



THE OHIO STATE UNIVERSITY

COLLEGE OF PHARMACY

Dean, College of Pharmacy

Position Description

September 2022



POSITION DESCRIPTION

Position	Dean, College of Pharmacy
Institution	The Ohio State University
Location	Columbus, Ohio
Reporting Relationship	Executive Vice President and Provost
Institutional Websites	www.osu.edu pharmacy.osu.edu

THE OPPORTUNITY

The Ohio State University seeks an innovative, collaborative, and strategic academic leader to serve as its next Dean of the College of Pharmacy. Reporting to the EVP and Provost and serving as the chief academic officer of the College, the Dean will build upon an established and very successful pharmacy enterprise, leading its next phase of growth and development.

The Dean will provide strategic vision and operational leadership to all aspects of the academic and scholarly programs, setting priorities for the College and guiding it toward strategic goals of enhancing scholarship, promoting research and outreach, and providing excellence in undergraduate, graduate, and professional education with a diverse population of students, faculty, and staff. The Dean is the College's chief advocate and steward, promoting its goals and achievements, leading its development and fundraising activities, and speaking for its mission of excellence in scholarship, teaching, and service.

Supporting the University's research mission, the Dean will advance the scholarly activities of the faculty, including interdisciplinary opportunities. The Dean will inspire pharmacy students and instill within the student body an ethos of professionalism and care. The Dean will also be the College's public voice, promoting innovative ideas and solidifying partnerships both within OSU and nationwide as a recognized leader in the field. The Dean will be an enthusiastic collaborator with other campus leaders and will share and advance the goals and vision of OSU leadership. The successful candidate will be a collegial, nationally recognized, and entrepreneurial leader prepared to advance the mission of the College of Pharmacy and to inspire innovation in all areas.

Under the leadership of President Kristina Johnson and Provost Melissa Gilliam, the Dean will have a tremendous opportunity to capitalize on investments in facilities and equipment, as well as partner with other OSU leaders to further develop and enhance interprofessional education.

THE OHIO STATE UNIVERSITY

The Ohio State University is a world-class public, urban, land-grant research university with very high research activity, as classified by the Carnegie Foundation. As Ohio's flagship university, it is the leading comprehensive teaching and research institution in the state, and one of the nation's top 20 public universities. Nearly 68,000 students are enrolled at OSU, including 53,557 undergraduate, 11,110 graduate, and 3,290 professional students. The OSU campuses include the Columbus campus; its regional campuses at Lima, Mansfield, Marion, and Newark, which are all open-access campuses; and its Wooster campus, home to the Ohio Agricultural Research and Development Center and the Agricultural Technical Institute.



The Ohio State University has 15 colleges that offer more than 200 undergraduate majors and 97 master's programs, with 94 doctoral and professional programs. OSU is recognized for its top-rated academic medical center and premier Comprehensive Cancer Center. OSU has almost 5,000 tenure-track, clinical, and research faculty and 2,655 associated faculty. The faculty includes members of the National Academy of Sciences, the National Academy of Engineering, the National Academy of Medicine, and the American Academy of Arts and Sciences; Sloan, Guggenheim, and Fulbright scholars; and distinguished fellows from numerous learned societies.

The Ohio State University is a member of the Association of American Universities and is the only public university in Ohio to which the Carnegie Foundation for the Advancement of Teaching has given both its highest overall classification of Research University Very High Activity (R1) and highest undergraduate admissions classification. The Carnegie Foundation for the Advancement of Teaching has also twice honored OSU, most recently in 2015, with its Community Engagement Classification. The honor recognizes OSU for its extensive engagement programming and how its mission, culture, curriculum, and resources are structured to support high-impact community engagement.

OSU COLLEGE OF PHARMACY

The College of Pharmacy is home to world-class faculty, dedicated students, hardworking staff, and innovative researchers steadfast on improving medications and medication-related health outcomes. The College has 30 tenure track faculty members, three research track faculty, 21 clinical track faculty, 21 associate track faculty, and 107 full-time staff members. Ranked seventh in the nation among all schools of pharmacy by *U.S. News and World Report*, the Ohio State College of Pharmacy is a leader in the field, setting many firsts and educating some of the brightest young students. From Dr. Roy Darlington, the first African American in the nation to receive a Ph.D. in Pharmaceutical Sciences, to one of the first distance-learning programs at OSU, the College continues its tradition as a trailblazer in education, research, and practice.

Since 1885, the College of Pharmacy has been a global leader in meeting the needs of both students and patients and exploring new frontiers in drug discovery and development, pharmaceutical sciences, and translational clinical research. This work has led to more than 74 patents issued in the past five years for treatments ranging from cancer to heart failure.

The College of Pharmacy values innovation and the advancement of knowledge and how its work can impact communities through outreach. The Generation Rx prescription drug misuse prevention program, corporate partnerships with local pharmacies, the Partner for Promotion Campaign, the College's massive open online courses that help educate thousands wherever they live; have all helped the College affect change throughout the world.

As part of one of the most comprehensive health science campuses in the nation, the College partners with experts leading their fields in a variety of disciplines. Parks Hall, home to the College of Pharmacy, is located steps away from the internationally ranked Ohio State Wexner Medical Center and close to the new Ohio State Interdisciplinary Health Sciences Center, which is set to open in 2023. Students and trainees have access to world-class faculty members in the College and across campus, where they can learn from scientists and clinicians who are discovering tomorrow's cures and treating today's most complex diseases.

The College is helping to solve health care challenges through meaningful partnerships. Faculty, students, and staff dedicate thousands of hours each year working collaboratively across campus and in the community. Several faculty members have clinical practice sites at 13 partner locations,



including Federally Qualified Health Centers and other medical facilities that specialize in providing care to patients.

Established in 2013, the Medication Management Program (MMP) is an innovative telepharmacy that is home to pharmacists, student pharmacists, and certified pharmacy technicians who provide telehealth management services to more than 80,000 patients across the country per year. MMP helps patients manage complex disease states through personal coaching from medication experts. Services are designed to optimize health outcomes for individual patients and empower patients to take control of their health. MMP helps over 1,700 patients each week to make the best use of their medications while teaching students about pharmacotherapy and effective communication with patients – and creating jobs in Ohio. The program has grown to more than \$5.5 million in annual gross revenue.

Faculty from the College are leading a taskforce to implement pharmacist provider status throughout Ohio since 2019. The taskforce brings together pharmacy leaders around Ohio to work with pharmacies, health insurance plans, and state Medicaid officials to better integrate pharmacists into the health care team. Additionally, the taskforce works with payors to identify where gaps exist in care and to determine how to best educate the public on the value of pharmacists. The work has resulted in multiple Managed Care Organizations launching programs to reimburse pharmacists for patient care services.

Additionally, in 2019, the College of Pharmacy signed an agreement with the Ohio State Comprehensive Cancer Center, Arthur G. James Cancer Hospital, and Richard J. Solove Research Institute, to initiate a 10-year partnership to expand drug discovery and development in cancer and cancer-related diseases. The partnership has invested \$24 million and has resulted in renovated space in Parks Hall, a Small Molecule Screening Facility, and numerous faculty hires all focused on the discovery and development of new cancer therapeutics.

Academic Programs

Bachelor of Science in Pharmaceutical Sciences

A highly unique undergraduate degree program that delivers unsurpassed preparation for careers in a variety of biomedical professions. The program's innovative coursework emphasizes cutting-edge integrated science learning, hands-on laboratory experiences and career development through two pathways: the Health Care Professions Pathway and the Drug Discovery and Development Pathway.

Doctor of Pharmacy

The PharmD program develops best-in-class care providers who serve as the responsible medication experts in the health care delivery system. Graduates of the program are exceptionally well-prepared for pharmacy practice and advanced pharmacy education. The curriculum – Inquire, Innovate, Involve (I3) – takes an advanced approach to education by structuring classes in modules so students can experience the integration of science and practice and allows students to get hands-on pharmacy training earlier in the program to develop interpersonal skills that are critical to patient interactions.

Master of Science in Health-System Pharmacy Administration and Leadership

The Master of Science specializing in Health-System Pharmacy Administration and Leadership (MS/HSPA-L) is offered to students completing the degree with residency (full-time) or as a working professional (part-time). The program educates and trains pharmacists to conceptualize, plan, coordinate and evaluate pharmaceutical care in organized health care settings. OSU has been a



leader in establishing the tradition of Health-System Pharmacy Administration and Leadership across the country. Graduates of this program include past ASHP presidents, Harvey A.K. Whitney Award recipients and more than 50 current directors of pharmacy across the country.

Master of Science in Translational Pharmacology

The MS Translational Pharmacology program is 100% online and prepares graduates for careers in drug development. The program has a translational pharmacology focus – bridging across the discovery, development, regulation and use of pharmacologic agents to improve clinical outcomes and inform optimal use of therapeutics in patients.

Doctor of Philosophy in Pharmaceutical Sciences

The PhD program in pharmaceutical sciences includes coursework as well as cutting-edge research focused on topics like discovery and evaluation of novel drugs, determination of a drug's effects on the body, delivery methods to improve drug treatment and how medication is used and applied to enhance patient outcomes. The scope of pharmaceutical sciences is broad and as such, the college offers specialty disciplines for students to pick from, including Medicinal Chemistry and Pharmacognosy, Pharmaceutics and Pharmacology, and Translational Science.

Divisions

The College of Pharmacy has five divisions. The **Division of Medicinal Chemistry and Pharmacognosy** examines the design and discovery of new drugs, synthetic medicinal chemistry, natural products chemistry, and molecular modeling. The **Division of Outcomes and Translational Sciences** drives research and training in the laboratory, clinic, and community to establish best practices that optimize individual and population health and outcomes. The **Division of Pharmacy Education and Innovation** advances the pharmacy profession through innovative, multidisciplinary courses and programs across all levels of learning. The **Division of Pharmaceutics and Pharmacology** discovers and develops drug therapies for the treatment of human disease. The **Division of Pharmacy Practice and Science** elevates the standards of patient care through discovery, innovation and dissemination of teaching, practice and research by teaching strategies and implementing ability-based assessments to educate and train students, residents, and fellows about the prevention and treatment of illnesses with medications.

Research

Research is vital to the College of Pharmacy. The College's research contributes to improving medication-related health outcomes for patients; it also provides students with a critically important dimension beyond their classroom and clinical education. Five of the last six years have been the highest NIH funding and total research funding ever recorded by the College – more than \$61 million total. The College's total research awards for the federal fiscal year 2021 (ACCP report: October 2020 - September 2021) were \$15,214,744, while NIH awards for federal fiscal year 2021 were \$7,512,890. As such, the College ranked 22nd in the nation for total research funding.

The College has averaged more than 150 peer-reviewed publications annually for the last 10 years. Its research expenditures have also doubled over the last 10 years. As one of the most comprehensive health science centers in the country, with the Colleges of Pharmacy, Dentistry, Medicine, Nursing, Optometry, Public Health, and Veterinary Medicine all sharing the same campus, the College of Pharmacy is committed to collaborative and translational research.

Research projects in the college include the study of: Cancer, Cardiovascular Disorders, Central Nervous System Disorders, Chemical Biology, Clinical Pharmacology, Computational Biomedicine and Data Analytics, Delivery Systems, Infectious Diseases, Medication Use and Outcomes, Natural Products, Pharmacy Practice Advancement, RNA Nanotechnology, and Scholarship of Teaching



and Learning.

Interprofessional Education

An interprofessional health science community, the College is within short distance from the Ohio State Wexner Medical Center and six other health science colleges, allowing for easy access to collaborate. OSU has a dedicated Associate Vice Chancellor for Interprofessional Practice and Education serving all seven health science colleges to establish and advance a culture of interprofessional collaboration among all health disciplines. One such way this occurs is through Buckeye Interprofessional Education (BuckIPE), a longitudinal interprofessional curriculum at OSU that brings together students from two or more professions to learn about real-world issues that they will face as future professionals. In addition to the seven health science colleges, BuckIPE includes two other colleges whose future graduates will play a vital role in patient care: Arts and Sciences and Social Work. BuckIPE provides a unique opportunity for pharmacy students to build their interprofessional collaboration skills and learn how to deal with common issues in the health care industry, which will ultimately benefit their future patients' health and equip students with much-needed education to thrive in the current and future health care conditions.

THE POSITION

Reporting to the EVP and Provost, the Dean is the chief administrative and academic officer of the College of Pharmacy. The current administrative structure for the College includes one senior associate dean, four associate deans, one assistant dean, and five department chairs.

The Dean must possess an intimate understanding of the current challenges in the field of pharmacy, as well as national and global healthcare, and be willing to work with state, regional, and national stakeholders, including professional practice and industry leaders, to address these challenges, advocate for the field of pharmacy, and forge relationships for future partnerships and innovation. The ideal candidate will be an experienced, inclusive, and collaborative leader, institutionally ambitious and creative, and committed to guiding the College to the next level of excellence. The Dean will be expected to work effectively with faculty, students, staff, educators, pharmacy practice leaders, and industry representatives as partners to advance the University's research, teaching, and service missions. The Dean will bring an understanding of, and a commitment to, increasing diversity at all levels of the College. The successful candidate will bring experience and/or the clear potential to represent the College articulately and compellingly to external constituencies, enhancing the visibility and impact of its work while increasing gifts, research funding, contracts, and other mission-aligned revenue.

KEY RESPONSIBILITIES

Key responsibilities of the Dean include:

- Serve as the chief executive and academic officer of the College
- Provide leadership to the faculty in all academic matters, including research and curricular initiatives, as well as faculty recruitment, to strengthen the College's reputation across clinical and teaching excellence
- Lead the College's ability to catalyze NIH and federally-funded health research at the institutional level
- Ensure that the educational programs at all levels provide a positive learning experience and social accountability to the community, offering high-quality and innovative educational opportunities to facilitate the transition from student to professional



- Serve as the chief culture officer, responsible for promoting professionalism, high ethical standards, and equity, diversity, inclusion, and justice – with an understanding of cultural humility and responsiveness
- Work effectively with clinical partner leadership to promote the success of the clinical enterprise and to ensure its support of the academic mission
- Collaborate to further develop a robust clinical-translational research program
- In close collaboration with other senior leaders, work to significantly increase and prioritize the College's sponsored research portfolio, especially in the domains of NIH and other relevant federal agencies
- Enhance the student experience at the undergraduate, graduate and professional levels
- Interpret and respond to major local, state, national, and international events that affect the College
- Provide the necessary stewardship of the College's resources to ensure successful execution of its primary missions
- Serve as principal advocate and spokesperson for the College within the OSU community and to local, national, and international constituencies in the public and private sectors
- Foster alumni recognition and participation in the growth of the College
- Promote collaborative relationships with other OSU colleges to further the goal of interdisciplinary health science education, research, and patient care
- Develop and expand the College's philanthropic base, recognition, and respect
- Ensure that the College continues to be a leader working with the communities it serves, addressing a broad list of needs that impact the community's health and social welfare to advance equity and eliminate health disparities

PROFESSIONAL EXPERIENCE / QUALIFICATIONS

Candidates must have an earned PharmD and/or PhD in Pharmacy or a pharmaceutical science and credentials that merit appointment at the rank of professor within the College of Pharmacy. Competitive candidates will also have demonstrated the following traits:

- A bold, energetic leadership style that invites collaboration, encourages teamwork, welcomes diverse perspectives, and values transparency
- The skills to navigate the organizational, political, and fiscal realities unique to a major public research university
- A deep understanding of pharmacy and the experience necessary to transform current pharmacy practices through coalition building and effective use of advocacy to promote legislative agendas
- The ability to work productively and cooperatively with faculty, students, staff, alumni, educators, and community leaders as partners to advance the College's and University's research, teaching, engagement, outreach, and service missions
- A track record of administrative achievement that gives strong evidence of capacity to manage a complex College, including its budget, workforce, and programs
- The capacity to represent the College compellingly to external constituencies, enhancing the visibility and impact of its work
- A strong commitment to promoting diversity, including assessing needs, developing initiatives and applying best practices
- The ability to imagine and explore new possibilities for the College, develop and articulate a vision, and develop and implement effective strategic plans, including the ability to



translate institutional strategy into operational goals and to specify and prioritize short- and long-range objectives

- Demonstrated capability to support research at the student and faculty levels, and to foster interdisciplinary collaboration
- Demonstrated success as an educator and ability to excite students about the profession of pharmacy
- A genuine appreciation of, and good rapport with, students, College’s future alumni
- Experience as an agent of innovation and change achieving excellence across a complex organization
- Demonstrated capability to lead professional and support staff effectively, including hiring, motivating, training, developing, and evaluating the job performance
- The ability to recruit and retain highly desirable research and instructional faculty in a competitive environment
- Significant experience with outreach and cross-organizational cooperation
- Strong written, oral, and interpersonal skills; the ability to communicate the College’s points of pride, needs, plans, and programs effectively

COMPENSATION

The Ohio State University offers an attractive compensation and benefits package, commensurate with the successful candidate’s background and experience.

NOMINATIONS AND APPLICATIONS

The Ohio State university has retained the services of Dr. Josh Ward at the executive search firm Korn Ferry to conduct this important search. **All inquiries, nominations, and applications should be submitted to Ms. Lori Hemmer at Lori.Hemmer@KornFerry.com.** For priority consideration, please submit all application materials as soon as possible.

Applicants should submit:

1. A current and comprehensive *curriculum vitae*
2. A letter of interest describing why you are interested in both the role of Dean and the OSU College of Pharmacy, why you are a good fit for the position based on your experience, why now is a good time for you to consider the opportunity, and an overview of your commitment to diversity, equity, and inclusion.

KORN FERRY CONTACTS

<p>Josh Ward, PhD Senior Client Partner Education and Academic Medicine Korn Ferry (405) 640-3994 Josh.Ward@KornFerry.com</p>	<p>Lori Hemmer Senior Associate Education and Academic Medicine Korn Ferry (615) 347-9549 Lori.Hemmer@KornFerry.com</p>
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The Ohio State University is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, color, disability, ethnicity, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, gender, sexual orientation, pregnancy, protected veteran status, or any other basis under the law. Applicants are encouraged to complete and submit the Equal Employment Identification form.