The Opportunity

The College of Public Health (CPH) at Temple University seeks a collaborative and visionary leader to serve as its next Dean. As one of the largest, most research-intensive and diverse colleges in the country, CPH, which also includes the School of Social Work, is leading a new movement to reimagine the future of public health. The college is home to comprehensive public health programs as well as programs spanning allied healthcare, nursing, health services and social work. The new dean will join the leadership team of Temple at a pivotal time of change and opportunity under a dynamic new president and provost and with the opportunity to contribute meaningfully to the institution's strategic priorities of boundless access, educational value, thought leadership, community engagement and reputational excellence.

Through transdisciplinary and interprofessional education, faculty and students embrace public health as a catalyst for individual and community change and well-being. Within the college, teams of professionals work together on innovative research, designs and delivery solutions for healthcare, disease prevention and social welfare. The college collaborates across 21 areas of study and more than 45 academic programs to provide students with valuable interdisciplinary experiences. The next Dean will have the opportunity to move the college into a new building, continue the rapid growth of its innovative programs, and propel internationally recognized research programs while identifying new collaborative research opportunities across Temple, Temple Health, Fox Chase Cancer Center, and the community.

A Pennsylvania state-supported institution ranked in the highest Carnegie research university category, Temple is the 45th largest university in the United States, one of the nation's most active research universities and a leading center of professional education. With 17 schools and colleges, eight campuses, more than 600 degree and certificate programs and more than 33,000 students, Temple is one of the most comprehensive and diverse learning environments in the nation. Temple provides opportunities for collaboration across the health professions and has schools of dentistry, medicine, pharmacy, and podiatric medicine.

Reporting directly to the provost, the dean is the college's chief academic and executive officer. The Dean of CPH will be a visionary with proven leadership ability, high integrity, a strong record of successful research and scholarship activity, as well as successful administrative leadership in a complex environment and a commitment to furthering the mission of interprofessional education, practice and research to create healthy populations and individuals. The dean will be an experienced, entrepreneurial, creative, and collaborative leader, with a deep appreciation of the variety of disciplines represented in the college and have a passion for providing an outstanding educational experience to all students. The successful candidate will have an earned doctorate and a distinguished record of academic performance consistent with appointment as a tenured full professor in a discipline appropriate to the college.

To submit a nomination or express a personal interest in this position, please see Procedure for Candidacy at the end of this document.
Position Summary

As the chief academic and administrative officer of the College, the dean reports directly to the Provost of Temple University, Gregory N. Mandel. The dean has autonomy and authority for the management and coordination of the college and for implementing its plans, programs, services and scholarly and research endeavors.

The dean is expected to provide strong leadership to advance the college's educational, research and service missions. The dean promotes excellence among faculty, staff, and students and shares an institutional commitment to diversity, equity and inclusion; oversees the college's operations and financial and human resources; and plays a critical role in fundraising, advocacy and alumni relations.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

▪ In pursuit of its aspirations, the dean will chart a strategic direction for the college through a collaborative process that engages all constituents, ensuring alignment with strategic university priorities. The plan should be supported by a commitment to enhancing excellence; as such, it should address strategies for recruiting, mentoring and retaining an excellent and diverse faculty. The dean will listen to constituent voices and perspectives in developing the plan, and will align the talents of faculty, staff and students across the College in putting the plan into action.

▪ The dean will have the opportunity to move CPH to a new home. Currently spread across the campus, the new CPH building will allow faculty, students and staff to feel more unified, while promoting new opportunities for interprofessional education, research and practice.

▪ The dean must value, inspire and incentivize research and scholarship and will provide opportunities for professional growth and development among diverse faculty spanning multiple disciplines and united by a shared commitment to advancing health equity. There are also numerous opportunities to enhance cooperative research across several research themes, bioinformatics and epidemiology, including with the Lewis Katz School of Medicine and other health science schools.

▪ CPH represents some of the largest and fastest growing undergraduate and graduate programs at Temple. The dean will assess the current program offerings and work with college, health system, community and university leaders to identify and implement new ones.

▪ Through transdisciplinary research, clinical practice and interprofessional education, the college is both a catalyst and hub for individual and community change, well-being, and promoting public health across the institution. The next dean must proactively establish key relationships with other Temple colleges and identify opportunities to share resources and approach large public health issues best addressed through a multidisciplinary approach.

▪ To secure the continued success of the college, particular attention must also be paid to increasing philanthropic support and increased national attention. The incoming dean should be
committed to having a visible presence in the community and seek opportunities to advance the college goals through philanthropy and community foundation partnerships. The dean will look for ways to promote faculty and student success nationally and internationally.

- The college is committed to building an environment where all students, faculty and staff from varying backgrounds and life experiences feel a sense of belonging, are engaged, and are valued and respected for their voices and contributions. The dean will work to recruit a diverse class of students and further develop diversity, equity and inclusion resources and support for current students, faculty and staff within the CPH community.

- Temple and CPH are closely interconnected with the communities that make up North Philadelphia, as well as the city and commonwealth. The dean will work to maintain and enhance trust with community leaders, look for ways to promote health and well-being in these communities and provide opportunities for education.

### Candidate Qualifications

The ideal candidate will have the following professional qualifications and personal characteristics:

- An earned doctorate in a relevant field.

- Distinguished scholarly reputation and strong record of academic accomplishment and scholarship commensurate with appointment as tenured professor at Temple.

- Management and operational experience, including financial/ budgeting and strategic planning, successfully applied in a complex academic organization; experience gained in a senior level administrative role, such as dean, associate dean, department chair or center director.

In addition, the ideal candidate will have many of the following characteristics and qualities:

- **Mission**
  Passionate advocate for the university and the college and strong identification with the mission of both; commitment to the transforming power of public and community health, particularly as applied to health disparities and social indicators of health in an urban setting.

- **Vision, Strategic Thinking and Capacity for Execution**
  A record of formulating and articulating ambitious plans, operationalizing and executing strategic plans and initiatives, inspiring consensus around shared goals, demonstrating superb judgment and decision making, fostering a culture of trust and fairness, building collaboration among faculty and staff, advancing inclusion and belonging in impactful ways and catalyzing fresh thinking so as to assure continued relevance and impact.

- **Commitment to Excellence**
  Deep understanding of the foundations for excellence and integrity in teaching and research, especially in the context of the CPH mission, and the ability to attract, retain and develop outstanding faculty, students and staff and to support them in building and sustaining programs of the highest caliber amidst a dynamic and increasingly politicized educational landscape.
record of facilitating interdisciplinary collaborations. Ability to build partnerships within Temple and with other entities as a means to enhance CPH programs, offerings, research and contributions to the field.

- **Collaborative and Courageous Leadership**
  Capacity to make difficult decisions and to enter wholeheartedly into challenging conversations. An appreciation for and ability to work within a model and tradition of strong shared governance. The inclination to seek broad stakeholder input and the ability to take informed and decisive action when necessary while modeling exemplary institutional citizenship.

- **Superb Communication Skills**
  A propensity for active listening and the willingness to learn from others; a natural inclination to communicate openly and with transparency and respect; and the emotional intelligence to build and inspire trust, establish collaborative relationships and ensure broad-based support for decisions, plans and initiatives. Ability to express and generate excitement for CPH mission and plans and the capacity to promote the interests, mission and brand across and beyond the Temple campuses. Ease with diverse constituencies and the ability to connect with audiences large and small.

- **Commitment to Diversity, Equity and Inclusion**
  A demonstrable commitment to and record of leadership in advancing diversity, equity, inclusion and belonging; and exemplary skill in communicating, collaborating with, and supporting a diverse community.

- **Authentic Investment and Interest in Students**
  Commitment to understanding evolving student needs and concerns and to providing students with meaningful experiences that lead to their academic and professional success. Decision making that puts student interests at the forefront.

- **Community Engagement**
  Ability to engage and build meaningful partnerships with a wide variety of external constituents including community leaders; and an ability to support and enhance the college's national presence while honoring its commitment to prioritize community building in the region.

- **Managerial, Operational and Fiscal Acumen**
  The ability to work and thrive, and successfully manage faculty, staff, programs and change in a large, complex environment. Experience with budgets, financial planning, market research and strategic resource allocation.

- **Experience or Demonstrable Potential for Success in Fundraising**
  Capacity and desire to lead an effective fundraising effort that inspires alumni and others to strengthen and support the college and its mission.
- **Emotional Intelligence**
  Empathy, skills and capacity to relate to others, see other points of view, build broad support for decisions and inspire followership and action. The skill and experience to steward and develop relationships with current and potential partners throughout the city, region and commonwealth. A palpable respect for colleagues and for students, self-awareness and the capacity and inclination to be a model colleague and university citizen.

- **Ethics and Integrity**
  Excellent judgment and the highest integrity.

**The College of Public Health**

The College of Public Health at Temple University strives to be a leader in public health through interdisciplinary research and education with both local impact and global significance. Reorganized and renamed in 2014, the college has been working collaboratively through traditional public health disciplines along with clinical disciplines, such as nursing and rehabilitation sciences, as well as Temple’s School of Social Work. Students learn alongside classmates in different programs, graduating fully equipped to work as part of interprofessional teams of care. Students also gain extensive firsthand experience working in the field through the college's relationships with more than 6,000 partners across Philadelphia.

The total budget for the college is close to $90 million. Temple operates under a Responsibility Centered Management (RCM) budget model, allowing reinvestment into programmatic growth and advancing the missions of the college. The College of Public Health [Board of Visitors](#) is an appointed advisory board comprised of a distinguished group of alumni and partners that bring a wealth of experience from the fields of public health, healthcare and health services, and social work. CPH is fully accredited as a college by the Council on Education in Public Health (CEPH), and its programs are all in good standing and accredited by 10 different additional agencies.

By The Numbers:

- **3,982** Students
  - **2,723** Undergraduate
  - **917** Graduate
  - **304** Clinical Doctoral
  - **38** Doctoral
- **172** Full-Time Faculty
- **142** Full-Time Staff
**Departments**
- Communication Sciences and Disorders
- Epidemiology and Biostatistics
- Health and Rehabilitation Sciences
- Health Services Administration and Policy
- Kinesiology
- Nursing
- Social and Behavioral Sciences
- Social Work

**Areas of Study**
- Athletic Training
- Communication Sciences and Disorders
- Emergency Medical Services
- Epidemiology and Biostatistics
- Exercise and Sport Science
- Global Health
- Health Communication
- Health Information Management and Informatics
- Health Policy and Management
- Health Professions
- Kinesiology
- Neuromotor Science
- Nursing
- Nutrition
- Occupational Therapy
- Physical Therapy
- Public Health
- Recreational Therapy
- Speech, Language and Hearing Science
- Social Work
- Social and Behavioral Sciences

**Research**

The College of Public Health (CPH) has over 100 active grants totaling more than $70M. These grants support both research and service delivery programs that address health issues and disparities in the local Philadelphia community as well as statewide and national initiatives. Additionally, the college has an international focus with research that involves collaborations in Latin America, Southeast Asia and Eastern Europe. Funding for CPH includes government agencies such as the U.S. Department of Defense, National Institutes of Health and a wide range of regional and local sponsors. Funded laboratories and programs of emphasis span public health implications.

The college is home to three nationally renowned research centers including:

- Center for Obesity Research and Education
- Collaborative on Community Inclusion
- Eleanor M. Saffran Center for Cognitive Neuroscience

Community Engagement

Continuing Temple’s tradition of partnering with the local community, CPH clinics provide healthcare services including primary care, pro bono physical therapy and treatments that address a wide range of communications disorders. Our clinical and community-based internships and field placements are beneficial to our valued community partners and better prepare our students for the workforce.

The North Broad Physical Therapy Center provides student-run and clinician-supervised pro bono physical therapy services to uninsured, underinsured and underserved community members of North Philadelphia.

The Temple University Speech-Language-Hearing Center is the clinical component of the graduate program in speech, language and hearing science. The Center provides a wide range of services to people of all ages with communication disorders.

The Vaux Community Health Center partners with the residents of the Sharswood/Blumberg neighborhood to provide quality healthcare that supports personal health, family health and the health of the community.

CPH is integrated with the North Philadelphia community. The Office of Community Engaged Research and Practice (CERP) leads the growth of the college’s interdisciplinary, community engaged research and practice activities as part of its mission to reduce health inequities and improve the health and well-being of the community.

Future Home

This spring, the university will break ground on a 160,000-square-foot expansion and 150,000-square-foot renovation of Paley Hall. Formerly known as Paley Library, the building will become the home of CPH upon the project’s completion.

The building will also feature a number of state-of-the-art teaching spaces, which will help prepare students for the evolving field of public health. This is especially significant now, given Temple’s commitment to ensuring that the future of learning meets the future of work, as identified by the university’s strategic priorities.
In addition to a teaching kitchen, a new simulation center will serve as the key centerpiece of the building. While the center will house traditional clinical spaces simulating a hospital and outpatient facilities, it also will include a simulated park, restaurant, North Philadelphia row home and an ambulance bay.

**About Temple University**

**Overview**

Temple University was founded in 1884 as a night school for working-class Philadelphians aspiring to the American dream. As Philadelphia’s only four-year public university, Temple is now one of the top 50 largest universities in America with campuses in Philadelphia, Rome and Tokyo.

The university offers more than 600 degree and certificate programs and is among America’s largest educators in the combined fields of dentistry, law, medicine, pharmacy and podiatry. In recent years, Temple students have become Rhodes, Goldwater, Knight-Hennessy, Gates Cambridge and Marshall Scholars. Temple alumni include trailblazers ranging from the first female president of Princeton University to the first Indian American anchor on ESPN.

Temple’s bustling Main Campus is set against the backdrop of the Philadelphia skyline in America’s first World Heritage City. Green space, athletic facilities and eclectic architecture ranging from the historic Temple Performing Arts Center to the Snohetta-designed Charles Library form a vibrant residential setting. More than 280 student organizations, including Temple’s NCAA Division I athletic programs, thrive on campus.

Temple’s momentum is fueled by high graduation rates, accomplished graduate degree programs, new living and learning facilities and groundbreaking work in science education and research. In the latest Carnegie Classification of Institutions of Higher Education, Temple is in the “highest research activity” category, or R1, placing it among the top 4% of all four-year institutions in the nation.

Temple’s total budget for the FY2023 is of $3.8 billion, which includes $2.6 billion for the Temple University Health System and $1.2 billion for the university. Approximately 72% of the university’s operating budget is derived from tuition and fees, and 13% from Commonwealth appropriation.
The remaining budget comes from indirect cost recovery, philanthropy, auxiliary enterprises and other sources.

The Middle States Commission on Higher Education accredits Temple University. In 2020, during its reaccreditation, reviewers commended the university for its distinctive mission, which is widely valued and deeply internalized across the institution.

**Background and Context**

Founded by Russell H. Conwell in 1884, Temple’s official motto - *Perseverantia Vincit*, or Perseverance Conquers – reflects its students’ drive to succeed and ability to turn opportunities into accomplishments. Conwell’s purpose was “to give education to those who were unable to get it through the usual channels.” In Temple’s earliest incarnation, working-class citizens were taught late in the evening, and referred to as “night owls,” giving rise to the school’s mascot and team name.

In 1965, the university became a member of the Commonwealth System of Higher Education; it is one of four state-related, comprehensive research universities in Pennsylvania. In addition to its Main Campus in North Philadelphia, Temple has three additional locations in Philadelphia: Temple University Center City; the Health Sciences Center, also in North Philadelphia; and the School of Podiatric Medicine near Philadelphia’s historic district. Regional campuses are located in Ambler and Harrisburg, Pennsylvania, with international campuses in Japan and Rome.

**Academics**

Temple offers 642 academic degree and certificate programs including two associate degree programs, 178 bachelor’s programs, 180 master’s programs, 54 doctoral programs, 14 professional practice degree programs and 214 post-secondary and graduate certificate programs. Academic programs are organized into the following schools and colleges:

- Tyler School of Art and Architecture
- Fox School of Business and Management
- Maurice H. Kornberg School of Dentistry
- College of Education and Human Development
- College of Engineering
- Beasley School of Law
- College of Liberal Arts
- Lew Klein College of Media and Communication
- Lewis Katz School of Medicine
- Esther Boyer College of Music and Dance
- School of Pharmacy
- School of Podiatric Medicine
- College of Public Health
- College of Science and Technology
- School of Social Work
- School of Theater, Film and Media Arts
- School of Sport, Tourism and Hospitality Management
Temple is a complex institution offering a broad array of programs, curricular and co-curricular experiences. Indeed, Temple is among the nation’s largest providers of professional education with 3,727 students enrolled in the schools of dentistry, law, medicine, pharmacy and podiatric medicine.

The Temple Community

Temple University and the Temple University Health System employ more than 17,000 people full time, more than 3,000 of whom are faculty. Together, they are the second-largest private employer in Philadelphia. Temple generates about $4.6 billion in economic impact within the city of Philadelphia, supporting about 23,000 jobs and generating about $53 million in local taxes. Temple’s economic impact within the Commonwealth of Pennsylvania is $5.6 billion, including about 71,000 jobs and about $107 million in state taxes.

There are more than 360,000 Temple University alumni living in 50 states and more than 140 countries. About 175,000 alumni live in southeastern Pennsylvania.

For additional information about Temple University, please visit: www.temple.edu.

Temple Health

Temple Health is the collective name for all of the health, education and research activities carried out by the Temple University Health System (TUHS) and the Lewis Katz School of Medicine at Temple University (LKSOM). The two enjoy a close clinical and educational partnership and together make up one of the nation’s most dynamic healthcare organizations.

TUHS is a $2.5 billion academic health system dedicated to providing access to quality patient care and supporting excellence in medical education and research. The Health System consists of Temple University Hospital (TUH), one of the region’s most respected academic medical centers; TUH - Jeanes Campus; TUH - Episcopal Campus; TUH - Northeastern Campus; Fox Chase Cancer Center; Temple Women’s Hospital; Temple Transport Team (T3), a ground and air-ambulance company; Temple Faculty Physicians, the academic practice plan of TUHS; and Temple Physicians, Inc., a network of community-based specialty and primary-care physician practices.

TUHS is a progressive and innovative organization. Within the past year, it has earned national and regional accolades for excellence in healthcare. Among these recognitions are the Philadelphia “Employer of Choice” (they are the only healthcare provider named), Forbes “Best in State”,

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Healthcare Equality Index Leader, Nursing Magnet, and Leapfrog “A” Safety Grade. These honors speak to the proud team culture of TUHS.

**Fox Chase Cancer Center**

**Fox Chase Cancer Center** was formed and named an NCI-Designated Comprehensive Cancer Center in 1974, when the American Oncologic Hospital (established in 1904) and the Institute for Cancer Research (founded in 1927) united. Fox Chase is a freestanding cancer center affiliated with Temple University Health System and serves as the cancer program for Temple University. With a staff of over 2,000, including hundreds of physicians and scientists, the center provides state-of-the-art patient care, and supports research in more than 80 laboratories.

The affiliation with Temple University has added value to the cancer center with the addition of 50 research program members from multiple university departments, LKSOM, and the College of Public Health to the cancer center roster. Reciprocally, Fox Chase research faculty have adjunct appointments in the LKSOM Department of Cancer and Cellular Biology and contribute to training LKSOM students.

Fox Chase is a founding member of the National Comprehensive Cancer Network, a not-for-profit alliance of the world’s leading cancer centers known for setting the accepted standards of clinical best practice in the field of oncology. The Center’s research enterprise also serves as a prime contractor of the National Cancer Institute’s PREVENT Cancer Preclinical Drug Development Program. An important role of the dean will be to enhance the productive integration of Fox Chase with LKSOM and TUHS and to extend the benefits of world-class cancer research and care to the underserved populations of North Philadelphia.

**Philadelphia, Pennsylvania**

Philadelphia is the largest city in the Commonwealth of Pennsylvania and the sixth most populous in the United States. In the Northeastern United States, at the confluence of the Delaware and Schuylkill rivers, Philadelphia is the economic and cultural anchor of the Delaware Valley; the metropolitan area is the seventh largest in the United States and home to 6.2 million people.

Philadelphia is the center of economic activity in Pennsylvania and home to seven Fortune 1000 companies, with five Fortune 500 companies headquartered in the city. Philadelphia is known for its arts, culture and history, and has five professional sports teams and one of the nation’s most loyal fan bases. The city welcomed 42
million domestic tourists in 2016. The 67 National Historic Landmarks in the city helped account for the $10 billion generated by tourism.

Philadelphia has a plethora of educational options with many private and public institutions. The Philadelphia School District is the eighth largest school district in the United States with 197,288 students in 217 public schools and 83 charter schools as of 2022. Philadelphia has the third-largest higher education student concentration on the East Coast, with over 120,000 college and university students enrolled within the city and nearly 300,000 in the metropolitan area.

Timeline

Potential interview dates for this position have been outlined as follows:

- **Applications should be submitted by April 14, 2023**
- **Round One interview dates: May 15, 17, and 18, 2023**
- **Round Two interview dates: June 2023**

Selected candidates should plan to hold the above dates in the event they are invited by the committee to participate in the interview process.

Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV/resume, a letter of interest and statement of contributions to equity, diversity and inclusion. Review of applications has begun and will continue until the position is filled.

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting Temple University with this recruitment, preferably via e-mail, to Jeff Schroetlin and Ashley Rittgers at TempleDeanCPH@wittkieffer.com.

Temple University is committed to a policy of equal opportunity for all in every aspect of its operations, including employment, service and educational programs. The University does not discriminate on the basis of age, color, disability, marital status, national origin or ethnic origin, race, religion, sex (including pregnancy), sexual orientation, gender identity, genetic information or veteran status.

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