



UNIVERSITY OF  
**HEALTH SCIENCES  
& PHARMACY**

*in St. Louis*

**Invites Applications and Nominations for the Position of:**

**Dean of the  
St. Louis College of Pharmacy**



**Greenwood/Asher**  
& ASSOCIATES

## The Opportunity

University of Health Sciences & Pharmacy in St. Louis (UHSP) invites nominations and applications for the position of dean of the St. Louis College of Pharmacy. The dean is the chief executive officer of the College and is responsible for its academic and administrative direction. The dean reports to the president.

For more than 155 years, University of Health Sciences & Pharmacy in St. Louis has been committed to preparing students for expert practice and leadership in pharmacy and health professions careers across the nation and around the world. Located in the Central West End neighborhood of St. Louis, in the heart of the Washington University Medical Campus, one of the world's premier biomedical research and patient-care centers, UHSP provides innovative education, research, and career opportunities for students, faculty, and staff. We have been ranked #1 in the nation for return on investment in a bachelor's degree at 15 and 20 years after enrollment by the Georgetown University Center on Education and the Workforce, the #1 private college of pharmacy in the nation for National Institutes of Health (NIH) grants during 2019, a Great College to Work For by *The Chronicle of Higher Education* since 2012, the #1 ranked private pharmacy institution in the American Association of Colleges of Pharmacy's (AACP) most recent Funded Research Grant Institutional Rankings Report, and the 4<sup>th</sup> highest private college of pharmacy in the nation by *U.S. News & World Report* in 2020. The Department of Education College Scorecard data identifies the University as having the highest-earning graduates in Missouri.



This marks an exciting time for a new dean to join University of Health Sciences & Pharmacy in St. Louis and oversee a period of significant growth and help us achieve our full potential. In 2011, our University community developed and committed to a transformational vision, mission, and strategic plan, called **STLCOP 20/20**. Following the completion of more than 80% of the objectives by early 2016, **STLCOP 20/20** was updated. Our vision articulates the desire to be a globally prominent leader in pharmacy and health care education, interprofessional patient-centered care, and collaborative research. We are looking for an inspirational leader as dean to provide strategic leadership to achieve our bold vision.

The University consists of the St. Louis College of Pharmacy and a College of Arts and Sciences, each headed by a dean, and seven vice presidents reporting to the president. The dean of the College of Arts and Sciences provides academic leadership for the Department of Liberal Arts and the Department of Basic Sciences which combined consists of 32 full-time faculty. The dean of the St. Louis College of Pharmacy serves as the leader of the faculty and chief administrative officer for the College. The St. Louis College of Pharmacy contains two departments, the Department of Pharmacy Practice and the Department of Pharmaceutical and Administrative Sciences, which includes 60 full-time faculty members, seven of whom are residents. The vice

presidents oversee the following areas: diversity & inclusion; finance; institutional advancement; marketing & enrollment services; operations; research; and student affairs.

The dean has primary responsibility for achieving the College's strategic vision; deploying and further building the human, capital, and financial resources; and advancing the College as a learning environment and workplace that is affirming for all. The new dean will join a well-managed and much-respected institution that has a strong sense of community and a sincere dedication to students.

## About the University

Since our founding in 1864, University of Health Sciences & Pharmacy in St. Louis has been dedicated to pharmacy and health care education. The University offers a full student-life experience, including more than 50 student organizations and intercollegiate athletics. More than 1000 students are currently enrolled from 30 states and 24 countries. There are approximately 350 undergraduate students and 710 professional students enrolled at the University. More than 7,500 alumni live in 49



states and 13 countries. Since its founding, the University has educated entrepreneurs, infectious disease and oncology pharmacists, clinical practitioners, hospital administrators, biomedical researchers, corporate executives, deans, national pharmacy association leaders, and many more experts in leading-edge areas across health care. For more than 155 years, the University has been preparing students for expert practice and leadership in pharmacy and health professions careers.

Since 1927, the 9-acre campus has been located in the heart of the St. Louis Central West End medical community. UHSP has strategic partnerships with institutions in the medical center, including Barnes-Jewish Hospital, St. Louis Children's Hospital, Washington University School of Medicine in St. Louis, Siteman Cancer Center, and Goldfarb School of Nursing at Barnes-Jewish College. In the 2019-2020 *U.S. News & World Report* annual list of "America's Best Hospitals," Barnes-Jewish Hospital ranked nationally in 10 adult specialties and was ranked the number one hospital in both Missouri and the metro St. Louis area. St. Louis Children's Hospital was ranked best pediatric hospital in Missouri and 18<sup>th</sup> best children's hospital in the nation by *U.S. News*. Washington University School of Medicine has consistently ranked in the top four medical schools in the country for NIH funding (nearly \$525 million annually). It is ranked the 8<sup>th</sup> best medical school for research by *U.S. News and World Report*. It is a setting that few health sciences universities in the world can rival.



Exceptional first-year students come to the University with an average composite ACT score of 26 and an average high school GPA of 3.68. Approximately 55% of our students are residents of Missouri, and 30% are from Illinois. Thirty-six percent of students are ethnic minorities.

The University is a 28-year member of the National Association of Intercollegiate Athletics (NAIA) and a five-year member of the American Midwest Conference. The Eutectics participate in cross country, tennis, track and field, basketball, women's softball, soccer, and volleyball. In 2014, the University began a new curriculum that includes a three-year pre-professional curriculum and four-year Doctor of Pharmacy (Pharm.D.) curriculum. The faculty and administration believe this seven-year program provides unique opportunities for clinical and leadership skill development. Following the fourth year (first professional year, P1), students earn a Bachelor of Science degree in pharmaceutical sciences.

In 2019, the University's existing, integrated, undergraduate degrees were renamed and offered as a Bachelor of Science (B.S.) in Pharmaceutical Sciences, with a choice of emphasis in Health Sciences or Health Humanities. Additionally, the University introduced four new, health care-focused, bachelor's programs:

- › Bachelor of Arts in Global Health
- › Bachelor of Arts in Medical Humanities with a choice of emphasis in Interdisciplinary Studies and Health Care Communication
- › Bachelor of Science in Biomedical Sciences
- › Bachelor of Science in Pharmaceutical Chemistry



The University also sponsors several residency programs. PGY-1 residencies are available at St. Louis County Department of Public Health; Mercy Hospital St. Louis; Veterans Affairs (V.A.) St. Louis Health Care System; Schnucks Pharmacy; Pharmax Pharmacy; and Walgreens Pharmacy. PGY-2 residency programs include V.A. St. Louis Health Care System and SSM Health St. Mary's Hospital.

In the last five years, the University has devoted significant resources to develop a research agenda including:

- › **Center for Clinical Pharmacology** – in collaboration with the Department of Anesthesiology, Washington University School of Medicine, this jointly-funded center supports research in the St. Louis region to advance the rational use of analgesics, translate basic research into actionable clinical research to improve patient care, and prepare the next generation of clinical scientists.
- › **Center for Interprofessional Practice and Education** – is a partnership with both the Goldfarb School of Nursing at Barnes-Jewish College and Washington University School

of Medicine in St. Louis. To further the goal of improving patient safety and quality in health care, the center enhances the ability of faculty to function as interprofessional educators, advance curricular opportunities of programs within the three schools, conduct educational research in interprofessional education, and enhance patient outcomes.

- › **Center for Health Outcomes Research and Education** – was established by the University in November 2016 to develop research-focused partnerships with educational networks, five locally affiliated health care systems, community organizations, state agencies, and national and international institutions.

As a result of these investments, the total research funding awarded to the University in 2019-2020 has climbed to \$9.8 million. Of this amount, 80% was from federal sources (National Institutes of Health and Department of Defense). The University's ranking in terms of total federal funding among colleges of pharmacy (ACCP data) has climbed to 26th in 2019.

UHSP has recently completed a \$110 million campus renewal effort that includes a new, six-story academic and research building and library and a new, seven-story recreation and student center that includes a 230-bed residence hall, dining hall, student center, interfaith prayer room, multicultural center, spirituality center, recreation center, and competition gymnasium. This construction has added 435,000 square feet of space to our existing 400,000 square feet of space on the campus.

## Mission, Vision, and Values

University of Health Sciences & Pharmacy in St. Louis is guided by its mission, vision, and values. They are the principles by which we define ourselves and our community.

### **Mission**

University of Health Sciences & Pharmacy in St. Louis provides an inclusive, supportive, and enriching environment for growth, learning, and leadership to prepare our students, residents, faculty, staff, and alumni to positively impact patients and society.

### **Vision**

University of Health Sciences & Pharmacy in St. Louis will be a globally prominent leader in pharmacy and health care education, interprofessional, patient-centered care, and collaborative research.

### **Values**

- › Diversity
- › Growth
- › Inclusion
- › Integrity
- › Positivity
- › Professionalism
- › Respect



## Diversity and Inclusion

At University of Health Sciences & Pharmacy in St. Louis, students, faculty, and staff from around the world come together in pursuit of a shared vision. Their diverse cultures, values, beliefs, interests, experiences, and viewpoints enrich learning and inform scholarship.

The University dedicates itself to fostering an environment that protects and values differences within a diverse community.

We also are committed to preparing students for practice in an increasingly interconnected world. Throughout our programs, we focus on cultural competence and the importance of interacting with people from diverse backgrounds. It makes our students better health care providers – and truly educated people.

Board of Trustees Policy on Diversity and Inclusion:

<https://www.uhsp.edu/about/diversity/board-policy-diversity-inclusion.html>

## Strategic Plan for the University

In 2011, the University of Health Sciences & Pharmacy in St. Louis community adopted a strategic plan, **STLCOP 20/20**, to position the University at the forefront of pharmacy education. **STLCOP 20/20** has served as a blueprint as we work toward achieving our vision – to be a globally prominent leader in pharmacy and health care education, interprofessional, patient-centered care, and collaborative research.



Today, our vision is strengthened by our accomplishments, proud tradition of excellence, and the ability to shape the future of health care education. In 2016, the University completed a refresh of the plan. The current, refreshed version of **STLCOP 20/20** guides us as we work to secure the University's legacy and take bold steps toward the future. The plan addresses six broad critical issues:

1. Academic Programs
2. Research and Scholarship
3. Practice of Pharmacy
4. Culture
5. Student Recruitment
6. Community Engagement

As we near the close of the period for which our **STLCOP 20/20** plan was created, we are currently engaged in developing a new strategic plan that will allow us to imagine our future and find ways to build on our strengths, shore up areas where we are not living up to our potential, and invest to achieve our goals. A new strategic plan will establish a set of commitments that align with our mission and values and clearly articulate our aspirations as a University focused on health sciences and pharmacy. As a part of this planning process, each College will also develop individual College strategic plans that align with the UHSP plan.

## Academic Programs

### **Bachelor of Science (B.S.) in Biomedical Sciences**

The Bachelor of Science in Biomedical Sciences program prepares students for futures in a changing world by giving them a strong academic foundation in the sciences as well as the skills required to be successful in a wide variety of health professions careers. The program includes comprehensive coursework in applied biology related to health and diseases. It will prepare students for preprofessional and clinical science careers, allowing them to be successful in industry or research environments. Students who choose this major will complete a rigorous curriculum that will prepare them for careers or graduate or professional study (medicine, occupational therapy, physical therapy, etc.). Students interested in research will have opportunities to work and learn alongside faculty in our state-of-the-art labs.

### **Bachelor of Arts (B.A.) in Global Health**

The Bachelor of Arts in Global Health program prepares students to understand global health issues and become professionals with international competencies. The program merges scientific and humanistic disciplines with unique perspectives on health systems. Students who choose this major will develop knowledge on health issues impacting global populations, and they will be equipped to solve problems and improve patient care, both locally and around the world. Students will engage in academic research and prepare for careers in a variety of fields. A senior capstone experience will allow students to complete a project through which they apply their skills and knowledge.





### **Bachelor of Arts (B.A.) in Medical Humanities**

The Bachelor of Arts in Medical Humanities program prepares students to become interdisciplinary thinkers with the flexibility to adapt in a world that is rapidly growing more complex, diverse, and globally focused. The program features a broad-based general education core for the first two years, followed by two years during which students will tailor their education through one of two emphases – interdisciplinary studies or health care communication. Students in the program will explore humanities disciplines including history, literature, the fine arts, and ethics. During the program, students will have opportunities to complete internships and independent studies. A senior capstone experience will allow students to complete a project through which they apply their skills and knowledge.

### **Bachelor of Science (B.S.) in Pharmaceutical Chemistry**

The Bachelor of Science in Pharmaceutical Chemistry is designed for students to become immersed in chemistry and biology and gain an understanding of how the two fields can be leveraged to improve patient outcomes through drug discovery and optimization. The program provides a thorough background in chemistry, biology, physics, and mathematics as well as a broad, general education in the liberal arts and social sciences. Students who choose this major will develop the knowledge and skills necessary to become health care scientists and professionals who understand the chemistry associated with drug design and synthesis. The curriculum culminates in group and individual research experiences that allow students to develop their skills both within and beyond their coursework experiences.

### **Bachelor of Science (B.S.) in Pharmaceutical Sciences**

The Bachelor of Science in Pharmaceutical Sciences is designed for students to gain a strong foundation in the basic sciences and liberal arts. Students will tailor their education through one of two emphases – health sciences or health humanities. Students who choose a major in pharmaceutical sciences with an emphasis in health humanities will gain a background in chemistry, mathematics, and biological, social and behavioral sciences. Coursework in these fields is required to seek admission to graduate programs in the sciences, health care, and professional programs in pharmacy and more. The curriculum provides opportunities for students to engage in research and other hands-on learning experiences to expand their skills beyond the classroom.



### **Doctor of Pharmacy**

The full-time Doctor of Pharmacy (Pharm.D.) degree is designed to help students develop and master professional, academic, and interpersonal skills as a pharmacist. The curriculum exposes students to the pharmaceutical, administrative, social, behavioral, and clinical science aspects of the field. To master these skills, students participate in a dynamic curriculum with didactic coursework, small group recitations, introductory and advanced pharmacy practice experiences, and labs. Students also gain patient care experience in a wide variety of settings that provide them with a foundation of practical training. Pharm.D. graduates from the St. Louis College of Pharmacy at University of



Health Sciences & Pharmacy in St. Louis have been very successful in residency placement, and the program has continued to achieve a >98% job placement rate for their graduates.

### **Master of Science (M.S.) in Global Health & Equity**

Approved by the Board of Trustees in June 2019, the M.S. in Global Health & Equity prepares its graduates to become interdisciplinary thinkers who promote social justice and health equity by addressing issues that directly or indirectly affect health in the United States and other countries. Through a thorough grounding in politics, economics, finance, social sciences, and cultural awareness, graduates will develop terminal abilities, including problem-solving, critical thinking, communication skills, and cultural competence. This is a three-semester, year-round program with the third semester extended from May to November. The degree can be structured as a joint M.S. / Pharm.D. degree or as a stand-alone program. Pending approval from our regional accrediting agency, the Higher Learning Commission, the University will begin offering the M.S. in Global Health & Equity in the fall of 2021.

### **Master of Science in Medicinal Chemistry**

Beginning in the fall of 2021, the University will offer a Master of Science (M.S.) in Medicinal Chemistry pending approval from our regional accrediting agency, the Higher Learning Commission. The degree is a thesis-based program targeting students who plan to enter the workforce or continue to a doctoral program. The M.S. in Medicinal Chemistry will focus on drug design and synthesis and is primarily designed for students with an undergraduate focus in chemistry. However, this program may be of interest to Pharm.D graduates as well. This M.S. program will be delivered as a “2-year program” or as a “4+1 program” that builds upon UHSP’s B.S. in Pharmaceutical Chemistry degree.

### **Academic Partnerships**

University of Health Sciences & Pharmacy in St. Louis is committed to providing opportunities for students to explore their career passions, develop practical expertise, and become leaders in their professions and communities. Through partnerships with neighboring institutions, the University has developed pathways for students to continue their education and build a strong foundation for their career.

- AT Still University Missouri School of Dentistry & Oral Health – agreement to reserve for up to three interview slots for qualified UHSP applicants annually for its Doctor of Dental Medicine program.
- Central Methodist University – agreement for a dual B.S. in Biology to Pharm.D. along with enhanced admission consideration to our Pharm.D. program.
- Goldfarb School of Nursing at Barnes-Jewish College – program for a “2+2” program (2 years pre-nursing at UHSP plus Goldfarb’s 2-year Upper Division BSN) or a dual “4+1” program (B.A. in Medical Humanities at UHSP to Goldfarb’s 1-year Accelerated BSN). A Nursing Scholars Program has also been established to enhance the recruitment of high-quality students to both UHSP and Goldfarb.
- Missouri University of Science & Technology – Dual B.S./B.A. in Biological Sciences to Pharm.D. degree, along with enhanced admission consideration to our Pharm.D. program.

- Ponce Health Sciences University – Enhanced admission consideration to our Pharm.D. program and reciprocal for UHSP bachelor degree students to matriculate to Ponce’s M.S. in Medical Science program.
- St. Charles Community College – Enhanced admission consideration to our Pharm.D. program and/or into our B.S. in Pharmaceutical Sciences program.
- Saint Louis University – Pharmacy Scholars Program facilitating a dual B.S. in Health Sciences or Biology along with co-admission to UHSP’s Pharm.D. program.
- Truman State University – Dual B.S./B.A. degree in Biology, Chemistry, or Biochemistry & Molecular Biology to Pharm.D. along with enhanced admission consideration to our Pharm.D. program.
- University of Missouri, St. Louis – students in the professional program can integrate their Pharm.D. with a Master of Business Administration (MBA) or a graduate certificate in business administration.



- Washington University School of Medicine in St. Louis

› Occupational Therapy – students at the University have the opportunity to integrate their bachelor’s degree with an advanced degree in occupational therapy (O.T.), saving a full year of study. It is offered as either a "3+2" bachelor's degree and Master of Science (M.S.) in Occupational Therapy or a "3+3" bachelor's degree and Clinical Doctorate of Occupational

Therapy (ODT). The first year of the O.T. program fulfills senior-level requirements for the bachelor’s degree awarded by UHSP.

- › Physical Therapy – UHSP students have the chance to enter the physical therapy program at the School of Medicine and benefit from preferred consideration for admission. The School of Medicine reserves three spaces each academic year for students from the University who meet the requirements and complete the admissions interview.

## Accreditation



University of Health Sciences & Pharmacy in St. Louis Bachelor of Arts (B.A.), Bachelor of Science (B.S.), Master of Science (M.S.) and Doctor of Pharmacy (Pharm.D.) degrees are accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. The Doctor of Pharmacy program is fully accredited



by the Accreditation Council for Pharmacy Education (ACPE) until 2022 (in 2014 it received a full eight-year accreditation). The St. Louis College of Pharmacy at University of Health Sciences & Pharmacy in St. Louis is fully accredited as a continuing education provider by ACPE until 2021.

## Criteria for the Dean of the St. Louis College of Pharmacy

The successful candidate must possess high academic and personal standards, be energetic and persistent in the pursuit of excellence, and be comfortable with the values and culture of the University of Health Sciences & Pharmacy in St. Louis environment. The principle professional qualities and experience sought are:

- A doctoral degree in pharmacy, pharmaceutical sciences, or related health sciences;
- Distinguished leadership experience with substantial administrative experience and a record of scholarly achievement in teaching or research and/or accomplishments in practice;
- Demonstrated commitment to pharmacy education, the importance of pharmacy in health care delivery, service, and outreach to promote pharmacy, wellness, and improvement of health outcomes for patients, specifically populations that are medically underserved;
- Demonstrated leadership as a highly visible connector in engaging the community in the discourse around social justice encompassing issues of diversity, equity, and inclusion;
- Proven success or aptitude for relating positively with students, faculty, pharmacy practitioners, alumni, pharmaceutical industry representatives, pharmacy association leaders, the business community, and state and local government officials;
- Exceptional leadership and interpersonal skills, with the ability to relate to, communicate with and develop relationships with a wide range of individuals and groups;
- Strong commitment to shared governance and transparency throughout the College and the University;
- Successful skills in budget and staff management, capital campaigns and advancement, strategic planning, business management, and utilization of internal and external data;
- Ability to build and sustain strong teaching and research relations with educational and research partners, promote interests for pharmacy practice, and develop funding for research and academic programs;
- Ability to articulate a bold, courageous, and strategic vision for pharmacy and ensure that the College's academic and research programs are positioned to overcome challenges and meet that vision;
- Ability to lead, support, develop, and recruit a distinguished, accomplished, and diverse faculty of pharmacists and pharmaceutical scientists;
- Ability to manage budgets, projects, and allocated resources and prioritize to ensure goals are met;
- Establishment of direct contact and rapport with members of all the College's constituencies including students, faculty, staff, alumni, and members of the University of Health Sciences & Pharmacy in St. Louis community;



- Exceptional social and interpersonal skills and written and oral communication skills; and
- Credentials that merit appointment at the rank of full professor.

The dean will be expected to be the face of the St. Louis College of Pharmacy and to extend the culture of active collaboration with external partners to strengthen the College's visibility and the vitality of our programs. Connecting with opinion leaders as a respected peer will be crucial to the success of the new dean, as will raising public awareness of the contributions of University of Health Sciences & Pharmacy in St. Louis within the community, state, nationally, and internationally; for example, leadership in policy for Missouri such as COVID-19.

## About St. Louis

St. Louis is known for being one of the most livable cities in the Midwest. The city itself is home to more than 308,000 residents living in 79 distinct neighborhoods, and the greater St. Louis area encompassing a network of surrounding counties and cities that are home to almost three million people, making St. Louis the 20<sup>th</sup> largest metropolitan area in the country.



University of Health Sciences & Pharmacy in St. Louis is located in the Central West End neighborhood of St. Louis, in the heart of the Washington University Medical Campus. The Central West End, a pedestrian-friendly area, is also home to numerous dining, nightlife, shopping, and entertainment venues. UHSP is located adjacent to Forest Park, one of the nation's largest and most visited urban parks. The park was dedicated in 1876 and is famous as the site of the 1904 St. Louis World's Fair and Summer Olympics. The Saint Louis Art Museum dates to this event and remains one of the park's most prominent attractions. The park also contains the Saint Louis Zoo, Missouri History Museum, Saint Louis Science Center and Planetarium, and The Muny, America's oldest and largest outdoor musical theater.

Beyond the Central West End, exploring St. Louis is exciting and enlightening. Those new to the city are awed by the Gateway Arch, a 630-foot stainless steel monument on the St. Louis riverfront that attracts more than four million visitors each year. St. Louis Cardinals baseball and the current Stanley Cup Champion St. Louis Blues hockey team give sports fans plenty to cheer about. The Missouri Botanical Garden comprises 79 acres of lush landscapes and conservatories and is one of the oldest botanical gardens in the nation.



# Nomination and Application Process

## Salary

Salary will be competitive and commensurate with qualifications and experience.

## How to Apply

Greenwood/Asher & Associates, Inc. is assisting University of Health Sciences & Pharmacy in St. Louis in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter, CV, and list of five references. Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher & Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

### **Please direct inquiries, nominations and application materials to:**

Jan Greenwood, Partner & President

Ann Bailey, Senior Executive Search Consultant

Email: [jangreenwood@greenwoodsearch.com](mailto:jangreenwood@greenwoodsearch.com)

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For additional information about University of Health Sciences & Pharmacy in St. Louis, please visit [www.uhsp.edu](http://www.uhsp.edu).

*University of Health Sciences & Pharmacy in St. Louis is an affirmative action, equal opportunity employer that values diversity. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, color, religion, sex, national origin, sexual orientation, gender identity, protected veteran status or status as an individual with a disability.  
EOE/M/F/Veteran/Disabled*

*The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from University of Health Sciences & Pharmacy in St. Louis documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.*