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Dean, School of Public Health University of North Texas Health Science Center Fort Worth, Texas

OVERVIEW OF THE ORGANIZATION

The University of North Texas Health Science Center

Since its inception as the home of the Texas College of Osteopathic Medicine in 1970, the University of North Texas Health Science Center (UNTHSC) has grown to include the Graduate School of Biomedical Sciences; the School of Public Health; the Physician Assistant Studies Program; Health Institutes of Texas; Institutes of Discovery; and UNTHHealth (Practice Plan).

UNT Health Science Center is one of eight state supported health science centers in Texas and has tripled its extramural research funding in the past six years and doubled its clinical practice plan revenues in the past three years. UNTHSC is the home to one of three schools of public health in Texas and has established collaborative relationships with city, county and state public health departments.

University of North Health Science Center in Fort Worth, University of North Texas campus in Denton, and the developing University of North Texas campus in Dallas are the major components of the University of North Texas System. The three campuses have a tradition of collaboration in various research and educational programs and initiatives.

The UNT Health Science Center's goals are to provide exceptional health-related educational programs, to support basic, clinical, social and translational research, to promote public health, and to provide the best patient care for the benefit of our community. Among the Center's recent achievements are:

- Record levels of research funding, including an \$8.6 million grant to study how the brain ages.
- The Texas College of Osteopathic Medicine is recognized as the leading osteopathic medical school in the country and ranked #26 in primary care among all 145 medical schools in the country, as ranked by *U.S. News & World Report*. The Center's physician assistant and geriatrician programs were also highly ranked in their specialties.
- The Graduate School of Biomedical Sciences received the National Science Foundation's Presidential Award for Science, Mathematics and Engineering Mentoring.
- The School of Public Health established the Texas Institute for Hispanic Health to find solutions to health disparities facing the Hispanic community.
- The nationally recognized DNA Identity Lab is the home to the Texas Missing Persons DNA Database, a statewide effort that provides a fresh sense of hope for people involved in the search for missing persons.

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The School of Public Health is one of four professional schools within the University of North Texas Health Science Center. The School of Public Health offers the Master's of Public Health (MPH) degree and the Doctor of Public Health (DrPH) degree. MPH students may choose to specialize in one of eight concentrations or one of four concentrations in the DrPH program.

School of Public Health: Background & History

From the beginning, the UNTHSC School of Public Health sought to provide critically needed public health education and research to the citizens of North Texas. Indeed, interest in developing program in Public Health in Fort Worth sprang from the efforts of community leaders and public health officials who saw the need for a strong link between academic health care and community practitioners in this region of the State. The hard work of these community leaders and university officials culminated in July 1995 when the Texas Higher Education Coordinating board approved the institution's request to offer a Master's of Public Health Degree (M.P.H.) in collaboration with the University of North Texas in Denton and offered through our Graduate School of Biomedical Sciences. After several years of offering this degree, the Board of Regents authorized the University of North Texas Health Science Center to submit a proposal to the Texas Higher Education Coordinating Board to create a School of Public Health and to request funds from the Texas Legislature to fund the school and its corresponding programs.

On December 1, 1997 the Association of Schools of Public Health (ASPH) accepted the University of North Texas Health Science Center Public Health Program as an affiliate member. ASPH is the only national organization representing the deans, faculty and students of the 31 schools of public health. Five years later, in June 2002, the Council on Education for Public Health (CEPH) accredited the School of Public Health for a full 5-year term. The School of Public Health is now one of only 37 accredited schools of this type in the US.

In the fifth year since gaining initial accreditation from CEPH, the School of Public Health has gradually grown in both numbers of students and amount of research dollars, while continuing to maintain strong and vital links with public health professionals and agencies in the community. Being a relatively new school, there is no deep legacy to guide future efforts, and so a roadmap for the future is essential. The Strategic Plan 2005-2010 represents a pivotal moment in the life of the School as it delineates a course of action that is built upon the strengths and interests of the school's primary stakeholders.

School of Public Health: Structure and mission

There are currently 37 faculty members in the School of Public Health. The School is comprised of five departments:

Department of Biostatistics
Department of Environmental and Occupational Health
Department of Epidemiology
Department of Health Management and Policy
Department of Social and Behavioral Sciences

Each of the departments and their faculty seek to meet educational, research and service missions of the School.

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The school's primary *educational* objective is to provide masters (MPH) and doctoral (DrPH) level degrees and education in public health. There are currently 41 students in one of four concentrations in the DrPH program and another 166 students taking courses, including those seeking MPH degrees in one of eight concentrations. There is a need to further strengthen and expand each of these programs, and there is also a goal to establish a PhD program in concert with the Graduate School of Biomedical Sciences.

The school's primary *research* objective is to engage in high quality research related to pressing public health concerns, be it local, statewide, national or international. There is an opportunity to recruit new faculty and expand public health research, ultimately establishing the School of Public Health as a leader in research.

The *service* mission seeks to develop academic and community partnerships through new initiatives and expansion of our existing programs. Education programs continue to reach out to the community through public health practice and residency requirements for masters and doctoral students. Faculty members of the UNTHSC SPH currently collaborate with the local and state health departments and community organizations on many topics including tobacco prevention & control in the Texas Youth Tobacco Awareness Program, US-Mexico boarder health issues, comparative health systems, community-based participatory research, community responses to disasters, obesity and risk for type 2 diabetes and cardiovascular disease in school children, and Latino immigrant's access to health care and building bridges: multidisciplinary approaches to understanding & working with minority populations. Past and current research efforts also integrate the community's needs in several high profile projects, including the DREAMS (Diabetes Research, Education and Metabolic Studies) and Promotoras (i.e., lay persons in the community who provide health education and promotion) projects that focus on the health needs, disparities and risk factors of Hispanic persons in the Fort Worth community.

Position Description:

This position is the Dean of the School of Public Health and is responsible for meeting the mission of the school, as well as contributing to the overall goals of the University of North Texas Health Science Center (UNTHSC). Key areas of responsibility include increasing extramurally funded research, meeting the needs and expanding the educational program, and establish the School of Public Health as a recognized authority in community and state health.

Position: Dean, School of Public Health, UNTHSC

Reports to: President, UNTHSC

Collaborates with: Senior Vice President of Research, UNTHSC

Direct Reports: Associate Dean of Research and Faculty Development, School of Public Health, UNTHSC
Department Chairs, School of Public Health, UNTHSC
Personnel in Dean's Office, School of Public Health, UNTHSC

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One to Two Year Expectations:

- Create a strategy and execution plan to develop the infrastructure to become a preeminent educational and research institution within 3-5 years.
- Recruit and retain the necessary administrative team, faculty, and staff to achieve the School of Public Health and UNTHSC's goals and objectives.
- Develop strong partnerships with all schools at UNTHSC and the local and state public health community.
- Establish a PhD program in public health related research.
- Become an integral and active member of the UNTHSC's executive team.

Three to Five Year Expectations:

- Annual \$10M extramural research funding to support the research programs in the School of Public Health. This should be done not only through individual efforts by the School of Public Health faculty but also through significant collaborations with the other schools and/or institutes at UNTHSC.
- National and international recognition of faculty and students for research, education and service.
- Provide outstanding leadership on public health issues to the community and state.
- Create the recognition for at least one top ten program and/or department among the nation's Schools of Public Health.

Personal Qualifications and Characteristics:

Key Requirements:

- A demonstrated results oriented leader that has the ability and poise to develop and implement a strategy to create a world-class School of Public Health.
- Ability to establish a vision of the future that motivates optimal productivity and collaborations within the school and the institution.
- History of substantial and consistent extramural research funding in public health related areas.
- A terminal degree, such as PhD, DrPH, DS, MD, DO or equivalent, and academic experience in a recognized and accredited School of Public Health.
- Scholarly activity and educational achievement commensurate for appointment as a tenured full professor in the School of Public Health.
- Prior experience in an academic administrative environment, preferable at an accredited School of Public Health.

Other Preferred Characteristics:

- National and international reputation in public health.
- Ability to communicate and work with others within and outside the organization.
- Understanding of the current and emerging issues in public health in education, research and service and how they potentially will impact the mission and goals of the School and UNTHSC.

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- Ability to schedule and set priorities for self and others, handle multiple concurrent activities, work within a budget, manage projects and people, meet deadlines and get positive results.
- A management style that encourages collegiality, teamwork, participation, communication and service orientation.
- Strong interpersonal and verbal communication skills, excellent writing proficiency, professional appearance, and an executive demeanor.
- Ability to delegate responsibility to senior subordinates allowing them to identify the ways and means to accomplish specific operational goals and objectives.
- Leadership skills as characterized by one who possesses a broad vision of the future of health care and assertiveness in taking risks and presenting and selling ideas. At the same time, possessing a mature sensitivity to the values and expectations of others.
- Leadership that has exhibited a proactive, results-oriented stand towards achieving outcomes in complicated, changing, multifaceted environments.
- Demonstrated commitment to diversity and excellence of student teaching and learning.

The UNT Health Science Center is the fastest growing health science center in Texas. Join us as we work to impact the future of people's health in Texas and beyond. Apply online at www.unthscjobs.com. An EEO/Affirmative Action institution.