



WAYNE STATE  
UNIVERSITY

## **Dean, Eugene Applebaum College of Pharmacy and Health Sciences**

Leadership Profile

October 2020

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**WittKieffer**

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## The Opportunity

Wayne State University (WSU) in Detroit, Michigan invites applications and nominations for the position of Dean, Eugene Applebaum College of Pharmacy and Health Sciences (EACPHS). The Dean serves as the chief executive of the College and reports directly to the Provost. WSU seeks a visionary, interdisciplinary and collaborative leader to take the College to the next level for innovative health professions education and high impact research.

WSU is a nationally recognized public research university with an urban teaching mission. WSU is a public Carnegie Research I institution with 13 colleges offering over 350 undergraduate, graduate and professional degrees to more than 27,000 students. It attracts one of the largest public graduate and professional school enrollments in the country at over 9,000 students. The National Science Foundation has ranked WSU among the top 60 U.S. public institutions for annual research expenditures. WSU is particularly known for faculty research in biomedical and health sciences, automotive safety, alternative energy and the nanosciences. WSU is a member of the University Research Corridor, along with the University of Michigan and Michigan State University.

Health sciences is broadly represented across WSU that includes EACPHS, the School of Medicine, the College of Nursing and the School of Social Work with the university's goal to strengthen interdisciplinary and interprofessional education, research and community service. EACPHS has two divisions: the Division of Pharmacy including Pharmacy Practice and Pharmaceutical Sciences and the Division of Health Sciences including Health Care Sciences and Applied Health Sciences. The mission of EACPHS is to advance the health and well-being of society through the preparation of highly skilled health care practitioners and, through research, to discover, evaluate, and implement improved models of practice and treatments in healthcare sciences and pharmacy. The health science and pharmacy programs within the EACPHS are recognized nationally and internationally for the preparation of graduates, who transform healthcare through leadership and commitments to exceptional care for patients and clients, and for scholarship in basic, clinical, translational, applied sciences and the scholarship of teaching, learning, and service.

The Dean of EACPHS is required to have a deep commitment to the success of students and faculty, in addition to a record of accomplishment in building strong partnerships with numerous constituents on and off campus. Candidates must possess a Ph.D. or equivalent with a background in pharmacy or a health science profession represented within the College. The successful candidate must demonstrate: 1) progressive administrative leadership experience in an academic environment; 2) recognition for achievement in research, educational and/or clinical pursuits that would warrant appointment as a faculty member at the rank of full professor with tenure; 3) experience with interdisciplinary and interprofessional education and practice with broad understanding of the interdependence of healthcare teams for the future; 4) the ability to work collaboratively with colleagues in the College and across the University; and 5) proven excellence in enhancing diversity and inclusion at all levels including students, staff and faculty.

As the administrative leader for the College, candidates should have: 1) exceptional communication skills; 2) a high degree of professionalism; 3) a commitment to students; 4) considerable financial acumen; and 5) a clear understanding of what it takes to help grow market share and advance all academic programs in a competitive higher education environment. This position represents a significant opportunity to help shape the vision for pharmacy and the health sciences to achieve the institution's overall goals and objectives as well as the needs of workforce development regionally as well as nationally.

The national executive search firm WittKieffer is assisting WSU with this leadership recruitment. For information on how to make a nomination, express interest, or apply, please see the end of this document.

## Organization Overview

Wayne State University, founded in 1868, is a nationally recognized public, urban research university in Detroit. Wayne State is Michigan's only urban research university and is known internationally for its contributions to the sciences. Committed to educational opportunity, research and improving the health and health outcomes of the community, Wayne State serves a critical role in Michigan's higher education landscape. It holds the highest Carnegie Foundation for the Advancement of Teaching designations in both research and community engagement. Just as the city of Detroit is undergoing a renaissance, the University itself is in a time of significant transformation, strengthening its ability to serve students from Detroit and around the world.

Wayne State University's campus, located in the University Cultural Center and Historic District in the heart of Detroit's Midtown neighborhood, encompasses approximately 200 acres. The University enrolls nearly 28,000 students, making it the third largest among Michigan's 15 public universities and one of the 50 largest in the nation. Wayne State boasts the most diverse student body among Michigan's public universities, with students from nearly every U.S. state and 76 countries. Fifty-four percent of Wayne State Students are white; 18 percent are African-American; and the balance is of other race/ethnicity groups. In a recent survey, Wayne State University students ranked the campus diversity highest among a list of campus strengths.

Wayne State University is Detroit's seventh-largest employer, with more than 7,600 regular employees and more than 2,000 student employees. Wayne State has 2,701 faculty members — of whom 1,729 are full-time — and nearly 5,000 staff members. Approximately two-thirds of faculty and staff are represented by one of the 13 unions on campus. The University's financial statements can be found at <http://fisops.wayne.edu/avp/reports.php>. Moody's has assigned Wayne State's General Revenue Bond a rating of Aa3. Wayne State University has more than 250,000 alumni spread throughout the country, of whom about 75 percent live in Michigan.

The University's comprehensive academic offerings are divided among 13 schools and colleges: the Mike Ilitch School of Business; the College of Education; the College of Engineering; the College of Fine, Performing and Communication Arts; the Graduate School; the Law School; the College of Liberal Arts and Sciences; the School of Library and Information Science; the School of Medicine; the College of Nursing; the Eugene Applebaum College of Pharmacy and Health Sciences; the Irvin D. Reid Honors College; and the School of Social Work.

Students have access to a variety of educational resources through 11 affiliate hospitals, including the Detroit Medical Center Hospital, Henry Ford Health System and the Barbara Ann Karmanos Cancer Institute. Such diverse partnerships enable students in the University's health professions schools to gain knowledge and experience in a variety of disciplines.

Wayne State University ranks 68<sup>th</sup> among public American universities, according to the 2018 National



Science Foundation Research rankings; its medical sciences, physics, chemistry, physical science and psychology programs rank in the top 100 nationwide. The University's annual research expenditures are nearly \$224 million.

Wayne State's advancement of its research mission is augmented by collaboration with the University of Michigan and Michigan State University in the University Research Corridor, an alliance that brings in 94% of the state's federal research dollars each year. Wayne State also has a thriving research and technology park called TechTown Detroit and a number of partnerships with government, industry and business.

Wayne State is home to the Perinatology Research Branch, the only National Institutes of Health clinical research center located outside of Bethesda, Maryland. WSU also houses one of 41 National Cancer Institute-designated comprehensive cancer centers — the Barbara Ann Karmanos Cancer Institute — and the new Center for Urban Responses to Environmental Stressors, funded by the National Institutes of Health in 2014.

Wayne State University has launched a broad Integrative Biosciences Initiative (IBio) dedicated to research, discovery, training and knowledge application across a range of biomedical challenges. Thematic based initiatives have been identified to address local regional and global societal challenges including: environmental stress and health, urban life span, cancer, translational neurosciences and cardiovascular, diabetes and obesity. This initiative leverages a new 200,000 square feet. IBio Center that houses coordinated, multidisciplinary teams and programmatic initiatives involving translational projects focused on pathophysiologicals and accumulated stressors affecting health in evolving urban environments.

Wayne State University commits to its urban research mission by continuing to provide access and opportunity to higher education for students of all backgrounds. This commitment helps nurture the next generation of professionals — who will use their education to advance the causes of civil rights and social justice in all aspects of society — and helps meet the needs of the people of Detroit and its surrounding communities.

## University leadership

M. Roy Wilson, M.D., M.S., was unanimously elected President of Wayne State University by its Board of Governors on June 5, 2013. He assumed the presidency on August 1, 2013. Prior to joining Wayne State, Dr. Wilson served as deputy director for strategic scientific planning and program coordination at the National Institute on Minority Health and Health Disparities (NIMHD) of the National Institutes of Health (NIH). Previously, Dr. Wilson was dean of the School of Medicine and vice president for health sciences at Creighton University, president of the Texas Tech University Health Sciences Center and, concurrently, chancellor of the University of Colorado Denver and chair of the board of directors of the University of Colorado Hospital. Dr. Wilson received his undergraduate degree from Allegheny College, an M.S. in epidemiology from the University of California, Los Angeles and an M.D. from Harvard Medical School. He was selected for the list of Best Doctors in America for a consecutive 14 years by Best Doctors Inc. and was a finalist for the Los Angeles Business Journal's Healthcare CEO of the Year in 2011. In 2003, he was elected as a lifetime member of the Institute of Medicine of the National Academies, one of the highest honors in the field of Medicine. His additional honors include the American Academy of Ophthalmology's Senior Achievement Award, the Distinguished Physician Award from the Minority Health Institute, the Herbert W. Nickens Award from the Association of American Medical Colleges, the NIH Director's

Award, the President's Award from the American Glaucoma Society, and the W. Montague Cobb Distinguished Research Career Award.

More information about President Wilson, his cabinet and the current strategic plan is available here: <https://president.wayne.edu/>

## Eugene Applebaum College of Pharmacy and Health Sciences

Historically, the College of Pharmacy was founded in 1924 and merged with the Division of Allied Health in 1974 to form a specialized institution devoted to educating the modern healthcare workforce. Mortuary Science, which originated as a unit of the School of Business Administration in 1943, evolved into a separate department and eventually became part of the College of Pharmacy and Allied Health Professions in 1985.

In 1998, citing the importance of the College's programs to Michigan, the State allocated approximately \$48 million for a new facility, predicated on WSU's commitment to raise \$16.1 million from private sources. Eugene Applebaum, a 1960 alumnus of the College's pharmacy program and the founder of Arbor Drug Stores, came forward with a lead gift of \$5 million and agreed to chair the College's capital campaign. The new facility opened on May 2002 featuring 270,000 square feet of learning and research space. In recognition of Mr. Applebaum's generosity, leadership and outstanding accomplishments as a pharmacist, businessman and entrepreneur, the WSU Board of Governors voted in 2001 to name the College the Eugene Applebaum College of Pharmacy and Health Sciences.



The Eugene Applebaum College of Pharmacy and Health Sciences (EACPHS) takes pride in educating and training students in a broad range of health and well-being disciplines that are relevant and growing in demand locally and globally. Students can expect to receive the highest quality education. The team of dedicated faculty and staff are committed to teaching students to become leaders amongst peers and in their profession. EACPHS is also attractive for its many strengths:

- EACPHS is located in the heart of an urban community and students are uniquely positioned to work closely with leading hospitals in Southeast Michigan. EACPHS offers opportunities to learn and train in diverse settings alongside some of the finest health care professionals.
- EACPHS prepares students for career paths in 12 different disciplines. Here you can train in Pharmacy, Pharmaceutical Sciences, Physical Therapy, Occupational Therapy, Physician Assistant Studies, Pathologists' Assistant, Forensic Investigations, Mortuary Sciences, Radiologic Technology, Radiation Therapy Technology, Clinical Laboratory Sciences or in Nurse Anesthesia.
- Students are exposed to meaningful and important research which expands the depth and breadth of their learning. The team of faculty, scientists and clinicians conduct innovative research that is recognized both nationally and internationally.
- EACPHS is committed to offering a first class student experience through enhanced teaching models, faculty, peer and alumni mentoring opportunities, access to technology, and

exposure to a strong alumni network throughout Southeast Michigan and beyond. Alumni are distinguished members of the society and bring a wealth of information from their lifelong experience to help students build their own career paths of success and distinction.

The mission of the College is to advance the health and wellbeing of society through the preparation of highly skilled healthcare practitioners and, through research, to discover, evaluate and implement improved models of practice and treatments in healthcare sciences and pharmacy. The College's programs prepare graduates who will be leaders in healthcare; will be committed to exceptional care for patients and clients; and contribute as scholars and researchers in basic, clinical, translational and applied sciences. The College has a strong and long-standing commitment of service to the urban community across all of the academic programs.

The EACPHS Fall 2020 enrollment is 976 annually across the 11 academic programs. There are approximately 100 full-time faculty and 20 staff with an annual budget of \$15 million. The highest external grant funding was in fiscal year 2020 at \$6 million with 85% from NIH. Research in the EACPHS is highly diversified with many different types of health science professionals using state-of-the-art resources and working together to advance health care through innovative basic and applied clinical research. Research is funded through multiple sources, including federal agencies, private sector and research and healthcare organizations.

Research excellence and innovations are achieved at multiple fronts reflecting diversity in a vibrant atmosphere. Areas of research strengths include: diabetes, cancer, infectious diseases, antibiotic resistance and chronic health disease management. The College also boasts laboratory and other physical space that attracts the attention of other national and international programs. For instance, The Proteomics Core Laboratory, created in 2011, continues to provide state-of-the-art research capabilities for advancing research projects in diabetes, oxidative stress and signaling and cancer. The LC-MS-MS Pharmacy Analytical Core supports anti-infective research and remains available for users across the medical campus.

EACPHS is composed of the following four departments:

- **Pharmacy Practice:** The Department of Pharmacy Practice mission is to: 1) prepare students for entry into the pharmacy profession in an environment that supports and inspires critical thinking, life-long learning, leadership and professionalism; 2) create and disseminate knowledge related to the rational use, delivery and access to drugs and other therapeutic modalities; and 3) provide service and leadership to the university community, the profession of pharmacy and the public related to education and the optimal use of medications.
- **Pharmaceutical Sciences:** The Department of Pharmaceutical Sciences is a multidisciplinary department that provides expertise in the areas of medicinal chemistry, Pharmaceutics, and Pharmacology and Toxicology. The Department is dedicated to pursuing scholarship that creates new knowledge, to learning that disseminates and preserves knowledge and to engagement that exchanges knowledge. The Department provides students with an integrated, multidisciplinary education in the field of pharmaceutical sciences. Finally, it maintains well-funded and innovative research programs that contribute to the understanding of the design, synthesis, delivery, disposition, action and safety of biologically active compounds and a detailed understanding of the biochemical pathways they target.

- **Applied Health Sciences:** The Department of Applied Health Sciences provides students with highly effective and quality educational experiences that address contemporary challenges directly impacting public health, healthcare, environmental and workplace issues. The Department currently has programs in clinical laboratory science, mortuary science, forensic investigation and pathologists' assistant. The Department is housed in its own 44,000 square foot building at the gateway to Wayne State University on main campus. The mortuary science program and the pathologists' assistant program are the only programs of their kind in the state of Michigan. The clinical laboratory sciences program is recognized as one of the longest existing accredited programs in the state.
- **Health Care Sciences:** The Department of Health Care Sciences comprises six health professions programs: Nurse Anesthesia, Occupational Therapy, Physical Therapy, Physician Assistant Studies, Radiologist Assistant, Radiation Therapy Technology and Radiologic Technology. The Department's programs grant bachelors, masters and clinical doctoral degrees, and they share a common theme of excellence in the education and training of professionals involved in patient care. The department is located near large healthcare institutions and close to the WSU Medical School. Departmental faculty are active in research domains including mechanisms of musculoskeletal disorders, bio-behavioral health and health disparities, rehabilitation modalities, and measurement, and community-based interventions for at-risk populations.

## Academic Programs

In Applied Health Sciences, there are two BS programs: Clinical Laboratory Science and Mortuary Science and one MS Pathologists' Assistant program. In addition, a post-bachelor certificate in Forensic Investigation is offered.

In Health Care Sciences, the programs are: the Nurse Anesthesia (DNAP), Occupational Therapy (MOT), Physical Therapy (DPT), Physician Assistant Studies (MS), Radiation Therapy Technology (BS), and Radiologic Technology (BS).

In Pharmacy, the Doctor of Pharmacy (PharmD) is offered.

In Pharmaceutical Sciences both an MS and PhD track is offered. This is the only PhD path in the College.

## Health Sciences Training on the WSU Campus

In addition to EACPHS, WSU has a strong focus on health sciences that includes the School of Medicine, College of Nursing and the School of Social Work. WSU's goal is to further strengthen and integrate the health sciences and health professions to serve the local community and become a center of excellence for urban environments to overcome the impacts of health disparities.



## School of Medicine

The Wayne State School of Medicine has prepared students to be health care leaders and advocates who go on to change the world since 1868. There is a strong dedication to urban clinical excellence and contribution to Detroit's revitalization is unwavering. Community service roots run deep, and the focus on a healthier world grows ever stronger. School of Medicine students and faculty collaborate and innovate with health care systems and community partners to reduce health disparities and improve - and save - residents' lives. The School of Medicine's location and partnerships with hospitals and clinics allow students to interact with patients and engage with physicians in a real-world setting. Our students take the lessons learned into the community to lead programs like Street Medicine Detroit; operate clinics that serve residents with cancer, diabetes and other ailments; and mentor schoolchildren.

Through social responsiveness and a continuous focus on innovation in education, research and clinical care, the Wayne State School of Medicine will continue to graduate a diverse group of physicians and biomedical scientists who will transform the promise of equal health for all into a reality.

## College of Nursing

Founded in 1945, the College is dedicated to providing the highest quality education to a diverse population of students through the BSN, MSN, graduate certificate programs, DNP and PhD programs. Graduates from the College are prepared to be nurse leaders in research, education and practice. Historically, the College of Nursing has been a leader in nursing education, knowledge generation and contemporary nursing practice. The College of Nursing faculty are dedicated to community-focused research that promotes health and seeks to eliminate disparities facing urban populations. Particular areas of research strength are clustered in the areas of symptoms science as well as the interaction between stress and health disparities. The bachelor of science in nursing, master of science in nursing and doctor of nursing practice degree programs at the Wayne State University College of Nursing are accredited by the Commission on Collegiate Nursing Education and the MSN midwifery programs is accredited by the Accreditation Commission for Midwifery Education (ACME).



## School of Social Work

For over 80 years, the School of Social Work has served as a national leader in social work education and research. The commitment to social work education and practice can be seen in our B.S.W., M.S.W., Ph.D. and certificate programs. At three campuses, online, and at hundreds of field education sites across Greater Detroit, more than 1,000 of their students are learning the ethical, theoretical, and historical foundations of social work. Students apply what they learn to evidence-based techniques and interventions for individual, family, group and community practice. Students also hone their research and advocacy skills to influence social welfare policy in nearly a dozen student organizations and our social justice committee.

With assistance from the Center for Social Work Research, faculty are pursuing innovative research across a range of areas. These include exciting initiatives in aging, bullying and cyberbullying, children/families, general and behavioral health (including opioid addiction), interpersonal violence, jail diversion, trauma, suicide prevention, and policy and program development. Researchers are presenting and publishing their findings to national and international audiences, shaping a broad and interdisciplinary response to society's most pressing problems. Wayne State faculty are also training and motivating the next generation of social work researchers through the Social Work Student Research Community, which promotes student-faculty research collaborations on a range of issues.

## Position Summary

### Reporting Relationships

The Dean reports directly to the Provost and the Senior Vice President for Academic Affairs. In addition, the Dean has a reporting relationship to the Vice President of Health Affairs with regards to clinical issues. The Dean is the chief academic, administrative and fiscal officer of EACPHS.

### Responsibilities

- Provides leadership to the faculty, staff and students to achieve the missions of EACPHS and the University;
- Establishes the organizational structure of the College to best achieve the College's strategic plan and maximizes the potential of all EACPHS academic degree programs;
- Secures and maintains professional accreditation for the College as well as assists in maintaining regional accreditation for the institution;
- Promotes productive collaborative research initiatives and takes leadership in seeking external support (grants and development opportunities) for EACPHS programs and research units;
- Fosters and develops interdisciplinary collaborations to strengthen ties with other schools/colleges within the University;
- Fosters an environment that facilitates attracting, retaining, and developing outstanding faculty, administrators and staff;
- Leads fundraising efforts in collaboration with upper administration, faculty, staff, students, alumni, community, and strategic partners of EACPHS;
- Develops new strategies and incentives for innovation and sustainable financial support; and
- Allocates and manage the school's fiscal resources.

## Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

### **Imagine a Vision and Strategy and Engage the Support of the University Community**

Building upon the strong foundation currently within WSU EACPHS, the new Dean, with the faculty, will articulate a shared vision that will result in the College continuing to be viewed among the premier health sciences and health professions programs nationally and internationally. The Dean will be a leader in defining the future of WSU EACPHS in research, education, and practice within the disciplines represented within the College, as well as its role in the healthcare continuum within the University community, the state and the nation. In collaboration with the faculty, the Dean will lead the EACPHS in its strategic positioning in education, research and clinical care. The Dean will engage the faculty in identifying ways in which the College can assume a leadership role in addressing the state's health care needs and specifically, those struggling with health care disparities, and in increasing the diversity of the workforce in the health professions.

In the current climate of competition for students and faculty in the health professions, it is imperative that the Dean determine the key differentiators that set EACPHS apart in order to articulate and disseminate the College's uniqueness. This will include engaging faculty in a strategy that embraces and supports Wayne State's unique engagement with and for Detroit in all aspects of its mission from education and research to community service and economic development.

### **Continually Assess Academic Programs and Increase Student Enrollment**

Wayne State University seeks a Dean who is committed to professional and graduate education. Given the current environment in which the number of new programs in the health professions continues to increase, it is important that WSU EACPHS maintain its leadership role in education. The Dean will engage the faculty in continued exploration of future educational trends in the health professions and take action to assure that the College's academic programs are at the leading edge of education, practice, research and policy development.

The Dean will lead faculty in identifying ways to increase enrollment in the College's programs, supporting growth and innovation in the identification of additional programs that will contribute to meeting workforce demand. This will include exploring new audiences and modes of delivery in order to increase student enrollment, while maintaining the excellence for which EACPHS is known. It is critically important to the University's mission that EACPHS continues to recruit and admit a diverse group of students in all of the College's academic programs who have the potential for academic and professional success and leadership and to provide these students with a well-developed, competency-based curriculum.

### **Research and Scholarship**

Research is a critical component of the mission of WSU EACPHS. The next Dean will be expected to demonstrate leadership in research that ensures the College continues to increase its research productivity by developing competitive programs, facilitating the pursuit of external funding, especially NIH grants, and improving the infrastructure that fosters productivity. This will include

working effectively with the University, the state legislature, and extramural entities to support and expand research opportunities. The Dean will engage the faculty across the departments to identify opportunities to increase translational research.

### **Continue Building a Faculty of Distinction**

The faculty of WSU EACPHS are among the most distinguished in the nation. The standard of excellence is clearly defined: extraordinary teaching and clinical care, scholarly excellence and funded research are priorities. The new Dean will need to continually recruit, retain and develop an outstanding and diverse group of faculty. While it is important to preserve the core focus of EACPHS, it is critical that the next Dean lead the faculty in embracing new and exciting ways of thinking, serving as a leader as new models of education and clinical practice are developed. Building upon the expanded use of technology demanded by COVID-19, the Dean will engage the faculty in exploring innovative methods in the teaching and training of students.

It is essential that the new Dean maintain the strong sense of community and high morale within EACPHS. This will include open and clear communication pathways and a commitment to consultation, collaboration and team building. The Dean will support the ongoing professional development of faculty, nurturing outstanding scholarship, education and clinical practice. The Dean will encourage the integration of the work of all faculty members, whether their emphasis is on education, research or clinical instruction. Academic and professional staff are vital partners and collaborators of the faculty and senior leadership. The Dean will foster their roles in student recruitment, academic advising and administrative support for the success of the College.

### **Promote Interprofessional and Interdisciplinary Partnerships**

The Dean is expected to foster an innovative, interprofessional, collaborative, and entrepreneurial environment in setting a path forward for the EACPHS. The Dean will lead the EACPHS in developing close cooperative relationships and leverage joint resources with other schools, colleges and institutes across the University. This will include developing initiatives to combine efforts that enhance interdisciplinary research and encourage collaborative team research. The Dean will also lead faculty to identify opportunities to further integrate interprofessional education within the College's curricula. Additionally, the Dean will seek opportunities for collaboration with local and regional hospitals and community agencies in program development and research.

### **Collaborate with Clinical Partners**

The Dean will establish a strong partnership with senior leadership with the College's clinical partners, demonstrating entrepreneurship and innovation regarding how EACPHS can help to address the region's, as well as the state's, health care needs and workforce demands. The Dean will work closely with the Vice President of Health Affairs to develop and maintain collaborative relationships with new, as well as existing, clinical providers to ensure the College has the required clinical sites and to leverage what the University's health sciences programs can offer.

### **Act as the "Face and Voice" of the College**

The Dean will work to continue to advance the reputation and priorities of the EACPHS among external constituents. It is important that the new Dean establish relationships with leadership

within other academic institutions, government, and communities across the state, demonstrating the value of the College's academic programs and research and its important role in educating and training healthcare practitioners and scientists. The Dean will also lead efforts to identify ways in which the EACPHS can increase its visibility to prospective students and faculty regionally, as well as nationally.

The Dean will seek opportunities to increase philanthropic support to provide scholarships and to support research by playing a significant role in fundraising. To advance the mission and increase the number of educational, practice and research opportunities for students, Wayne State University seeks an energetic and engaged Dean who can build strategic alliances and create a culture of philanthropy among alumni.

## Candidate Qualifications

Candidates for WSU Dean of EACPHS should have a distinguished record as a scholar and teacher, should have a Ph.D. or equivalent doctorate in a related health field, and should be tenure eligible with credentials appropriate to be appointed at rank of full professor in a discipline offered by the college.

In addition, the ideal candidate will possess the following:

- A commitment to increasing student, staff and faculty diversity consistent with the WSU's mission as an urban public research institution;
- Knowledge of curriculum, current standards, practices, and trends in pharmacy practice, health sciences, and pharmaceutical sciences;
- A strong commitment to maintaining and developing quality undergraduate graduate, and professional health sciences and pharmaceutical science programs;
- Proven ability and experience in administration, preferably academic administration;
- Ability to coordinate and work effectively with other administrative and academic units and institutional partners;
- A capacity for effective leadership of the EACPHS internal constituencies, including administrators, faculty, students and staff;
- Skills necessary to maintain and develop relationships with the EACPHS external constituencies, including alumni and University decision makers;
- A demonstrable ability to lead EACPHS fundraising and development efforts and to enhance its reputation locally, regionally, nationally and internationally;
- A commitment to fostering an atmosphere of mutual respect and a history of developing and maintaining consensus and cohesiveness;
- Strong business and financial acumen and experience in strategic planning, fiscal planning, budget and resource management; and
- Excellent interpersonal and communication skills.

## The Community

### Detroit, Michigan

Detroit is the largest city in Michigan and a major port on the Detroit River, an international waterway that connects the western Great Lakes to Lake Erie and the Saint Lawrence Seaway. In 2019, the city had a population of approximately 670,000 — and the population of the surrounding metropolitan area is more than four million. The city's population is primarily African American and is increasingly diverse, with new residents representing a spectrum of ages, races and cultures eager to participate in Detroit's transformation. The southwest Detroit area has vibrant and growing Latino/a American communities and the city of Dearborn has the largest Arab American community outside of the Middle East. The combined Detroit-Windsor (Ontario) metropolitan area, a critical commercial center on the Canada-U.S. border, has a total population of 5.7 million. Known as the nation's traditional automotive center, Detroit is synonymous with the American automobile industry and an important source of popular music legacies celebrated in the city's two familiar nicknames, "The Motor City" and "Motown."

Detroit's Midtown neighborhood is home to Wayne State as well as excellent museums, theatres, libraries, concert halls and professional sports venues. Among the cultural institutions within walking distance of the main campus are the main branch of the Detroit Public Library, the Detroit Institute of Arts, the Charles H. Wright Museum of African American History, the Michigan Science Center, the Fisher Theatre, Detroit Children's Museum and the Detroit Historical Museum. As Detroit has undergone a historical resurgence, Midtown has been at the heart of the growth. In 2014, *USA Today* named it one of its "10 Up-and-Coming Neighborhoods around the USA."

Wayne State promotes cooperation among Midtown's three anchor institutions: Wayne State, Henry Ford Health System and the Detroit Medical Center. Wayne State has assumed leadership roles in collaborations designed to ensure public safety, promote local transportation, boost economic development and beautify the area. Since 1999, the University has committed nearly \$700 million to projects on and adjacent to campus, changing Midtown's landscape and ambience. This includes the new Integrative Biosciences Center (IBio), which will push the frontiers of multidisciplinary health sciences and attract faculty and economic development from across the nation.

## Timeline

Potential interview dates for this position have been outlined as follows:

Paper presentation of qualified candidates to Search Committee: Week of December 7

Round One interview dates: Week of December 14

Round Two interview dates: TBD

Selected candidates should plan to hold the above dates in the event they are invited by the committee to participate in the interview process.

## Procedure for Candidacy

Please direct all nominations and application materials (c.v. and cover letter) to Joyce De Leo, PhD and Claudia Teschky, preferably via e-mail, to [WSU\\_DeanEACPHS@wittkiewer.com](mailto:WSU_DeanEACPHS@wittkiewer.com). Information that cannot be sent electronically may be forwarded to:

Joyce De Leo or Claudia Teschky  
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Oak Brook, Illinois 60523  
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*The Wayne State University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.*

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