

Boston University
College of Health and Rehabilitation Sciences: Sargent College
Position Description: Dean of the College

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Boston University
College of Health and Rehabilitation Sciences: Sargent College

Location: Boston, Massachusetts

Position

Summary: Reporting directly to the University Provost, the Dean provides academic, intellectual, and administrative leadership of Sargent College and promotes excellence in all aspects of the College's teaching, research, clinical, and service missions. S/he will lead the ongoing development of the vision and goals of the College, integrate the plans of the College with those of the University, and effectively communicate the vision and goals to constituencies within and external to BU.

The new Dean of Sargent College will be a dynamic leader who will guide the College in continuing its established trajectory of excellence in advancing, preserving, disseminating and applying knowledge in the health and rehabilitation sciences. BU Sargent College is increasingly recognized nationally and internationally for the quality of its educational, research, and clinical programs and for fostering innovative approaches to best serve the health care needs of society.

Responsibilities

The following describe the primary duties and responsibilities of the Dean:

- Imagines, articulates and implements a vision for Sargent College; advocates for and drives strategies aimed at achieving the school's mission and vision; provides leadership in advancing the missions of excellence in education, research, clinical care and public service; establishes the Sargent College as the source of scientific advances and best practices in health and rehabilitation sciences, now and into the future.
- Demonstrates a high level of personal and professional commitment, enthusiasm, integrity and pride in the University and its values.
- Empowers and supports faculty and staff to achieve performance goals and objectives, consistently "raises the bar" with regard to performance expectations; inspires accomplishment of goals and objectives; models professional excellence.
- Selects and supports the selection and retention of highly qualified faculty, department chairs, administrators and other staff, and acts to ensure their professional success, maximizing their ability to contribute to Sargent College and Boston University.
- Effectively communicates with a wide audience of students, faculty, university administrators, alumni, community members, and potential benefactors.

- Engages in fundraising as part of the University's ongoing comprehensive campaign.
- Engages in strategic planning from inception to implementation; establishes specific, measurable goals and other performance expectations; employs a systematic review of progress toward goals and objectives.
- Assesses the institutional and external environments and judges support for initiatives, both from institutional leaders and from faculty and staff.
- Effectively manages numerous programs and activities within a complex organization, including coordination of curriculum, evaluation of teaching, promotion of pedagogical excellence, and encouragement and enhancement of research and clinical practice.
- Establishes and maintains effective relationships with all other deans and leaders within University.
- Creates a positive, diverse and inclusive work environment; ensures all faculty and staff are treated with dignity and respect.
- Determines, implements, maintains and leads an effective management structure.
- Oversees development and effective utilization of financial resources, human resources, and physical infrastructure.

Required Qualifications

The ideal candidate will have:

- A distinguished record of scholarship, teaching and service in a field appropriate for appointment in one of the four departments in the College: Health Science, Occupational Therapy, Physical Therapy & Athletic Training, and/or Speech, Language and Hearing Sciences.
- An earned doctorate and an academic profile suitable for appointment at the level of a tenured, full professor at Boston University.
- A demonstrated track record of progressively responsible administrative experience and academic leadership, and a portfolio of professional successes.
- Strong and proven capabilities in complex organizational management including strategic planning, financial stewardship, budget creation, resource allocation, human resource management, risk management, and related decision-making.
- Experience and proven success in fundraising.
- The proven ability to work collaboratively with leaders across organizations.
- Exemplary interpersonal and communication skills.
- Impeccable integrity, sense of professionalism, and sound judgment.

Organization

Boston University, a member of the Association of American Universities (AAU), is one of the leading private research and teaching institutions in the world, with two primary campuses in the heart of Boston and programs around the globe. Chartered in 1869, the University today enrolls over 33,000 students including over 16,000 undergraduates and employs nearly 4,000 faculty members across 16 schools and colleges.

BU is one of the largest private universities in the United States and one of the Boston area's largest employers. BU's students come from all 50 states and over 135 countries. Students pursue studies on the Charles River and Medical Campuses as well as study abroad programs in over 30 cities around the world. The growth of Boston University over the last quarter century is profound, as it has evolved from a regional university, with a focus on undergraduate and professional education, to an internationally recognized, residential, research university that performed over \$375 million of sponsored research last year across both Boston campuses.

Boston University College of Health & Rehabilitation Sciences: Sargent College has been defining health care leadership for more than 130 years. Dr. Dudley Allen Sargent, a 19th-century educator, visionary, and inventor, founded the Sargent School of Physical Training in Cambridge, Massachusetts, in 1881 and in doing so, largely created the discipline of physical education. Dr. Sargent's college became part of Boston University in 1929, five years after his death. His son Ledyard transferred ownership to the University, establishing a relationship that has helped Sargent College expand and build its curriculum through the years. Today, Sargent College offers basic and advanced professional degree programs in more than 15 specialized areas including:

- Athletic Training
- Behavior & Health
- Health Science
- Human Physiology
- Nutrition/Dietetics
- Occupational Therapy
- Physical Therapy
- Public Health
- Rehabilitation Sciences
- Speech, Language & Hearing Sciences

Sargent College moved from Cambridge to BU's Charles River Campus in 1958, relocating to a new facility at 635 Commonwealth Avenue in 1990. Sargent's six-story building is equipped with outpatient health care clinics, research and practice laboratories, a media center, computer lab, classrooms, student lounges, and offices for faculty and staff. With 1150 undergraduate students, 335 graduate students, 67 full-time and 69 part time faculty, and 16,000 alumni in 61 countries, Sargent College is a vibrant and diverse community.

As knowledge about health and rehabilitation increases and society's health care needs become more complex, BU Sargent College continuously improves its degree programs to meet the needs of future health professionals. Sargent graduate programs are recognized among the nation's best – among the College's programs tracked by *U.S. News & World Report* (Occupational Therapy, Physical Therapy, and Speech-Language Pathology) all rank in the top 8% of their respective fields. Sargent's undergraduate program is among the most selective at Boston University with

22% of applicants admitted to the class of 2017. Sargent's learning environment fosters the values, effective communication, and clinical skills that distinguish outstanding health professionals. The curriculum also includes an important fieldwork component, providing students in every degree program with substantive clinical experience. Clinical internships are available at more than 1,400 health care facilities across the country. The College also operates outpatient rehabilitation practices that offer a full range of services to the greater Boston community.

Opportunities

The position offers opportunities for a leader who can:

- Create a vision for the College that continues its established trajectory of excellence in advancing its mission to be a leader in 1) providing education with a focus on health care at the undergraduate level; 2) training clinicians who combine science and practice in order to be leaders in the area of clinical practice; and 3) educating researchers who will advance knowledge underlying the practice of rehabilitation disciplines through basic and applied research.
- Capitalize on the interdisciplinary environment at Sargent and strengthen collaborations with other colleges at Boston University including the Schools of Medicine and Public Health, and Colleges of Arts & Sciences and Engineering.
- Continue to increase the size and quality of the undergraduate student body and the breadth of the curriculum to attract students who are interested in a wide range of health-related careers.
- Continue to strengthen doctoral research programs and increase the production of knowledge by Sargent faculty through basic and applied research that will contribute to the evidence base of the health professions and the reputation of the College.
- Respond flexibly to the evolving health care environment, health care delivery, and education in the health professions in the United States.
- Continue to enhance Sargent's commitment to providing service to the City of Boston and Boston University communities, and its position as a leader in bridging academic and research programs with service to the community.

Education

An earned doctorate in a field appropriate for appointment in one of the four departments in the College: Health Science, Occupational Therapy, Physical Therapy & Athletic Training, and/or Speech, Language and Hearing Sciences.

Compensation

Boston University will provide a competitive compensation and benefits package appropriate for a position of this scope, stature, and responsibilities.

Contact

Exceptional candidates should submit a letter of interest and resume to:

SAR Dean Search Advisory Committee

c/o Nicole Hawkes, Associate Provost for Strategic Initiatives

Office of the University Provost

One Silber Way

Boston, Massachusetts 02215

nhawkes@bu.edu

Boston University prohibits discrimination against any individual on the basis of race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, or because of marital, parental, or veteran status. Boston University strongly encourages minority group members, veterans, disabled individuals, and women to apply for positions for which they are qualified and that are of interest to them.