

# SEARCH PROFILE:

DEAN, COLLEGE OF HEALTH SCIENCES AND PHARMACY



CHICAGO STATE UNIVERSITY

# TABLE OF CONTENTS

THE OPPORTUNITY	3
ABOUT CHICAGO STATE UNIVERSITY	4
CAMPUS LEADERSHIP	5
UNIVERSITY VISION, MISSION, VALUES	5
CSU AND THE CONGRESSIONAL CAUCUS TO SUPPORT PREDOMINATELY BLACK INSTITUTIONS	6
ESSENTIAL SERVICES AND STUDENT SUPPORT	6
STRATEGIC PLAN	7
ACADEMICS AT CSU	8
STUDENT ENGAGEMENT AT CSU	9
FAST FACTS – PROVIDED BY CSU	9
COLLEGE OF HEALTH SCIENCES AND PHARMACY	10
LEADERSHIP AGENDA FOR THE DEAN	12
AREAS OF RESPONSIBILITY FOR THE DEAN	14
REQUIRED AND PREFERRED QUALIFICATIONS	14
NOMINATION AND APPLICATION PROCESS	15



## THE OPPORTUNITY

Chicago State University (CSU), a four-year, residential, comprehensive university invites inquiries, nominations, and applications for the position of Dean, College of Health Sciences and Pharmacy. Reporting to Dr. Sonja Feist-Price, Provost and Senior Vice President for Academic and Student Affairs, the Dean is the chief academic officer responsible for the implementation of

all academic and clinical programs within the College. This includes strategic planning, quality assessment, student and faculty recruitment, resource development and allocation, and representation to external entities. The Dean leads the development and implementation of a bold and exciting vision that will advance the College's mission in education, service, scholarship, and research.

## ABOUT CHICAGO STATE UNIVERSITY

Chicago State University (CSU), founded in 1867, stands as the oldest public university in the Chicago Metropolitan area and is a U.S. Department of Education-designated four-year Predominantly Black Institution (PBI), the only one in Illinois. CSU remains deeply committed to advancing equity in education and fostering a culture of inclusivity, innovation, and empowerment.

CSU's 161-acre campus is situated on Chicago's South Side, providing a blend of natural landscapes and urban accessibility. With close proximity to the CTA 95th Street station and various transit systems, the campus is highly accessible for commuting students, faculty, and staff.

The university's dedicated faculty, staff, and administration are unified in delivering a high-quality, affordable education that prioritizes intellectual growth, critical thinking, and global awareness. CSU's community-driven culture supports a diverse student body, where every voice is valued, contributing to an environment that celebrates cultural richness and equity.

### ACADEMIC EXCELLENCE AND INNOVATION

CSU is known for its wide-ranging undergraduate, graduate, and professional programs that span numerous disciplines. With a focus on cutting-edge research and cross-disciplinary collaboration, CSU encourages faculty and students to push the boundaries of knowledge. The university's commitment to innovative education empowers students to be pioneers in their fields and engage with complex, real-world challenges.

### A COMMITMENT TO STUDENT SUCCESS

At the heart of CSU's mission is student success. CSU provides extensive support services, personalized mentorship, and a variety of extracurricular opportunities

to foster academic and personal growth. CSU's new brand, *Ever in Motion*, embodies the university's forward-looking vision while honoring its 153-year history of impact, continually driving growth and progress.

### A CATALYST FOR ECONOMIC AND COMMUNITY DEVELOPMENT

CSU takes pride in its close ties to the community, collaborating with local businesses, nonprofits, and government agencies to contribute to the social, cultural, and economic development of the region. Students and faculty participate in transformative service-learning initiatives, working to address critical societal challenges and drive positive change in the local community.

### A LEGACY OF EMPOWERING ECONOMIC MOBILITY

CSU is a national leader in promoting economic mobility and access to higher education. A recent study by Harvard economist Raj Chetty, featured in *The New York Times*, underscored CSU's role in economic advancement for its graduates, ranking CSU second in Illinois and within the top 4% nationwide for economic mobility. Additionally, the University of Southern California's Race and Equity Center recognized CSU as the top Illinois institution for supporting African American students, placing CSU among the nation's leaders in this area.

CSU's ongoing achievements reinforce its dedication to transforming lives and uplifting communities, providing a powerful foundation for student success in an evolving world. The university remains steadfast in its mission to foster equity and create lasting change through education, empowering students to realize their full potential.



## CAMPUS LEADERSHIP

### PRESIDENT SCOTT

Zaldwaynaka “Z” Scott, was unanimously elected by the Board of Trustees as the 12th permanent president of Chicago State University, commencing her tenure on July 1, 2018.

During her leadership, President Scott spearheaded the formulation and progression of the CSU Strategic Plan 2020-2025. This strategic blueprint positions the institution at the forefront of transformation, dedicated to empowering students’ lives through innovative approaches and a commitment to ethical leadership. Under her guidance, the university underwent a significant re-branding initiative, marked by the introduction of new brand assets and impactful campaigns.

President Scott is a prominent advocate for equity in higher education and has been recognized by Crain’s Chicago as a Leader in Education (2023, 2024, 2024). Notably, she convened and served as co-chair of The Equity Working Group, a coalition comprising leaders from diverse sectors such as education, public institutions, private enterprises, philanthropy, and community development. This collaborative effort aimed to devise a comprehensive action plan addressing Black student access and success within the landscape of higher education in Illinois.



### PROVOST FEIST-PRICE

Sonja Feist-Price, Ph.D., Dr. Rh., Provost and Senior Vice President of Academic and Student Affairs joined CSU in July of 2024 and leads the university’s eight academic areas, which consist of the College of Arts and Sciences, College of Business, College of Education, College of Health Sciences and Pharmacy, Honors College, First Year Experience, and Nontraditional Programs,

offering over 60 degree and certificate programs. As a distinguished scholar and practitioner in psychology and public health, Provost Feist-Price has an extensive background in teaching, research, and administrative

*“ Our impact as a Chicagoland higher education institution reverberates through the community. Our academic achievements are fueling workforce diversity and socioeconomic empowerment, underpinned by graduates who command a \$843,000 advantage over their careers. This kind of impact is transformational to students, families, and the future leaders of tomorrow.”*



**From President Scott’s Message in the 2023 Annual Report.**

leadership. She joins CSU from the University of Michigan-Flint, where she served as Professor in the Department of Education and previously held the position of Provost and Vice Chancellor for Academic Affairs from 2020 to 2023. Provost Feist-Price also matriculated through the faculty ranks at the University of Kentucky and served in various key leadership roles for 28 years.

Along with Academic Affairs, Student Affairs is a very important part of the provost’s portfolio and is an extremely important part of the Chicago State University experience. The provost oversees a dynamic team of professionals dedicated to student success and provides visionary leadership and strategic management, managing the financial affairs of the student affairs operation, and creating programs and strategies that support a dynamic, intentional, and success-oriented student experience to complement and enhance learning and development. Fostering a collaborative environment across the University is extremely important, as she provides strong and effective management and support of initiatives that affect the general quality of life and sense of belonging for CSU students, faculty and staff.

## UNIVERSITY VISION, MISSION, VALUES

### VISION

Chicago State University will be recognized for innovations in teaching and research, community development and civic engagement. We will promote excellence, ethical leadership, entrepreneurship, and social and environmental justice. We will embrace, engage, educate, propel and elevate our students and community to transform lives locally and globally.

### MISSION

Chicago State University transforms students’ lives by innovative teaching, research, and community partnerships through excellence in ethical leadership, cultural enhancement, economic development, and justice.

### VALUES

- Personal and academic excellence
- Personal, professional and academic integrity
- Diversity, Equity, and inclusion
- Leadership, service, philanthropy, social justice, and entrepreneurship
- Creative and innovative thinking and learning
- Pride in self, community, and the university
- Lifelong learning

## CSU AND THE CONGRESSIONAL CAUCUS TO SUPPORT PREDOMINANTLY BLACK INSTITUTIONS

Chicago State University alumnus and U.S. Representative Danny K. Davis (D-IL) together with Representative Yvette D. Clarke (D-NY), Representative Jonathan Jackson (D-IL), and Representative Robin Kelly (D-IL) on the historic establishment of the Congressional Predominantly Black Institutions (PBI) Caucus. The Caucus will unite policymakers who share the goal of understanding and affirmatively advancing policies to support our nation's PBIs.

The formation of the PBI Caucus was a critical milestone for the National Coalition of Predominantly Black Institutions of Higher Education, which was co-founded by Chicago State University, under the leadership of President Scott and the University of Baltimore in 2021. It has grown into partnerships with 21 colleges and universities across 13 states working together to educate our Congressional leaders, the White House, the U.S. Department of Education, and others on PBI's impact in advancing Black students to access and secure a college education.

### ACCOLADES

President's Annual Report can be located [here](#)

- CSU is Illinois' only four-year U.S. DOE-designated Predominantly Black Institution.
- CSU is ranked 1st in Illinois and tied 2nd nationwide among public universities for equity in educating and supporting African American students.
- CSU is ranked 2nd in the nation for the number of African American physics graduates each year by the American Physics Society.
- CSU is ranked in top 4% nationwide among all colleges and universities for economic mobility.

## ESSENTIAL SERVICES AND STUDENT SUPPORT

Chicago State University (CSU) offers a robust portfolio of data-informed academic programs, wellness supports, and scholarship opportunities, all designed to achieve a central goal: enhancing student enrollment, retention, and graduation rates. The *Cougar Commitment* embodies CSU's mission as a comprehensive, student-centered initiative partnering with students, families, and communities to ensure access to higher education and provide support throughout their academic journey.

At the heart of this initiative is *Rise Academy*, a program tailored to assist first-year students—many of whom are first-generation college students—by equipping them with essential tools for success. Starting with a five-week summer program, students earn college credits and engage in immersive college experiences with peers, faculty, and the campus community. Rise Academy students receive a scholarship covering tuition, fees, textbooks, a laptop, and internet access, ensuring a strong foundation for their first year.

The *Honors College*, founded in 2004, serves talented and highly motivated undergraduates, fostering the development of critical thinking and leadership skills essential for tackling local, national, and global challenges.

*SuccessU* supports incoming freshmen whose pre-college education may not have fully prepared them for the demands of university-level work. By providing essential academic resources, SuccessU empowers students to maximize their potential during their first year, paving the

way for long-term academic achievement and graduation.

In addition to these cornerstone programs, CSU provides a comprehensive suite of academic, financial, and personal well-being supports that address barriers to achieving a college degree. Examples of these holistic services include:

- **Food Pantry:** In partnership with the Greater Food Depository, the on-campus food pantry supplies weekly staples to more than 30 students.
- **Health and Wellness Center:** Offering primary care, women's health, immunizations, preventive care, health education, and advocacy, the Center records over 1,200 student visits each fall and spring semester.
- **Cougar Closet:** Supplies gently used professional attire to students preparing for interviews, internships, and career-related events.
- **Scholarships:** CSU awarded nearly \$4 million in scholarships to deserving students over the past academic year, furthering its commitment to financial accessibility.

These initiatives reflect CSU's unwavering dedication to student success by removing barriers, fostering resilience, and equipping students with the support they need to thrive. The university's proactive, student-centered approach ensures that every CSU scholar has the resources to achieve their academic and personal aspirations.



## STRATEGIC PLAN

In December of 2019, The Chicago State University Board of Trustees approved the [2020-2025 Strategic Plan](#). The University is in the process of creating its next strategic plan, and the new dean of the College of Health Sciences and Pharmacy will have an opportunity to co-create a new strategic plan for the College of Health Sciences. The Dean has a critical role in collaborating and engaging with other deans and academic leaders to collectively advance the university's mission, vision and strategic plan.

Strategic Goals include:

- **Goal 1: Academic Excellence, Innovation and Student Transformation:** A positive student experience and transformation will be at the center of decision making. Strengthen the institutional policies and structures that support and enhance academic innovation in undergraduate, graduate and professional studies; support student/faculty research and foster faculty and staff development.
- **Goal 2: Student Enrollment, Retention and Graduation:** Develop and implement recruitment, retention and progression strategies that seek to encourage innovative and collaborative efforts between academic and non-academic units in efforts to ensure student success in the various programs of study.
- **Goal 3: University Culture, Climate and Accountability:** Create, communicate, and sustain an inclusive and welcoming university climate that fosters an institution that is ethically and socially responsible.
- **Goal 4: Strengthened Infrastructure:** Improve and maintain the physical, technological and operational infrastructures that support all functions of the University.
- **Goal 5: Cost Efficiencies and Diverse Revenue Streams:** Ensure the University has the resources to support the academic mission and student experience.
- **Goal 6: Community Service, Urban Leadership and Economic Engagement:** Create partnerships, engage and assist our local community through service, urban leadership, economic development activities, and mutually beneficial partnerships.

## ACADEMICS AT CSU

(Course Catalog is available [here](#))

CSU has a dynamic academic profile which is constantly evolving to meet the changing needs of society and the future of work. With four distinctive Colleges, an Honors College, Division of Continuing Education and Nontraditional Degree Programs and Global Education, CSU offers students a rich, diverse, and comprehensive educational environment. Academic programs are provided through multiple modalities (face-to-face, hybrid, and online) as well as scheduled during days and evenings, Monday through Saturday, to address students' varied lifestyles and academic needs.

CSU offers 32 undergraduate majors, 24 graduate level degree programs, and 16 certificate programs. The Honors College provides a challenging interdisciplinary curriculum for students who have demonstrated strong academic skills. Continuing Education offers workforce development, community programs, and non-degree programs to the community.

University-wide coursework, services, and activities at CSU are strategically designed with a vision aimed at profoundly impacting students' lives and nurturing their ability to think critically to accommodate the changing dynamics of a dynamic global society. CSU faculty are dedicated to enhancing access to post-secondary education and fostering achievement among underserved and first-generation students. Situated in Chicago's vibrant south side, CSU remains steadfast in its commitment to uplifting the community by elevating the attainment of Baccalaureate degrees among minority populations, first-generation students, and those pursuing nontraditional educational paths.

CSU is home to 152 full-time faculty and 81 part-time faculty. They are experts in their fields who know exactly what it takes for students to excel in the professional arena. All faculty and staff on campus are keenly aware of the challenges facing students and alumni as a consequence of the rapid evolution of today's global economy. The University aims to produce graduates who possess the skills and credentials to achieve satisfying careers, and to this end, there is close cooperation between the Office of Career Services and faculty academic advisors and internship coordinators.

Chicago State University is committed to the power of small classes, active learning, and a low faculty-to-student ratio. Faculty believe education is enhanced through experiential learning and therefore intentionally connect the classroom to the community and the community to the classrooms. They are committed to the ongoing and expanding utilization of evolving technological and pedagogical tools and techniques.

### INFORMATION ON THE UNIVERSITY'S COLLEGES CAN BE FOUND [HERE](#).

- College of Arts and Sciences
- College of Business
- College of Education
- College of Health Sciences and Pharmacy





# FAST FACTS – 2023-2024 DATA

2024 Annual Report is located [here](#)

## TOTAL ENROLLMENT:

Undergrad: 1498      Grad: 830      Total: 2328

## STUDENT-FACULTY RATIO: 11:1

**LIVE ON CAMPUS; 12%**

**CHICAGO RESIDENT BEFORE COLLEGE: 70%**

## ATHLETICS:

National Collegiate Athletic Association's Division I. Sports include basketball, cross country, golf, soccer, tennis, track & field and volleyball. Mascot is the Cougars.

### RACE/ETHNICITY OF STUDENTS

Female  
Black/African American  
Hispanic/Latino/a  
White  
U.S. Nonresident  
Race/Ethnicity Unknown  
Two or More Races

### UNDERGRADUATE

69%  
76%  
7%  
3%  
4%  
8%  
2%

### GRADUATE

71%  
61%  
0%  
14%  
17%  
0%  
4%

### UNIVERSITY EMPLOYEES

Administration  
Civil Service\*  
Faculty

### FULL TIME

148  
202  
152

### PART TIME

0  
15  
81\*

These employees support many activities at CSU. They hold jobs in administrative, administrative support, crafts & trades, education & student services, research, service operations, technical and off-campus areas. Exempt Civil Service staff are staff whose classifications are administrative, professional, or executive as defined by the Fair Labor Standards Act (FLSA) and therefore exempted from overtime compensation.



*“We remain steadfast in our commitment to provide student centered, equitable experiences for every student who calls Chicago State University Home.”*

Zaldwaynaka Scott, Esq. -  
President, Chicago State University



## COLLEGE OF HEALTH SCIENCES AND PHARMACY

At the College of Health Sciences and Pharmacy at Chicago State University (CSU), there is a commitment to excellence in healthcare education, combining academic rigor, real-world clinical training, and impactful research. Academic programs are carefully designed to meet the diverse and evolving needs of today's healthcare environment, preparing graduates to make meaningful contributions in a variety of health and medical fields.

Distinguished faculty, a team of experienced clinicians, researchers, and health science experts, guide students through hands-on learning in state-of-the-art labs, classrooms, and community-based settings. CSU offers nationally recognized, fully accredited undergraduate and graduate programs across various healthcare disciplines, each tailored to address current healthcare demands and future innovations.

### PROGRAMS AND DEPARTMENTS

- **Pharmacy**  
The Doctor of Pharmacy (PharmD) program at CSU is one of the leading pharmacy programs in Illinois, recognized for its commitment to producing highly skilled pharmacists who are prepared to work in diverse healthcare settings. The program emphasizes patient-centered care, integrating clinical skills, pharmaceutical sciences, and a focus on health equity. Students engage in extensive hands-on training through clinical rotations in hospitals, community pharmacies, and specialized healthcare facilities.
- **Nursing**  
CSU's Nursing program prepares students for careers as compassionate, knowledgeable nursing professionals. With an emphasis on evidence-based practice, the program includes simulation labs, clinical practicums, and partnerships with local healthcare providers. Graduates are well-prepared for licensure exams and careers in various settings, including hospitals, outpatient clinics, and community health organizations.
- **Health Information Administration**  
As data becomes increasingly vital in healthcare, CSU's Health Information Administration (HIA) program trains students to manage patient data, medical records, and health information systems. The HIA program is accredited and prepares students to sit for the Registered Health Information Administrator (RHIA) exam, equipping graduates with the skills to work in healthcare facilities, insurance companies, and government agencies.
- **Public Health**  
The Bachelor of Science in Public Health program focuses on health promotion, disease prevention, and community health initiatives. Students gain an understanding of public health challenges, research methods, and policy analysis, preparing them to advocate for and implement health improvements in their communities. Graduates work in a range of settings, from public health departments to nonprofit organizations and global health agencies.
- **Occupational Therapy**  
CSU's Master of Occupational Therapy program prepares students to assist individuals in overcoming physical, emotional, or developmental challenges to live more independent and fulfilling lives. The curriculum emphasizes hands-on training, including fieldwork placements in hospitals, rehabilitation centers, and schools, equipping students with the skills to pass the National Board for Certification in Occupational Therapy (NBCOT) exam.
- **Health Sciences**  
The Health Sciences program provides a comprehensive foundation for students pursuing careers in various healthcare fields or advanced study. The program offers specializations in areas like healthcare management, community health, and clinical practices, allowing students to tailor their studies to specific interests and career paths.

## COLLEGE OF HEALTH SCIENCES AND PHARMACY (CONT.)

- **Community and Clinical Research**

A distinctive feature of the college is its emphasis on community-centered clinical research. Students and faculty engage in projects addressing health disparities, chronic disease prevention, and community health initiatives, with a focus on Chicago's South Side communities. These research opportunities empower students to apply their learning to real-world health challenges and develop solutions that improve community health outcomes.

Campus constituents describe the college environment as a family, student centered distinguished by its commitment to the mission, fueled by dedicated faculty and staff. The school's location on Chicago's south side is described as diverse and enhances this commitment, providing a rich, transformational educational experience for students and fostering a respectful, collaborative environment. Faculty and staff at the college are passionate about supporting CSU's mission, ensuring that all students receive a well-rounded, impactful education focused on serving others in health care professions. Students describe the college as having a family-like atmosphere, specifically supportive, welcoming, and challenging. They love the small class sizes and the ability to work directly with their faculty who get to know them very well during their time on campus.

As CSU's next Dean of the College of Health Sciences and Pharmacy, the incoming leader will face several important challenges that call for strategic vision and an unwavering commitment to student success. A key focus will be managing enrollment challenges while implementing innovative strategies to sustain and increase enrollment. Additionally, the new Dean will be tasked with securing funding to support teaching and infrastructure needs, crucial aspects that are essential to the college's mission of providing high-quality graduate education and advancing research opportunities. Overseeing the numerous external accreditors closely with the department chairs will be critical. The current college structure is a result of a merger between health sciences and pharmacy and faculty and staff say there is more work to be done to enhance cohesiveness and collaboration between the programs.

Faculty and staff at CSU emphasize that the new Dean should embody transformational and visionary

leadership, with a deep commitment to advancing health care education and student success. This role requires a strategic thinker with a solid track record of fostering collaboration, inclusivity, and respect. The ideal candidate will be a strong relationship builder, actively engaged with campus and community partners to support shared goals, and knowledgeable in best practices for inclusive excellence. Familiarity with online and hybrid program development is essential, as the Dean must be committed to supporting all students, regardless of their program or modality. Furthermore, the ability to thoughtfully review and adapt policies to meet the evolving needs of CSU's diverse student population, including Pell-eligible, first generation, and underrepresented students, is essential.

Overall, the new Dean will play a pivotal role in ensuring the college's continued growth and relevance by championing innovative and inclusive approaches that prioritize both educational access and academic excellence.

- **Dedicated Resources and Partnerships**

CSU's College of Health Sciences and Pharmacy offers resources such as simulation labs, telehealth training, and partnerships with major healthcare organizations across Illinois. These partnerships enable students to gain diverse clinical experiences in hospitals, outpatient clinics, and community health settings. Additionally, students benefit from the college's career support services, which include professional mentorship, job placement assistance, and networking events with healthcare leaders.

- **Commitment to Health Equity**

A core value at CSU is a commitment to health equity and addressing disparities in healthcare access and outcomes. Through community engagement, culturally responsive care, and a focus on underserved populations, the college instills in students a dedication to making healthcare more accessible and effective for all.

By joining the College of Health Sciences and Pharmacy at Chicago State University, students become part of a mission-driven institution that values compassion, leadership, and innovation in healthcare. Graduates leave CSU ready to shape the future of healthcare as skilled, empathetic professionals dedicated to improving health and wellness in diverse communities.





## LEADERSHIP AGENDA FOR THE DEAN

The Dean of the College of Health Sciences and Pharmacy will provide visionary, strategic, and collaborative leadership to advance the college's mission of educational excellence, health equity, and community impact. This leadership agenda serves as a guiding framework for advancing the college's goals and ensuring that CSU remains a leader in health sciences education and an advocate for health equity.

The following agenda outlines key priorities for the Dean's role.

### 1. Enhance Academic Excellence and Program Innovation

- Lead the development and continual enhancement of the college's academic programs to align with industry needs and healthcare trends.
- Drive the integration of innovative teaching methods, including simulation technology, telehealth, and interdisciplinary collaboration, to enrich students' learning experiences.
- Strengthen the college's focus on research and evidence-based practice, encouraging faculty and student participation in groundbreaking research that addresses health disparities and community health needs.

### 2. Support Recruitment, Student Success and Professional Preparedness

- Provide a strategic vision for the recruitment and retention of students.
- Cultivate a student-centered environment that prioritizes academic success, wellness, and career readiness for all students.
- Expand partnerships with local hospitals, clinics, and healthcare organizations to provide experiential learning opportunities, internships, and career pathways for students.
- Enhance student support services such as mentorship programs, academic advising, and career counseling to promote retention, graduation, and successful transitions into healthcare careers.

### 3. Advance Health Equity and Community Impact

- Strengthen the college's commitment to addressing health disparities, particularly in Chicago's South Side and surrounding communities.
- Foster partnerships with community organizations, public health entities, and government agencies to implement service-learning and health outreach initiatives that improve community wellness.
- Promote diversity, equity, and inclusion across all programs, encouraging culturally responsive care and creating programs that meet the healthcare needs of underserved populations.

## LEADERSHIP AGENDA FOR THE DEAN (CONT.)

### 4. Strengthen Faculty Development and Collaboration

- Support the recruitment, development, and retention of a diverse and talented faculty committed to teaching, research, and service.
- Invest in professional development opportunities for faculty to stay current with advances in healthcare and pedagogy, including workshops, conferences, and certifications.
- Encourage faculty collaboration across disciplines within the college and across CSU to foster innovative, cross-functional programs that meet the evolving needs of the healthcare industry.

### 5. Build a Culture of Research and Scholarship

- Promote a culture of research excellence by securing funding, expanding research initiatives, and supporting faculty-led and student-led research that addresses real-world health challenges.
- Support initiatives for faculty to secure grants and external funding, particularly in areas that support health equity and community health.
- Encourage partnerships with research institutions and healthcare organizations to create collaborative research projects and provide students with research experience.

### 6. Expand Resource Development and Financial Stewardship

- Engage in fundraising and resource development efforts to support scholarships, program enhancements, and faculty research.
- Work with CSU's administration to secure external funding and philanthropic support to strengthen and expand the college's programs and resources.
- Ensure responsible financial management of the college's budget to maintain operational efficiency and prioritize initiatives that enhance student learning and community impact.

### 7. Enhance the College's Reputation and Community Engagement

- Serve as an ambassador for the college, representing CSU's College of Health Sciences and Pharmacy to external stakeholders, including healthcare industry leaders, alumni, and prospective students.
- Strengthen the college's visibility and reputation by showcasing its academic achievements, community impact, and commitment to health equity.
- Foster alumni engagement to build a strong network of graduates who can mentor students, contribute to program development, and promote the college's mission.





## AREAS OF RESPONSIBILITY FOR THE DEAN

### LEADERSHIP AND VISION:

- Provide entrepreneurial leadership and establish and pursue strategic priorities.
- Lead the development of new academic programs and collaborate effectively with university leadership.
- Serve as a public advocate for the College.

### MANAGEMENT:

- Lead and manage the financial and operational aspects of the College.
- Build infrastructure to support the growth and development of faculty and staff.
- Foster interdisciplinary collaboration and partnerships across the University and with external stakeholders.

### ACADEMIC EXCELLENCE:

- Enhance the quality of academic programs and faculty.
- Oversee the recruitment, development, retention, and evaluation of faculty and staff.
- Mentor faculty in their research and scholarly efforts.

### EXTERNAL OUTREACH AND ADVANCEMENT:

- Engage in development efforts to increase support from donors, foundations, and corporations.
- Raise the visibility of the College through interactions with local, regional, state, and national organizations.

### COMMITMENT TO DIVERSITY:

- Lead and support diversity initiatives within the College.
- Promote an inclusive environment for students, faculty, and staff.

### STRATEGIC PLANNING:

- Develop and implement a vision for the future of pharmacy and health sciences education consistent with the university's strategic plan.
- Ensure the continued growth of the College's programs, including online and hybrid options.

## REQUIRED AND PREFERRED QUALIFICATIONS

The new Dean, College of Health Sciences and Pharmacy shall demonstrate the following required credentials:

- Ph.D., Pharm.D., or equivalent terminal degree in a relevant academic discipline.
- Eligible for a faculty appointment at the rank of Professor.

The new Dean may additionally possess some of the following preferred credentials:

- Demonstrated understanding of current and future trends in pharmacy and health sciences practice and education.

- Experience as a strategic leader in higher education.
- Strong financial and management skills.
- Effective interpersonal and collaborative skills.
- Experience with fundraising.
- Demonstrated experience with navigating external accreditation processes and policies.
- Experience with innovative teaching and learning methods.
- Expertise in interdisciplinary and interprofessional education.
- Proven track record of administrative achievement and strategic leadership.



## NOMINATION AND APPLICATION PROCESS

Chicago State University is being assisted by Academic Search. Confidential discussions may be arranged by contacting Nancy Crimmin, Ed.D., Senior Consultant at [nancy.crimmin@academicsearch.org](mailto:nancy.crimmin@academicsearch.org). The position is open until filled, but only applications received by **January 31, 2025** can be assured full consideration.

Nominations should include the nominee's full name, position, institution/organization, and email address.

A completed application includes four documents, to be submitted electronically in .pdf format to [CSUDeanHSP@academicsearch.org](mailto:CSUDeanHSP@academicsearch.org).

- A detailed letter of interest addressing the leadership agenda and qualifications as outlined in this profile;
- A full résumé/curriculum vitae with relevant scholarly and administrative responsibilities and accomplishments;
- A list of five professional references, including names, phone numbers, and email addresses, noting the candidate's relationship for each reference. References will not be contacted until later in the search process and only with the candidate's permission; and
- A diversity statement (no more than 600 words) that addresses your philosophy, commitment, and experiences in creating a safe and welcoming environment. This statement may address personal and professional experiences, lessons learned, and anticipated projects. Concrete examples are encouraged.

### STRENGTHENED BY DIVERSITY

*CSU is an Equal Opportunity Institution committed to cultural, racial, and multi-ethnic communities and compliance with the Americans with Disabilities Act. Persons who need reasonable accommodations under the Americans with Disabilities Act to participate in the application process should contact the Office of Human Resources at 773-995-2040 or [HR@csu.edu](mailto:HR@csu.edu).*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Chicago State 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.

