SEARCH PROFILE:
DEAN, HEALTH SCIENCE PROGRAMS
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ABOUT BAY PATH UNIVERSITY

When Bay Path opened its doors to students in 1897, it had a very clear goal: to provide a practical, affordable, and career-oriented education to meet the needs of companies, organizations, and communities. From the beginning, Bay Path prided itself on being entrepreneurial, constantly pushing the boundaries of the academic experience to fit the student...to start them on the road of success. We still do.

Today, that spirit and philosophy is more important than ever in higher education. At Bay Path, it’s not just the number and breadth of undergraduate and graduate programs that defines us and we have many—but it is our ability to connect the classroom to learning to leadership to experience to career that is at the core of what we do best. We know the work that needs to be done.

Bay Path University, an independent and not-for-profit institution, was named Among Fastest Growing Baccalaureate Colleges by the Chronicle of Higher Education Almanac, and is a member of the Women’s College Coalition. With a main campus in Longmeadow, MA and three satellite locations, (East Longmeadow, Sturbridge, Concord), Bay Path offers undergraduate, graduate (for women and men) degrees, and professional certificates.

We’re committed to preparing our students to navigate a constantly changing world. Whether it is one of our innovative academic programs, groundbreaking online learning platform, or through our Women as Empowered Learners and Leaders initiative, we educate our students in ways that will help them to grow, learn to adapt, and always to flourish. Be part of the change.

We invite you to visit our website at www.baypath.edu where you can learn more about Bay Path University.
PRESIDENT
Sandra J. Doran J.D. was unanimously elected by Bay Path University’s Board of Trustees to be the university’s sixth president, beginning her tenure on June 30, 2020. President Doran believes that a college presidency is not a career choice, it is a very specific calling that serves both a personal and institutional purpose. Her distinguished career as an academic leader, senior executive in the corporate sector, lawyer, innovator, and battle-tested entrepreneur, has provided her with a unique skill set that she is actively putting into practice to ensure that Bay Path University continues to excel in pursuing its core mission of empowering undergraduate women and graduate women and men to become leaders in their careers and communities. For more information about President Doran and her background, visit: [www.baypath.edu/about/leadership/president/](http://www.baypath.edu/about/leadership/president/)

STRATEGIC PLAN
In January, Bay Path launched its 2021 Strategic Planning Process: Building One Bay Path. The plan was completed and implementation began in summer 2021. Facilitated by Cambridge Hill Partners, the goal was to develop a three-year plan that underscores and strengthens those aspects that are fundamental to our future: a community that fully embraces and lives its promise to diversity, equity, and inclusion; an irrefutable pledge to keeping students at the center of our work and decision-making; financial sustainability based on a model of innovative growth; and, finally and importantly, a collective commitment to working together as One Bay Path, one that recognizes our common purpose and mission. It was a very comprehensive planning process, with numerous opportunities for input by members of our community. Having already committed to developing a new blueprint for higher education by building on the many innovative initiatives of past years, one that empowers the students we serve to learn in a way that makes the most sense for their individual learning styles and goals, we look forward to our future with great optimism.

Health Sciences programs are critical to the strategic enrollment growth of Bay Path and features prominently in the plan. Strategic expansion and deepening of commitment to educating learners in the Health Sciences through development of new and integrated programs, direct entry pathways, work-based learning, and targeted use of facilities. Focused interdisciplinary programs that reflect the emerging and escalating knowledge and skill requirements within the healthcare workforce as informed by the industry will further enhance career opportunities of our learners.

The quality of Bay Path University’s programs in healthcare and health sciences attracts significant funding, including two multiyear federal grants from the Health Resources and Services Administration (HRSA) under current management totaling over $2.9 million. These grants, one awarded to the MS in Physician Assistant Studies, and the second awarded to the MS in Clinical Mental Health Counselling, are aimed at the training and placement of well-qualified trainees in high-need primary care settings in medically underserved areas, and increasing the diversity of trainees who graduate from these programs and who choose to practice in these settings.

The new dean will provide the vision and strategic leadership to transition the to a stand-alone unit dedicated to health science programs.
LEADERSHIP AGENDA

Health Sciences programs are currently housed with education programs in the School of Education, Health and Human Sciences. The new dean will provide the vision and strategic leadership to transition health-related academic programs to a stand-alone unit dedicated to health sciences. Additionally, the next dean will have the opportunity to lead on several key initiatives, including:

- Provide strategic direction for the school in alignment with the strategic direction of the university.
- Develop local and national partnerships that align with health sciences programs and student career opportunities.
- Launch market driven and high demand programs for future health profession occupations.
- Ensure quality national recognition of programs as evidenced by high licensure pass rates.

JOB SUMMARY

The Dean of the School of Health Sciences reports to the Vice President Academic Affairs and Chief Academic Officer and serves as one of three deans of the university. In this role, the Dean is charged with providing leadership for the curricular, co-curricular, and external outreach programs for the School. The Dean is a visionary with extensive higher education leadership who can provide solutions-oriented leadership and work collaboratively within the college, across the Division of Academic Affairs, and across the university.
ESSENTIAL JOB FUNCTIONS

DESIRED LEADERSHIP ATTRIBUTES

The Dean will enthusiastically share the university’s Mission, strategic aspirations and goals, and recognize the importance of teaching excellence, scholarship, service, and administration. The Dean will ensure academic excellence and advocate for students, faculty, and staff. The successful candidate will be positioned to effectively address the broad range of leadership challenges, decisions, and opportunities required of the position.

As one of the university’s academic leaders, the next Dean of Health Sciences will embrace Bay Path’s Mission and seek its actualization in executing the following leadership priorities.

- **Create an Academic Vision to Enhance Excellence and Reputation:** With the university’s core values as a foundation, the Dean will collaborate with the Vice President Academic Affairs, faculty, staff, and the Bay Path Community to envision, shape, and revitalize the academic vision for the college’s future.

- **Effectively Manage Academic Programs:** In collaboration with the Vice President Academic Affairs, the Dean will promote a culture of administrative effectiveness including the review of current academic policies and procedures and implementing data informed “best practices.” Establish and implement measurable strategic goals for the School of Health Sciences and lead assessment of goals and program outcomes.

- **Promote and Enhance Diversity, Equity, Inclusion, and Belonging:** The Dean will actively work with Departments to promote, support, and implement diversity, equity, and inclusive strategies to enhance the academic and community experience of current and future Bay Path students, faculty, and staff.

- **Support Academic Programs and Pedagogies:** The Dean will support existing innovative academic programs, delivery modalities, and pedagogies and develop new ones to ensure integrity and deepen the overall educational experience for all students. Engage in initiatives to ensure the creation, development, monitoring, an evaluation of sound, evidence-based curricula and high-quality instruction.

- **Support and Enhance Faculty and Staff Development:** The Dean will lead efforts in recruiting, mentoring, evaluating, and developing diverse full-time faculty and staff in accordance with their professional goals. The Dean will also be responsible for effective college succession planning.

- **Increase Student Enrollment, Success, and Retention:** Although well-managed and committed to balanced operating budgets, the university is tuition-driven with finite financial resources and escalating costs. Therefore, increasing enrollment at all levels through programmatic revisions, effective recruitment strategies, astute financial aid management and scholarship opportunities, and enhancing student success and retention rates are critical priorities for the next Dean.
ESSENTIAL JOB FUNCTIONS (CONT.)

- **Promote and Increase Experiential Learning Opportunities:** The Dean will work to establish new experiential learning opportunities and expand existing ones for all students in order to further the overall educational experience and develop critical thinking and Mission-aligned leadership skills for students. This includes identifying new and sustainable partnerships capable of providing internships, career development, service learning, and other community-based learning opportunities for Bay Path students.

- **Enhance Development and Fundraising Activities:** The Dean serves as the chief spokesperson to all external stakeholders including alumni and community partners. Working collaboratively with the Office of Advancement, the Dean will enhance and participate in alumni relations, and increase fundraising efforts for the college.

OTHER FUNCTIONS

- Stewardship of college resources (fiscal, personnel, physical).
- Participate in the development, refinement, and oversight of academic policies and procedures.
- Ensure all programs remain compliant with state licensure and accreditation requirements.
- Represent the School on appropriate external committees, boards, and constituencies.
- Prepare reports and/or presentations for Board of Trustee meetings.
- Assume campus wide responsibilities as requested (e.g. chair committees or coordinate cross-functional teams).
- Serve University committees as requested.
- Other duties as assigned
OTHER RESPONSIBILITIES

Attend trainings as required.

Attend meetings and conferences as requested.

If you operate a University owned, leased or personal vehicle at any time while performing your duties, you must follow all policies and procedures outlined in the Operations Manual. Additionally, you must report any driving offense, on or off company time, which causes a loss, suspension, or any other change to your license status. You must report this change within one business day of the offense. You can report this change to the Human Resource Department or your direct supervisor. Failure to do so can lead to disciplinary action, up to and including terminations.

This list of essential job functions and other responsibilities is representative of those duties and responsibilities that are required of this position. However, the list is not to be considered as all-inclusive. A supervisor or director may assign other duties and/or other duties at alternate locations to meet mission requirements of the University and cooperation of all personnel is expected to carry out the mission.

REQUIRED QUALIFICATIONS

• Earned doctorate from a regionally accredited institution in a discipline in the school or potential growth area in the school.

• Evidence of a commitment to promoting and enhancing diversity, equity, inclusion, and belonging.

• A record of successful administrative academic leadership, including experience in health science at the undergraduate and graduate levels and developing and supporting high-performing teams.

• Experience leading program growth and development related or transferable to healthcare education.

• Experience in fundraising and building partnerships with key external stakeholders including alumni, community partners, healthcare industry, educational institutions, and government agencies.

• Experience using data to inform strategic and operational decisions.

PREFERRED QUALIFICATIONS

• Earned PhD, EdD, or MD from regionally accredited institution preferred.

• Leadership experience in healthcare service delivery, government, foundations, and industry would be an asset.

• Record of excellence in teaching, scholarship, and service appropriate to hold the rank of full professor.

• Preferred five years of demonstrated administrative academic experience in higher education (dean, associate dean, program director, department chair, or equivalent).

• Experience with multiple learning modalities and educational innovations to meet the needs of a changing student population.

• Previous experience with planning and implementing interprofessional education initiatives.

• Experience writing accrediting agencies' self-studies and reports.

ADDITIONAL INFORMATION

Commitment to Diversity, Equity, and Inclusion

Bay Path University is a diverse community devoted to proactively nurturing a campus-wide culture that promotes and ensures equity, respect, inclusion and safety for all members regardless of race, color, national origin, age, gender, religion, sexual orientation and gender identity, socio-economic background, or physical ability. We are one University that opens our hearts and minds to conversations, to learning and to creating a community that is welcoming of all. Regardless of position, it is expected that each employee will embrace this commitment and demonstrate an attitude of respect toward and acceptance of all members of our community.
APPLICATION INSTRUCTIONS

The search for Bay Path University’s next Dean of Health Sciences is being assisted by Academic Search. Applications, nominations, and expressions of interest can be submitted in confidence to HealthSciencesDean@academicsearch.org. Review of applications will begin immediately. July 25, 2022 is the preferred deadline for receipt of applications. Confidential discussions about this opportunity may be arranged by contacting senior consultant, Maria Thompson, who can be reached at maria.thompson@academicsearch.org.

Applications for this position should consist of the following:

- A substantive cover letter addressing how the applicant’s skills and experiences are transferable to the implementation of the leadership agenda. The letter should also highlight any preferred qualifications the applicant possesses.

- Current resume / curriculum vitae that chronicles, at a minimum, all required qualifications.

- A statement describing the applicant’s commitment to promoting and enhancing diversity, equity, inclusion, and belonging. The statement should include an example of practical application and outcomes and should not exceed two pages.

- Full contact information for four (4) professional, work related references with a note indicating the nature of your working relationship with each. References will not be contacted without the explicit permission of the candidate.

- Any other relevant information pertaining to this position and your candidacy.

Bay Path University is dedicated to building a culturally diverse and pluralistic faculty committed to teaching and learning in a multicultural environment and strongly encourages applications from minorities, women and all underrepresented backgrounds. An Equal Opportunity Employer, Bay Path University is committed to fostering diversity in its student body, faculty, and staff.

Bay Path University is a smoke and tobacco-free community.

All offers of employment are contingent on satisfactory background checking.

In compliance with the Americans with Disabilities Act (ADA), if you have a disability and require a reasonable accommodation to apply for a position, please email us at HR@baypath.edu or call 413-565-1168.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Bay Path University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.