experience. Knowledge of the value of health-related research and education.
**Accreditation:** Familiarity with the accreditation process.

**Rutgers University Leadership**

**President Robert L. Barchi**

Robert L. Barchi was named the 20th President of Rutgers effective September 1, 2012. Dr. Barchi is a distinguished neuroscientist, clinical neurologist, and educator, and a member of the Institute of Medicine of the National Academy of Sciences. He previously served as president of Thomas Jefferson University (TJU) in Philadelphia, which is nationally regarded as a top university dedicated to health sciences education and research. Prior to his position at TJU, Dr. Barchi served as Provost and Chief Academic Officer of the University of Pennsylvania, where he had responsibility for all 12 schools at the University, as well as all academic programs, athletics, students, and faculty. He holds a BSc in biology and MS in cell biology from Georgetown University, as well as an MD and PhD in biochemistry from the University of Pennsylvania.

**Chancellor for Biomedical and Health Sciences, Brian L. Strom**

Brian L. Strom was appointed as the inaugural Chancellor of Rutgers Biomedical and Health Sciences, effective December 2, 2013. He previously served as Executive Vice Dean for Institutional Affairs at the University of Pennsylvania’s Perelman School of Medicine, where he had been on the faculty since 1980. He was the founding chair of the Department of Biostatistics and Epidemiology, founding director of the Graduate Group in Epidemiology and Biostatistics, and the founding director of the Center for Clinical Epidemiology and Biostatistics at Penn. He holds a BS in molecular biophysics and biochemistry from Yale University, and MD from the Johns Hopkins University School of Medicine, and an MPH in epidemiology from the University of California, Berkeley. Among his many positions leading national and international organizations, his awards, and his honors, Dr. Strom was elected to the Institute of Medicine of the National Academy of Sciences in 2001.

**University Strategic Plan**

Earlier this year, the Board of Governors approved a strategic plan for the new Rutgers – a document that expresses a bold vision and strategy for the next five years. The plan, conceived at a singular moment in the University’s 250-year history, resulted from more than a year of university-wide discussion and analysis initiated by President Robert Barchi. President Barchi has already begun to implement the strategic plan through a series of major initiatives launched in the first 100 days. Moreover, the chancellors of the University’s campuses in New Brunswick, Newark, and Camden – as well as of Rutgers Biomedical and Health Sciences – are currently preparing strategic plans that complement the university-wide plan.
NOMINATION AND APPLICATION PROCESS
Inquiries, nominations and applications are invited. Interested candidates should submit confidentially, in electronic form (Microsoft Word or Adobe PDF files preferred), a curriculum vitae and letter of interest to Rutgers.SHRP@russellreynolds.com.

Rutgers University is an Equal Opportunity, Affirmative Action Employer. The University actively encourages applications and nominations of women, minorities, and persons with disabilities and applications from candidates with diverse cultural backgrounds.

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