



Dean of the College of Pharmacy and Pharmaceutical Sciences

Position Profile

Greenwood/Asher & Associates, Inc.
Executive Search, Consulting and Training

The Position

Washington State University (WSU) Health Sciences Spokane, one of six campuses in the distinguished Washington State University system, seeks a dynamic and innovative leader to serve as the Dean of the WSU College of Pharmacy and Pharmaceutical Sciences. The successful Dean will strategically manage and grow the teaching, research, and service portfolios of the College, consistent with its vision for cutting-edge research, highly engaging interprofessional education, and partnerships that will transform the future of health care. This is an exceptional opportunity to make a significant difference working collaboratively with students, faculty, and staff within the College of Pharmacy and Pharmaceutical Sciences, as well as working in partnership with leaders from WSU Health Sciences Spokane and WSU systemwide.



Duties/Responsibilities

The successful candidate will possess an earned doctoral degree and have at least ten years' experience in the teaching, research, service, or clinical practice of pharmacy. Candidates should have a distinguished professional record and exhibit exemplary intellectual leadership, combined with the capacity to manage an academic enterprise, with multiple constituencies, within a large, complex public university. The ideal candidate will be a visionary, transformative, and inclusive leader with the ability to collaborate successfully with faculty and other stakeholders to sustain creativity, innovation, and progress. WSU Health Sciences Spokane seeks a new dean to join the WSU College of Pharmacy and Pharmaceutical Sciences starting July 2020 or as soon as possible thereafter.

Prospective candidates should possess the scholarship, leadership, management, and fundraising ability necessary to perform the roles of chief executive officer and chief academic officer for the College. In addition, strong candidates will



possess a combination of professional experience and leadership traits to:

- Lead the faculty in extending the vision for the College of Pharmacy and Pharmaceutical Sciences;
- Serve as the intellectual leader of the faculty through a demonstrated commitment to scholarship, an ability to inspire junior and senior faculty in their scholarly pursuits, and a commitment to continued development of the intellectual environment at the College;
- Encourage and promote College morale, research and scholarship, professional development, and quality teaching;
- Provide strategic leadership to advance the quality, reputation, and goals of the College;
- Work collaboratively with faculty governance, and establish and staff the organizational structure of the College to best achieve the strategic plan;
- Serve as the College's principal participant in University governance and establish strong, cooperative, working relationships with University administration and with peers leading other academic units in the University;
- Oversee the administration of the College, managing its capital, human, and fiscal resources and implementing a budget for the College with the oversight of the vice president/chancellor;
- Consult with faculty members in matters affecting long-range policy and direction of the College;
- Work actively to promote and support equity and diversity;
- Demonstrate good judgment in attracting, retraining, and developing outstanding faculty, administrators, and staff;
- Enhance the resource base of the College from a broad range of sources, including alumni, the philanthropic community, industry and funding agencies;
- Serve as a visible and vocal advocate, champion, and fundraiser for the College by providing leadership in external relations efforts to grow its financial resources. In partnership with Advancement, identify and cultivate major donors to achieve campaign goals and philanthropic priorities;
- Collaborate with pharmacists and pharmacy organizations in the state to advance pharmacists' ability to serve the health care needs of the state's citizens;
- Function as the College's lead representative among internal and external constituencies;
- Develop positive and mutually supportive relationships with the College of Pharmacy and Pharmaceutical Sciences' graduates; and

- Promote outreach and engagement in issues appropriate for an academic unit within a public university and contribute to the expertise of the pharmacy community on issues of concern to the wider community.

Minimum Qualifications, Knowledge, Skills, and Abilities

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



- An earned doctoral degree and substantial experience in pharmacy education, with at least 10 years in an administrative position with duties and responsibilities for academic and fiscal management;
- Accomplishments meriting tenure at the rank of professor in one of the academic departments of the WSU College of Pharmacy and Pharmaceutical Sciences;
- A strong, professional presence and excellent interpersonal skills;
- A leadership style characterized by flexibility, inclusiveness, integrity, and openness that involves and enables faculty and other stakeholders to share in governance;
- A proven record of building strong internal and external alliances and partnerships, including demonstrated experience in developing strong industry relationships;
- The capacity and intent to sustain and enhance an institution's overall reputation;
- A strong record of academic knowledge and accomplishment that demonstrates knowledge of current higher education landscape and national trends in pharmacy and pharmaceutical sciences;



- An ability to cultivate, solicit, and steward significant contributions from individuals, alumni, corporations, and foundations;
- An ability to envision and execute agreed-upon strategies, including the use of measurable goals and outcomes;
- A demonstrated commitment to the value of diversity in students, faculty, and staff; a commitment to building cultural awareness; and an aptitude for navigating cultural differences;
- A proven record of success in leadership in the context of shared governance models and a genuine appreciation of, and commitment to, collaborative decision-making; and
- The ability to recruit, motivate, inspire, and retain talented and diverse faculty and provide strong support for their progress through promotion and tenure.

About Washington State University

Founded as the people's university, WSU embraces its land-grant heritage, seeking to transform lives through education, research, and community outreach and service and has been doing so for nearly 130 years. WSU is truly a statewide institution, with a presence in every county in the state. System-wide, the University enrolls over 30,000 students, employs more than 7,000 full- and part-time faculty and staff statewide, and offers several highly ranked academic programs on its five physical campuses (Pullman, Spokane, Tri-Cities, Vancouver, and Everett) and online through its Global Campus. WSU Extension has offices located in each of the state's 39 counties, and the University operates Research and Extension Centers in key agricultural areas. The University operates as an integrated university system, with all campuses adhering to the same set of goals, practices, and policies – known as One WSU. For example, degree requirements are similar across campuses; all instructors and researchers, regardless of their location, are considered part of one faculty; and the offices of student affairs and finance and administration are regarded as distinct but highly integrated components of the same divisions. WSU has been redefining its administrative and operational structures to ensure delivery of an integrated set of services while allowing each campus autonomy via the leadership of the chancellor and a clearly defined identity.

The University places a high value on diversity, equity and inclusion in all facets of the institution. Some 30 percent of the student body statewide is racially diverse, and nearly one out of every three WSU students are the first in their family to attend college. Approximately 24 percent of WSU students hail from outside the state of Washington and about 7 percent are international students. Enrollment reached an all-time high in fall 2019, with 31,607 students enrolled systemwide. The WSU community is deeply committed to providing the resources and support students need to become global citizens

and informed leaders who thrive in their professional and personal lives. The University annually awards more than \$390 million in scholarships and other financial aid to about 17,000 undergraduate students. The WSU Foundation consistently raises in excess of \$100 million annually from private donors—funds used to support student scholarships and academic, research, and service initiatives.

A nationally respected leader in higher education, President Kirk Schulz became the 11th president of WSU and a tenured professor in the Gene and Linda Voiland School of Chemical Engineering and Bioengineering on June 13, 2016. He previously served seven years as president of Kansas State University, where he guided the university to significant achievements in research, enrollment and fundraising.

In 2017, President Schulz launched the “Drive to 25” initiative (<https://wsu.edu/drive-to-25>), which calls for WSU to become one of the nation’s top 25 public research universities, preeminent in research and discovery, teaching, and engagement by 2030. The “Drive to 25” builds on the cornerstones of WSU’s ambitious strategic plan and its two pivotal goals of offering a transformative educational experience to undergraduate and graduate students and accelerating the development of a preeminent research portfolio. WSU also established a set of research grand challenges that help focus the institution. President Schulz is relying on a strong team of leaders, including Chancellor DeWald, to strengthen the individual stature of each campus, while ensuring policies and plans reflect the “one university” concept.

In 2018, the Northwest Commission on Colleges and Universities (NWCCU) reaffirmed the regional accreditation of WSU through 2025. *U.S. News & World Report’s* 2018 “America’s Best Colleges” rankings place WSU 68th on the list of public national universities. WSU is ranked as a “Highest Research Activity” institution by the Carnegie Foundation and in 2015 was ranked 44th among public research universities in the U.S. by the National Science Foundation. Also, the Carnegie Foundation for the Advancement of Teaching recognized WSU for its engagement activities with its Community. In addition, the Campus Pride Index recently recognized WSU as one of the top 25 universities nationally with respect to LGBTQ-friendly policies, programs, and practices.

About WSU Health Sciences Spokane

While Spokane is home to the health sciences campus, many of WSU Health Sciences activities occur across many WSU campuses and in associated communities, including health education and delivery, and research. WSU Health Sciences prepares the state’s future physicians, nurses, pharmacists, and other health professionals and provides system-wide access to life-changing education and

research in world-class facilities.

WSU Health Sciences Spokane saw its beginnings in 1968, when a cooperative venture brought WSU, Eastern Washington University, Whitworth University, local hospitals, and



Fort George Wright College together to form the Intercollegiate Center for Nursing Education, which aimed to serve local residents seeking graduate education opportunities in the nursing field. Spokane was an important regional medical market, offering advantages for health sciences disciplines like nursing. Programs continued to expand and in 1989 WSU Health Sciences Spokane was established as one of three regional

campuses for Washington State University. By 1991, WSU Health Sciences Spokane was accepting graduate students in criminal justice, education, engineering, nutrition, and speech pathology. The campus continued to grow its physical, academic, and scholarly footprint; in 2009, the WSU College of Nursing relocated to Spokane, and in 2010, the WSU Board of Regents officially designated WSU's Spokane campus as the University's health sciences campus. In 2013, the WSU College of Pharmacy completed the move from the Pullman campus into the state-of-the-art Pharmaceutical and Biomedical Science Building. In 2015, in response to the state's crisis around access to health care, the Washington State Legislature and Washington Governor Jay Inslee authorized the establishment of WSU's Elson S. Floyd College of Medicine.

The Current Context

Daryll B. DeWald, Ph.D., became the fourth chancellor of WSU Health Sciences Spokane in September 2017 and on July 1, 2019, he took on the additional title of vice president of health sciences. He is charged with further elevating the campus to be a true hub of health care innovation with cutting-edge research, highly engaging interprofessional education, and partnerships that will transform the future of health care for the state of Washington. The new vice president title reflects DeWald's additional responsibilities overseeing the colleges of medicine, nursing and pharmacy and pharmaceutical sciences, all of which are based in Spokane, but have statewide presence. WSU Health

Sciences Spokane works collaboratively with its surrounding communities to enhance quality of life through an intentional and sustained effort to create, interpret, apply and disseminate knowledge, thereby serving as a model for a world-class campus in a regional city. The colleges at WSU Health Sciences Spokane have formed robust partnerships across the state of Washington, both with large medical centers and hospitals, as well as a variety of rural and community hospitals and clinics. In addition, the colleges have established partnerships with local community colleges and universities across Washington and key regional health care systems.

Today, WSU Health Sciences Spokane educates more than 1,600 students, 87 percent of whom are Washington residents. There are 534 undergraduate, 325 graduate students, and 826 professional students. WSU Health Sciences Spokane boasts over 300 exceptional faculty in the fields of nursing, medicine, pharmacy, speech and hearing, health policy and administration, nutrition/exercise, criminal justice, and education. In addition to teaching, faculty partake in team-based, interdisciplinary research to inform the scientific knowledge base, influence health outcomes, and ultimately improve the quality of care, education, and management in the healthcare spaces. Research continues to grow at an impressive rate, as grant and contract funding reached \$32.5 million in FY2018, up significantly over previous years. WSU Health Sciences Spokane researchers are also heavily involved in the University's research initiative on "*Sustaining Health: The uncompromising pursuit of healthier people and communities.*" To learn more about WSU Health Sciences Spokane research, visit <https://spokane.wsu.edu/research/>.



The 48-acre campus, which also houses programs offered by Eastern Washington University, is located just across the Spokane River from Gonzaga University. It is home to several new facilities, such as the recently constructed Pharmaceutical and Biomedical Sciences building, which houses the latest in health science laboratories and classroom technology. Recently, an iconic U-District Bridge was completed as a result of a partnership with the City of Spokane and businesses, colleges, and universities in the University District to better connect the city and enable collaboration and partnerships.

Location for the College of Pharmacy and Pharmaceutical Sciences

Spokane

The metropolitan Spokane area is a vibrant community of approximately 545,000 people. Located about 75 miles from Pullman, 18 miles from the Idaho border, 280 miles from Seattle, and 110 miles south of Canada, the Spokane region features the second largest population base in the state of Washington and is the largest city between Minneapolis and Seattle. Spokane serves as the perfect jumping-off point for four-season recreation among the region's many clear lakes and rivers, national forests, trails, and ski resorts.

The WSU Health Sciences Spokane campus is located in the University district of downtown Spokane, on the Spokane River. Bordering the river and campus is the Centennial Trail, which supplies miles of trail with spectacular falls on the western end of Riverfront Park. Downtown Spokane features an eclectic array of buildings—including historic gems such as the luxurious Davenport Hotel and the art deco Fox Theater—that serve as the hub of a thriving arts district.

The city of Spokane ranks highly on all key metropolitan livability measures, including housing costs, public school quality, commute times, air quality, and access to excellent medical care. It is one of the largest health services markets in the region, with 13 hospitals and medical centers in Spokane County, nine with over 300 FTE. Health care comprises 11% of the Spokane County employment base (10% of the state's five northeast counties' employment base) and 40% of the service job sector.

Yakima

WSU Health Sciences partners with Pacific Northwest University of Health Sciences (PNWU) to offer its Doctor of Pharmacy students the opportunity to learn alongside PNWU's Doctor of Osteopathy students in an environment that is focused on developing tomorrow's leaders in innovative and accessible community-centered care. Yakima gives student pharmacists interested in working with rural and underserved populations an ideal learning environment. Class sizes in Yakima are kept small at about 35 students, offering a more personal learning experience. In the heart of Central Washington, Yakima is the tenth largest city in the state and is located 60 miles southeast of Mount Rainier in the Yakima Valley.

About the College of Pharmacy and Pharmaceutical Sciences

The WSU College of Pharmacy and Pharmaceutical Sciences was founded in 1891 and has been accredited since 1912. As a graduate- and professional-education college, the main degree programs

include Doctor of Pharmacy (Pharm.D.) and Doctorate in Pharmaceutical Sciences (Ph.D.).

Based in Spokane, Washington, the College relocated from Pullman, Washington in December 2013. In 2015, the College expanded operations to Yakima, Washington with its Doctor of Pharmacy program extension on the Pacific Northwest University of Health Sciences campus. Currently, the College has just under 650 student pharmacists and graduate students, and over 3,000 alumni.

More can be found at <https://pharmacy.wsu.edu/>

Mission

To advance human health through excellence in collaborative research, scholarship, and clinical education and to develop outstanding health care professionals and scientists.

Vision

To be a leader in advancing, promoting, and protecting human health.

Pharmaceutical and Biomedical Sciences Building

The opening of the Pharmaceutical and Biomedical Sciences building in November 2013 allowed for the consolidation of the College of Pharmacy on WSU's Spokane campus after many years of students, faculty, and staff traveling 70 miles between Pullman and Spokane.



Transition of the WSU College of Pharmacy and Pharmaceutical Sciences to Spokane was an integral part of Washington State University's strategy to make the Spokane campus the health sciences campus for the University. Spokane is a medical hub for the Inland Northwest and provides pharmacy students outstanding and

varied opportunities to interact with patients.

Accreditation

The Washington State University College of Pharmacy and Pharmaceutical Sciences is fully accredited by the Accreditation Council for Pharmacy Education.



Nomination & Application Process

Salary

The salary is competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Washington State University in this search. Applications and nominations are now being accepted. Screening of complete applications will begin immediately and continue until the completion of the search process.

Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Inquiries, nominations and application materials should be directed to:

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