

November 10, 2017

**Sent on behalf of Dr. Patrick Clay and Dr. Rosemary Haggett, Co-chairs, UNTHSC Provost Search Team**

Dear Stakeholders of the UNT Health Science Center,

The members of the UNTHSC Provost / Executive Vice President for Academic Affairs Search Team would like to share with you the final position description and the ad. The ad will appear next week in the outlets listed below. We would like to ask your help in identifying potential candidates for the position by sharing this through your professional contacts, societies and organizations. We are currently on target to begin conducting off-site interviews in December with on-campus interviews in January. If you have questions, please feel free to contact Dr. Haggett or myself directly. Thank you again for your dedication and service to UNTHSC.

- a. Chronicle of Higher Education
- b. Diverse Issues in Higher Education
- c. Hispanic Outlook
- d. Journal of Blacks in Higher Education
- e. Women In Higher Education
- f. HigherEdJobs.com
- g. InsideHigherEd.com
- h. American Osteopathic Association
- i. Association of American Medical Colleges

Respectfully,

**Patrick G. Clay, PharmD, AAHIVP, CPI**  
**Professor, Pharmacotherapy, University of North Texas System College of Pharmacy**  
**Professor, Medical Education, TCU/UNTHSC School of Medicine**  
**Science Officer, American Pharmacists Association**  
Adjunct Associate Professor, TCU Harris College of Nursing  
E: [Patrick.Clay@unthsc.edu](mailto:Patrick.Clay@unthsc.edu); O: (817) 735-2798; M: (816) 536-0974

**Rosemary R. Haggett, Ph.D.**  
**Vice Chancellor for Academic Affairs and Student Success, and**  
**UNT System Board Secretary**

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**UNIVERSITY OF NORTH TEXAS SYSTEM**  
1901 Main Street - Dallas, Texas 75201  
**Office: 214.752.5535 Fax: 214-752-8827**  
[www.untsystem.edu](http://www.untsystem.edu)



## Provost and Executive Vice President for Academic Affairs

The University of North Texas Health Science Center (UNTHSC) invites applications and nominations for the position of Provost and Executive Vice President for Academic Affairs (Provost/EVPAA). Under the leadership of its President, Dr. Michael Williams, UNTHSC has developed and implemented an ambitious strategic plan. To accelerate the University's achievement of its vision of *One University, built on values, defining and producing the providers of the future*, UNTHSC seeks Provost/EVPAA candidates who are visionary, inspirational, and possess a commitment to innovation.

The University of North Texas Health Science Center is one of the nation's distinguished graduate academic health science centers, dedicated to education, research, clinical care and community engagement. In the heart of Fort Worth's Cultural District on a 33-acre campus, UNTHSC is located immediately adjacent to nationally recognized museums, the Will Rogers Memorial Center campus and the soon-to-be completed 14,000 seat Dickie's Arena. With almost 2,300 students and over 300 faculty, UNTHSC is a comprehensive academic medical center awarding 712 medical, doctoral, masters and professional degrees annually. UNTHSC is a leader in innovative, inter-professional training, collaboration and interdisciplinary research that generates over \$40 million of external research funding yearly.

The 1.4 million square-foot campus is composed of large, small and modular classrooms, lecture halls, teaching labs, training rooms, patient care facilities, and research labs located in its 7 buildings. UNTHSC is a complex organization that has a budget of over \$300 million allocated over two hundred fund sources and over 1,400 FTEs. Colleges and major components of UNTHSC include:

- [The Texas College of Osteopathic Medicine](#)
- [Graduate School of Biomedical Sciences](#)
- [School of Public Health](#)
- [School of Health Professions](#)
- [UNT System College of Pharmacy](#)
- [Health Institutes](#)
- [UNT Health \(Clinical Practice Group\)](#)
- [Texas Christian University and UNTHSC School of Medicine \(opening July 2019, pending accreditation\)](#)

Reporting to the President, the Provost/EVPAA serves as the University's chief academic officer. This individual will oversee and align academic and budgetary policy and priorities, ensure the quality of the faculty and student body, help to expand the research enterprise, and maintain the educational excellence of UNTHSC. In helping to lead an innovative community of scholars, professionals in practice, and students, this individual will provide leadership to support an interdisciplinary and interprofessional student-centered culture across the campus. The Provost/EVPAA will possess a clear academic vision and serve as an articulate and persuasive spokesperson in collaboration with the President to effectively convey the importance of a research university as a partner to the community and region.

The Provost/EVPAA is charged with the overall administration of all academic units and works closely with Deans and faculty to develop, implement, and promote educational and scholarship goals. The Provost/EVPAA will also foster and manage curricula, teaching, and research of superior quality; work with the Faculty Senate on matters that impact academic policies and procedures, promote the general welfare to the University; work with professional and classified staff; and advise the President on plans, policies, and operations. The Provost/EVPAA oversees all aspects of professional and academic accreditation, allocation of teaching and research facilities, faculty development, and academic personnel.

**Successful candidates for the Provost/EVPAA will possess:**

- An earned doctorate and exemplary academic credentials that unquestionably qualify the candidate for appointment as a full professor with tenure
- A proven track record of success managing high-performing teams that build, enhance, and sustain the quality of academic programs;
- Experience overseeing accreditation efforts including program development, institutional self-evaluation, reporting, and working with regional and national accreditation bodies;
- Evidence of success in initiating and sustaining organizational improvement and innovation;
- A history of developing and promoting interdisciplinary initiatives in support of scholarship and research;
- Experience advancing interprofessional collaboration in education, practice, and service;
- A commitment to diversity and promoting inclusive excellence;
- The ability to strategically coalesce stakeholder feedback to make difficult but timely decisions;
- An understanding of issues facing academic medical centers and the ability to communicate their potential impact on the mission and goals of UNTHSC;
- Exceptional communication skills coupled with the ability to assess complex political situations and engage others diplomatically;
- A history of inspiring and empowering faculty;
- A demonstrated ability to delegate authority but retain responsibility for key strategic goals;
- The courage to create and implement new ideas to foster an environment of innovation and explore new strategic opportunities;
- A demonstrated ability to lead complex resource allocation processes to achieve academic and administrative priorities through appropriate resource allocation.

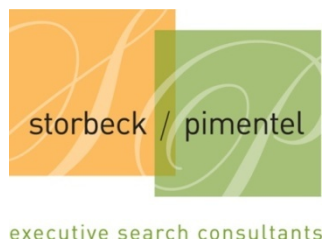
To access the full position description with a detailed scope of responsibilities, please visit:  
<http://www.storbeckpimentel.com/pd/UNTHSC/PEVPAA.pdf>

## Procedure for Candidacy

### Application / Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence.

Applications and letters of nomination should be submitted to:



Alberto Pimentel, Managing Partner  
Navid Nakai, Senior Associate

Storbeck/Pimentel & Associates  
6512 Painter Avenue  
Whittier, CA 90601  
562-360-1353 (FAX)

Email: [apsearch@storbeckpimentel.com](mailto:apsearch@storbeckpimentel.com)  
Refer to code **"UNTHSC-Provost/EVPAA"** in  
subject line

The University of North Texas System is firmly committed to equal opportunity and does not permit - and takes actions to prevent - discrimination, harassment (including sexual violence), and retaliation on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, family status, genetic information, citizenship or veteran status in its application and admission processes, educational programs and activities, facilities, and employment practices. The University of North Texas System immediately investigates and takes remedial action when appropriate.

The University of North Texas System also takes actions to prevent retaliation against individuals who oppose a discriminatory practice, file a charge, or testify, assist or participate in an investigative proceeding or hearing.



## Provost and Executive Vice President for Academic Affairs



**UNT** | **HEALTH**  
SCIENCE CENTER

3500 Camp Bowie Blvd.  
Fort Worth, Texas 76107

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"We have some 1,200 team members and 2,300 students working to change the world."

--President Michael R. Williams, DO, MD, MBA

## The University

### Introduction

UNTHSC is located in the heart of Fort Worth's Cultural District on a 33-acre campus immediately adjacent to nationally recognized museums, the Will Rogers Memorial Center campus and the soon-to-be completed 14,000 seat Dickies Arena. With almost 2,300 students and over 300 faculty, UNTHSC is a comprehensive academic medical center awarding 712 medical, doctoral, masters and professional degrees annually. It is a leader in innovative, interprofessional training, collaboration and interdisciplinary research that generates over \$40 million of external research funding yearly.

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- Texas College of Osteopathic Medicine
- Graduate School of Biomedical Sciences
- School of Public Health
- School of Health Professions
- UNT System College of Pharmacy
- Institutes
- UNT Health
- Texas Christian University and UNTHSC School of Medicine (opening July 2019, pending accreditation)

### Colleges, Schools, and Research Centers and Institutes

Founded in 1970 as the Texas College of Osteopathic Medicine (TCOM), the school affiliated with the University of North Texas in 1975 to become a state-funded medical school. TCOM remains Texas' only college of osteopathic medicine. With over 65 percent of graduates practicing in primary care shortage fields (family medicine, internal medicine, obstetrics/gynecology and pediatrics), TCOM is reducing the shortage of physicians in Texas and nationally.

With the establishment of the Graduate School of Biomedical Sciences (GSBS) in 1993, the Texas Legislature authorized the creation of the UNTHSC. GSBS plays a prominent role in shaping the future of the biomedical workforce by providing high quality education and training of PhD and masters students to become the educators, researchers and professionals of tomorrow. Graduates are recruited by the top



research laboratories in the nation, both in academia and industry, for postdoctoral fellowships or employment.

The School of Public Health was established in 1997. With 34 full-time faculty members and a diverse student body of over 500 graduate students, the mission of the School of Public Health is to create solutions for a healthier community by advancing public health knowledge through research, service and the education of public health professionals. The School of Public Health currently confers Master of Public Health (MPH), Doctorate in Public Health (DrPH), and Doctor of Philosophy (PhD) degrees.

Also in 1997, the first students matriculated into the Physician Assistant Studies Program, which along with the Physical Therapy Program became the School of Health Professions in 2004 as the fourth school at UNTHSC.

The UNT System College of Pharmacy (UNTSCP) was created as a component of the UNTHSC by an act of the Texas State Legislature in 2011. UNTSCP is the only college of pharmacy based in the Dallas-Fort Worth metropolitan area of more than 6.5 million residents. In 2017, UNTSCP graduated its first class of Doctors of Pharmacy and received full accreditation. The College has already established itself among its peer colleges through research, clinical service and educational initiatives.

The various UNTHSC Institutes have a collective mission to develop creative solutions to health problems through leading-edge, interdisciplinary research. These institutes engage faculty and students from every college, and have not only attained, but maintained international reputations for excellence and innovation.

UNT Health, UNTHSC's clinical practice group spans all colleges, schools and institutes. UNT Health offers a platform to support the interprofessional education, clinical practice and research missions of UNTHSC. With over 200 clinicians practicing in primary care pediatrics, geriatrics, family medicine, comprehensive musculoskeletal care, correctional medicine and other specialties, UNT Health is one of Tarrant County's largest multi-specialty provider groups.

Most recently, UNTHSC has partnered with Texas Christian University to create a joint allopathic medical school. The inaugural class of 60 students is expected to matriculate in July 2019. UNTHSC faculty have both formal and courtesy appointments in place as the curriculum moves through its development stages and the accreditation application is formulated.

UNTHSC is governed by the University of North Texas System Board of Regents, and is a state-supported institution. Other system institutions include UNT in Denton and UNT Dallas. UNTHSC is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

## The Opportunity

### Position Summary

Reporting to the President, the Provost/EVPAA serves as the University's chief academic officer. This individual will oversee and align academic and budgetary policy and priorities, ensure the quality of the faculty and student body, help to expand the research enterprise, and maintain the educational excellence of UNTHSC. In helping to lead an innovative community of scholars, professionals in practice, and students, this individual will provide leadership to support an interdisciplinary and interprofessional student-centered culture across the campus. The Provost/EVPAA

will possess a clear academic vision and serve as an articulate and persuasive spokesperson in collaboration with the President to effectively convey the importance of a research university as a partner to the community and region.

The Provost/EVPAA is charged with the overall administration of all academic units and works closely with Deans and faculty to develop, implement, and promote educational and scholarship goals. The Provost/EVPAA will also foster and manage curricula, teaching, and research of superior quality; work with the Faculty Senate on matters that impact academic policies and procedures; promote the general welfare to the University; work with professional and classified staff; and advise the President on plans, policies, and operations. The Provost/EVPAA oversees all aspects of professional and academic accreditation, allocation of teaching and research facilities, faculty development, and academic personnel. The Provost/EVPAA works collaboratively with the UNT System Vice Chancellor for Academic Affairs and Student Success to coordinate priorities with the Texas Higher Education Coordinating Board, which is crucial to all initiatives.

The Provost/EVPAA's direct reports include:

- Vice President for Organizational Excellence
- Vice President for Student Affairs
- Special Assistant to the Provost, Center for Diversity and International Affairs
- Administrative Director
- Deans of the following units:
  - Texas College of Osteopathic Medicine
  - Graduate School of Biomedical Sciences
  - School of Public Health
  - School of Health Professions
  - UNT System College of Pharmacy
- Manager, Faculty Affairs
- Senior Executive Assistant

In addition, the Provost/EVPAA works closely with the following:

- Members of the President's Cabinet
- TCU/UNTHSC School of Medicine Dean
- Faculty Senate Executive Committee
- President of Clinical Practice Group
- Student Leadership – Graduate Student Association, Medical Student Government Association, Pharmacy Student Government Association, Physical Therapy Student Association, Physician Assistant Student Association, Public Health Student Government Association, Student Leadership Academy;
- External donors and stakeholders

#### UNTHSC Vision

One University, built on values, defining and producing the providers of the future.

#### UNTHSC Purpose

Transform lives in order to improve the lives of others.

#### UNTHSC Mission

Create solutions for a healthier community.



### UNTHSC Values

UNTHSC has put into words and action the values that define how its team acts and work together to reach its goals. UNTHSC's values, definitions, and behaviors form "Our Values," the document that guides the institution's values journey. Not only do these common values promote a work environment in which all are comfortable, but also an atmosphere in which the UNTHSC can best achieve the University's vision and mission.

- SERVE OTHERS FIRST - Encourage growth, well-being and success of each other and people we serve.
- INTEGRITY - Uphold the highest ethical standards.
- RESPECT - Treat everyone with dignity and compassion.
- COLLABORATION - Work together to achieve shared goals.
- BE VISIONARY - Create innovative solutions in the pursuit of excellence.

For detailed information regarding UNTHSC's Values initiatives, please visit <https://www.unthsc.edu/values/>

### Opportunities and Challenges

In alignment with UNTHSC's mission of creating solutions for a healthier community, the Provost/EVPAA will be instrumental in implementing the strategic vision of One University, which is composed of four essential elements:

- Extraordinary Teamwork - Unity of purpose and vision are necessary to produce Extraordinary Teamwork. We work as teams across departments, disciplines and schools to create a better education for our students, stronger research, improved patient care and a better work environment.
- Producing the providers of the future - Our students will be the providers of the future. They will take care of patients, tackle public health challenges or conduct scientific research. They are emotionally intelligent, comfortable with technology and work in teams to make patients healthier and care safer.
- Financial strength - We are a good steward of state and local funding, federal research dollars and awards from private organizations. We also leave a sizable footprint on the North Texas economy.
- Sustainable people culture - From Our Values to coaching to leadership training, we are committed to building a lasting, values-based culture. Our ultimate goal is to be recognized as a destination workplace, a 'Best Place For All.'

As a way of integrating new faculty, students, and staff into One University, the Provost/EVPAA will support and encourage them to grow, learn, and innovate, and in so doing spread their expertise and ideas through the UNTHSC community and outward. Several areas of opportunity for the Provost/EVPAA to make an impact include:

- Enhancing academic quality and reputation - The Provost/EVPAA will have the opportunity to build upon UNTHSC's well-established commitment and leadership in delivering high-quality academic programming. The Provost/EVPAA will work with the leadership of all schools, colleges, centers and institutes not only to meet, but routinely exceed high performance metrics,

and to provide graduate medical education to accommodate all UNTHSC graduates.

- Improving student success – In collaboration with UNTHSC leadership, the Provost/EVPAA will create and implement innovative student success initiatives and strategies to enhance educational programs and prepare graduates to exceed expectations of employers and national leaders.
- Increasing research productivity – The Provost/EVPAA will be an inspirational leader who will work with the Vice President for Research & Innovation and existing faculty to identify key areas for growth in research activity and funding. The Provost/EVPAA also will need to be mindful of maintaining the balance between the pursuit of research and a high-quality teaching environment.
- Promoting leadership development – In working with the Deans and faculty, the Provost/EVPAA will promote the development of students in the areas of leadership, communication, and effective teamwork that will be folded into the respective curricula. This will allow UNTHSC graduates to assume leadership roles, both in practice and in the community
- Expanding partnership opportunities – The Provost/EVPAA will inherit an organization with a rich history of community engagement and a strong reputation for cultivating and nurturing new relationships with academic and clinical partners in the Dallas/Fort Worth regional area. The Provost/EVPAA will play a lead role in expanding and strengthening external partnerships, including increasing UNTHSC affiliated health system partners, enhancing clinical education and internship opportunities, as aligned with the strategic plan.

## Candidate Qualifications and Characteristics

Successful candidates for the Provost/EVPAA will possess:

- An earned doctorate and exemplary academic credentials that unquestionably qualify the candidate for appointment as a full professor with tenure
- A proven track record of success managing high-performing teams that build, enhance, and sustain the quality of academic programs;
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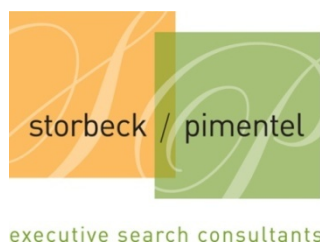
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Alberto Pimentel, Managing Partner  
Navid Nakai, Senior Associate

Storbeck/Pimentel & Associates  
6512 Painter Avenue  
Whittier, CA 90601  
562-360-1353 (FAX)

Email: [apsearch@storbeckpimentel.com](mailto:apsearch@storbeckpimentel.com)  
Refer to code "UNTHSC-Provost/EVPAA" in subject line

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