Harris Search Associates
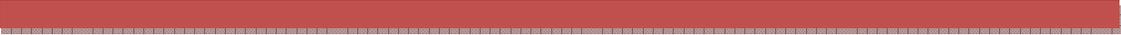## INNOVATION + TALENT

Northeast Ohio Medical University (NEOMED)

Chair of Pharmaceutical Sciences Search

Spring 2013

About NEOMED

Northeast Ohio Medical University (NEOMED) www.neomed.edu is a dynamic free-standing community-based, public Health Sciences University focused on the interprofessional training of health professionals, offering both a Doctor of Medicine (M.D.) and Doctor of Pharmacy (Pharm.D). In addition, with its newly created College of Graduate Studies, the University offers a Master of Public Health (M.P.H.) degree, Master of Science and Doctor of Philosophy (M.S. and Ph.D.) degrees in integrated pharmaceutical medicine, a Master of Science (M.S.) degree in health-system pharmacy administration with an option to include a two-year specialized residency in pharmacy administration, and a bioethics certificate program. The University has more than 800 students, learning from world renowned educators, practitioners and researchers, all utilizing excellent facilities and instrumentation and working in state-of-the-art technologies. Through its educational, research and service mission, the University improves the quality of health care in Northeast Ohio.

Founded in 1973 to meet a critical need for primary care physicians in Northeast Ohio, the University's College of Medicine is committed to preparing students for the practice of medicine in a multicultural environment. Today, the College of Medicine awards 110-115 Doctor of Medicine degrees annually. The Doctor of Pharmacy program was created to meet important regional needs and to address a shortage of pharmacists in both community retail and hospital settings. The College of Pharmacy, which welcomed its first class in August 2007, has preferential admissions agreements with four Northeast Ohio public universities; The University of Akron, Cleveland State University, Kent State University, and Youngstown State University.

NEOMED teams of researchers focus on the most urgent health care issues facing society, and the discoveries and innovations of their research have direct and positive impact on the well-being of our communities, the growth of our medically focused local economy and the furthering of knowledge. With a growing emphasis on translational research, NEOMED has enthusiastically embraced a highly diverse array of collaborations including university research institutions and partners that include teaching hospitals, community sites and boards of health.

The University has built a strong and vibrant research portfolio with funding from National Institutes of Health (NIH), National Science Foundation (NSF), numerous foundations and national health related associations and is an emerging nationally and internationally known

research institution, dedicated to attainment of a $20MM annual funding portfolio by 2015.
http://www.neomed.edu/research/researchfocus

NEOMED has more than 25 active NIH and NSF research and training grants and receives additional funding from the American Heart Association, Arthritis Foundation, Musculoskeletal Transplant Foundation, the U.S. Department of Health and Human Services, and other major federal sponsors. The University anticipates growth in NIH funding based on current submission/review activity of proposals. The University also receives support from the Ohio Third Frontier program for recruitment of the Ohio Research Scholar and for commercialization activities.

The University also has a major focus on public-private partnerships, commercialization of research findings, and economic development and is developing space on its campus to create and attract biomedical companies.

The College of Pharmacy   http://www.neomed.edu/academics/pharmacy

The College of Pharmacy, established in 2005, supports the University mission by preparing highly skilled pharmacists who play an indispensable role in a team-oriented approach to patient care and medication therapy management services. The Pharm.D. curriculum intermeshes with that of the College of Medicine to set new standards for interprofessional education, collaboration, community involvement, diversity, and lifelong learning.

The vision of NEOMED, and the College of Pharmacy, is to be recognized as the premier health sciences university and leader in interprofessional education, and our values are reflected in the Six Cs of our educational, research and work environment: Competence, Communication, Caring, Curiosity, Character, and Community.

The College has graduated three student cohorts from the Pharm.D. degree program with excellent performance on national licensure examinations (>97 percent first-time pass rate, 2012), high degrees of satisfaction with the College and being prepared to enter practice (100 percent, 2012), and 58 percent of graduates remained in Ohio. Twenty percent of our graduates in 2012 have entered a residency program. To date, the total students to matriculate is 361 and current student body is 271.

The College partners with four Northeast Ohio public universities, numerous community pharmacies, Northern Ohio Colleges of Higher Education Consortium, as well as NEOMED affiliates, including eight major teaching hospitals, 12 limited teaching hospitals and two health departments. The College consists of 52 faculty, 10 administrative and research staff members, and more than 400 voluntary faculty (preceptors) throughout the Northeast Ohio region who contribute to the education of pharmacy students.

Faculty members and researchers in the College of Pharmacy actively collaborate with researchers at our partner universities and hospitals. They also have active partnerships with private companies, including license arrangements of University intellectual property, lease arrangements for research space and animal-based pre-clinical studies, and collaborative proposal submissions.

Accreditation

The College of Pharmacy was awarded Full Accreditation Status by the Accreditation Council for Pharmacy Education (ACPE) at its June 2011 meeting of the ACPE Board of Directors based upon a comprehensive on-site evaluation conducted April 2011, and discussion with college and institutional officials.

The Department of Pharmaceutical Sciences

http://www.neomed.edu/academics/pharmacy/departments/pharmaceuticalsciences

Vision: To be recognized as a top tier Pharmaceutical Science department in state-of-the-art research and education in an interdisciplinary health sciences environment.

The Department of Pharmaceutical Sciences is one of two core departments in the College of Pharmacy. It consists of the department chair, 11 faculty, two jointly appointed faculty, four research staff, and an administrative coordinator. The department's academic role is to provide students in the pharmacy program with a theoretical and practical knowledge base in the pharmaceutical sciences. The department maintains a highly visible research program with emphases on drug discovery for neurodegenerative diseases and cancer, and drug delivery systems for drugs targeting these diseases.

Faculty members of the department also provide education and training for Master of Science and Doctor of Philosophy degree students with research interests in these same areas.

Department faculty provide exemplary instruction in the Pharm.D. and M.D. programs, in the M.S. or Ph.D. degree programs in integrated pharmaceutical medicine, in NEOMED's M.D./Ph.D. or Pharm.D./Ph.D. dual degree offerings, and in the Biomedical Sciences (BMS) graduate program with Kent State University. Courses utilize didactic instruction, small group sessions and hands-on practical learning.

Faculty Research

The department maintains a highly visible research program which focuses on the investigation of the pathophysiological mechanisms of chronic illness, development of innovative therapeutic and preventive strategies, as well as drug discovery and formulation of novel drug delivery systems. Students enrolled in the professional programs may participate in research under the mentorship of department faculty.

Detailed information of faculty research may be found here:

http://www.neomed.edu/academics/pharmacy/departments/pharmaceuticalsciences/researchprogram

The Position

The Department of Pharmaceutical Sciences is poised to grow and strengthen under the leadership of an energetic and dynamic chair. The chair is a member of the Pharmacy Executive Committee, contributing to the strategic direction of the College. Reporting to the dean of pharmacy, the department chair is an active member of the College's administrative team.

The chair of the Department of Pharmaceutical Sciences is charged with providing the vision and strategic direction to the department. The chair provides leadership to faculty and staff through goal-setting of academic programs and operations, research and resource development, and service opportunities; and is further charged with facilitating mentoring, guidance and evaluation.

Basic Function/Governance/Administrative

- Establish department mission and annual department goals and operating plan aligned to the collegiate strategic plan and oversee performance of department activities.
- Conduct regular meetings of the department to foster teamwork and governance.
- Oversee, provide guidance, and adherence to tenure and promotion guidelines, University and College bylaws, University policies and safety and security guidelines.
- Establish and maintain positive relationships with internal and external constituents to advance the mission of the department, College and University.
- Recommend office and/or laboratory space needs to the College dean or University representative(s).
- Oversee the functions of departmental involvement in University and partner graduate programs.
- Serve on committees of the College and University as appointed by the dean of pharmacy, or elected.
- Recommend nominations for institutional and external awards.
- Directly promote and support the University commitment to inclusiveness and diversity.

Resource/Personnel Management

- Build and maintain a high performance, team-oriented culture through effective performance management and direct communication and coaching of departmental faculty and staff.
- Ensure the attraction, diversity, retention, and development of talented faculty and staff.
- Supervise and evaluate department administrative and research staff, as outlined by the Partnering for Success program and in collaboration with the associate dean for research.
- Recommend and approve salary adjustments of administrative and research staff in the department.
- Administer department budget and prepare annual budget requests that are aligned to strategic goals.
- Participate in department, College and University fund raising and external affairs activities.
- Provide oversight for the maintenance and inventory of department equipment.
- Recommend resource and utilization needs to the dean.

Faculty Affairs

- Recruit and recommend new faculty appointments to the department, in consultation with department faculty and College dean.
- Assign teaching responsibilities for faculty within the department and oversee the development and delivery of instructional activities, including the promotion and development of interprofessional activities within the curriculum.
- Recommend promotion and tenure of department faculty, as outlined by the University and College bylaws.
- Conduct evaluations of department faculty as outlined by the University faculty compensation planning process and recommend and approve salary adjustments.
- Serve as a role model for faculty through contributions to the teaching, research and service activities of the department, College and University.
- Promote and engage faculty development.
- Recommend and assign department faculty to committees of the department, College and University while maintaining a productive workload for each faculty member.

Faculty Responsibilities

- Conduct research in an area of emphasis closely aligned to the collegiate and University research focus areas.
- Prepare lectures and teach in assigned courses.
- Collaborate with interdepartmental course directors/teams to implement improvements and address course related matters.
- Promote and develop interprofessional opportunities within the curriculum.
- Publish and present scholarly works.

Research

- Establish research priorities for the department, in conjunction with department faculty, the collegiate associate dean for research, the dean of pharmacy and the vice president for research.
- Maintain an active research/scholarship program that has a demonstrated history of success in achieving extramural funding and will foster interaction among existing faculty research programs, as a faculty member and chair of the department.
- In collaboration with the collegiate associate dean for research, encourage faculty publication of scholarly manuscripts and presentation of scholarly works locally, regionally nationally, and internationally.
- Collaborate with the collegiate associate dean for research, vice president for research, and the dean for the College of Graduate Studies to foster research development and mentoring of graduate students within the department.
- Collaborate with the collegiate associate dean for research and Office of Research and Sponsored Programs on issues of grant submission and/or administration to enhance funded research.

Essential Duties

- Mentor faculty and establish sustainable collaborative, interdisciplinary research programs. Actively develop plan with faculty for tenure process and priority setting to achieve tenure.
- Nurture the increased scholarly activity and funded research of department

- Advance the department to the next level of national and international recognition and achievement.
- Read, analyze and interpret scientific and academic papers, financial reports, University policies and legal documents.
- Respond to common inquires or complaints from faculty, staff, students, and administration.
- Define problems, collect data, establish facts and draw valid conclusions to solve problems and plan initiatives.
- Demonstrate ethical behavior, professionalism, interpersonal skills, leadership and management abilities sufficient to run the department.
- Knowledge of current trends in pharmacy education, academic administration, biomedical research, and the profession of pharmacy as they relate to the College.
- Commitment to the University's diversity initiative and the advancement of diversity among its students, faculty and staff.
- Excellent written and verbal communication skills.

Qualifications

- The candidate should have a doctoral degree (Ph.D., M.D., Pharm.D., or equivalent) in an area of biomedical research such as pharmaceutical sciences, pharmacology, biological sciences, neuroscience, chemistry or related area with emphasis on issues relevant to a College of Pharmacy.
- Experience in an administrative leadership position with duties and responsibilities for managing human and fiscal resources.
- Demonstrated excellence in research with a strong record of extramural funding; and the ability to mentor faculty and establish sustainable collaborative, interdisciplinary research programs.
- A visionary leader committed to contributing to the education, research and service missions of the Department of Pharmaceutical Sciences and the University as a whole.

Procedure for Candidacy

Applications should be accompanied by a letter of application and curriculum vitae. Applications and nominations will be accepted until the position is filled. Confidential review of materials and screening of candidates will begin immediately and continue until the position is filled.

NEOMED is being assisted by Harris Search Associates for this search. Please contact Jeffrey Harris, Managing Partner, for further detail:

Tel: 614-798-8500 ext. 125   Cell: 614-354-2100

Email: jeff@harrisandassociates.com   www.harrisandassociates.com

The colleges' dedication to excellence is complemented by its strong commitment to building and sustaining a culturally diverse academic community. Individuals from historically underrepresented groups are encouraged to apply. NEOMED is an equal opportunity employer and educator.