

Position and Candidate Specification



Skaggs School of Pharmacy
and Pharmaceutical Sciences

UNIVERSITY OF COLORADO **ANSCHUTZ MEDICAL CAMPUS**

Skaggs School of Pharmacy and Pharmaceutical Sciences

Dean

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University of Colorado

The University of Colorado is a premier public research university with four campuses: the University of Colorado Boulder, the University of Colorado, Colorado Springs, the University of Colorado Denver, and the University of Colorado Anschutz Medical Campus. With more than 66,000 students and 7,300 full-time instructional faculty members, CU is the largest institution of higher education in the state of Colorado. With an annual budget of \$6.3 billion, CU generates an economic impact of \$17.2 billion annually for the state.

The University of Colorado Anschutz Medical Campus

The University of Colorado Anschutz Medical Campus is the largest academic health center in the Rocky Mountain region at the forefront of transformative education, science, medicine, and healthcare. The campus includes the University of Colorado health professional schools, multiple centers and institutes, and two nationally ranked hospitals, UCHealth University of Colorado Hospital and Children's Hospital Colorado, with nearly 2.6 million patient visits each year. These organizations collaboratively improve the quality of patient care they deliver, research they conduct, and health professionals they train.

Academically, the CU Anschutz Medical Campus serves 4,500 students in more than 40 highly rated degree programs across six schools and colleges: School of Medicine, School of Dental Medicine, College of Nursing, Skaggs School of Pharmacy and Pharmaceutical Sciences, Colorado School of Public Health, and the Graduate School. The campus attracted a record \$910 million in research funding in the 2023-24 fiscal year, including \$757 million in sponsored awards and \$153 million in philanthropic gifts.

The CU Skaggs School of Pharmacy and Pharmaceutical Sciences (SSPPS)

Originally established in 1911 as a department of the School of Medicine at the University of Colorado at Boulder, the School of Pharmacy opened its doors with two students and one faculty member. The school became an independent college in 1913, the same year it awarded its first degree, and CU Pharmacy became a school in 1957. The school held its first classes at the former Health Sciences Center campus in 1992. In 2008, the school moved to the CU Anschutz Medical Campus, a comprehensive health center where teaching, research, and health care combine.

During its 110+ year history, the School of Pharmacy has been a global leader in medical discoveries, patient care, pharmacy advocacy, and online education. CU School of Pharmacy is ranked in the top 10 percent of all pharmacy schools in the nation, producing graduates that exceed national student outcomes and enjoy stellar career opportunities. The School is nationally recognized for its leadership in pharmacy professional education and its strong commitment to developing and sustaining an exceptional faculty, staff, and student body. It has long been a leader in NIH funding among pharmacy schools and CU Pharmacy faculty have consistently advanced science and health care through programs and discoveries with global impact.

Mission: *We are committed to excellence and innovation in professional, graduate, and post-graduate education; scholarship and research; patient-centered care; public health advocacy; and societal leadership and engagement.*

Vision: *Together, our innovation, discoveries and engagement with our communities improve the health and well-being of society.*

To achieve its vision and mission, SSPPS is committed to:

- Recruiting, developing, and retaining innovative and productive faculty and staff members who contribute to the advancement of pharmacy education, research, scholarship, and practice.
- Providing expanded and innovative educational opportunities that develop outstanding entry-level pharmacy practitioners who are motivated to advance the practice and profession and to prepare scientists who are motivated to contribute to health and well-being through scientific research and scholarly pursuits.
- Advancing the practice of pharmacy through development of innovations in pharmacy practice and delivery of superior patient care, including serving as active members of collaborative healthcare care teams committed to patient care and well-being.
- Improving health through research and scholarship by being innovators and leaders in research that promote basic discovery, translation to clinical practice, medication evaluation, and optimization of medication use. Through communication of research findings, foster enhanced knowledge in professional, graduate, and post-graduate learners.
- Providing leadership and service by actively engaging with its many communities and local, national, and global communities that would derive substantial benefit from the school's collective knowledge and expertise.
- Achieving excellence through continuous quality improvement.
- Developing innovative strategies to identify and exploit opportunities that allow the School to make major advances in its mission areas.

To support these commitments, the School has outlined a strategic plan focused on key initiatives that ensure the continued development and sustainability of its educational and research endeavors.

- *Strategic Initiative 1: Advance the evolution of the PharmD curriculum to equip students and graduates with the knowledge and skills necessary for success in the changing pharmacy practice environment.*
- *Strategic Initiative 2: Invest in two or three key research areas of emerging importance in drug therapy.*
- *Strategic Initiative 3: Cultivate a fulfilling learning and work environment among our faculty, learners, and staff, where individuals are rewarded, and the overall organization thrives.*
- *Strategic Initiative 4: Develop and implement a business model that leads to long term sustainability for the school.*

Education

With a faculty of 80, the School of Pharmacy is organized into two primary departments: the Department of Clinical Pharmacy and the Department of Pharmaceutical Sciences. This structure promotes a rich diversity of expertise and research opportunities.

SSPPS offers the following programs:

Doctor of Pharmacy (PharmD) and Related Programs

- Doctor of Pharmacy (PharmD) Program: core program for aspiring pharmacists both in-person and remote pathways
- Undergraduate Pathway Programs: four new pathway programs leading to both a Bachelor of Science and a Doctor of Pharmacy (PharmD) degree
- Dual Degree Programs: PharmD/MBA (Business Administration) and PharmD/MPH (Public Health)
- International-Trained PharmD Program: for those with international pharmacy degrees

Graduate Programs (PhD and MS)

- PhD in Pharmaceutical Sciences
- PhD in Toxicology
- PhD in Pharmaceutical Outcomes Research
- T32 Training Program in Molecular & Systems Toxicology
- MS in Pharmaceutical Sciences

Postgraduate Residencies

- Postgraduate Year Two (PGY2) Residencies: in various specialties like ambulatory care, critical care, emergency medicine, infectious diseases, internal medicine, oncology, and solid organ transplant
- Postgraduate Year 1 (PGY1) Residencies: a community-based program; and partner with UC Health System Programs
- Colorado Pharmacy Residency Teaching Certificate (CPRTC) Program

Certificate Programs

- Cannabis Science and Medicine
- Palliative Care – certificate programs and Interprofessional MS

Other Programs

- Continuing Education
- Continuing Professional Development

Research

The Skaggs School of Pharmacy and Pharmaceutical Sciences has long been ranked a leader in NIH funding among schools of pharmacy and is routinely ranked as one of the most productive research units on the University of Colorado Anschutz Medical Campus. The school's innovative research activities make key contributions to major campus research centers—the Colorado Clinical and Translational Sciences Institute and the University of Colorado Cancer Center. The School was ranked twelfth for NIH research funding by the Blue Ridge Institute for Medical Research for 2024.

The office of the **Associate Dean of Research and Graduate Studies** (ADRGs) provides full-scope support for all research and sponsored projects coming into the School of Pharmacy and Pharmaceutical Sciences representing approximately \$18 million in funding in 2024. In addition, the ADRGS office administers several internal funding opportunities, such as the Skaggs Scholars program and internal ADRGS seed grants.

The office is also the home of all the Graduate Studies Programs within the School of Pharmacy. Together the Pharmaceutical Sciences PhD and Master's Programs, Toxicology PhD program, and Pharmaceutical Outcomes Research PhD program have over 100 students enrolled. Graduates work in many sectors including industry, pharmaceutical outcomes research, academia, and state and federal governments.

Research Centers at The Skaggs School of Pharmacy and Pharmaceutical Sciences include:

- Center for Drug Discovery
- Center for Pharmaceutical Biotechnology
- Center for Pharmaceutical Outcomes Research
- Center for Pharmaceutical Value (Pvalue)
- Center for Translational Pharmacokinetics and Pharmacogenomics
- Colorado Center for Nanomedicine and Nanosafety
- Colorado Consortium for Prescription Drug Abuse Prevention

Core Facilities include:

- Computational Chemistry and Biology Core Facility
- Medicinal Chemistry
- HTS Drug Discovery
- Mass Spectrometry Facility

For more information, please visit: <https://pharmacy.cuanschutz.edu/>

The Dean of the Skaggs School of Pharmacy and Pharmaceutical Sciences is responsible for leading the education, research, and service mission of SSPPS. The Dean works collaboratively in a shared governance framework with the faculty and staff to develop, implement, and evaluate comprehensive strategic plans for all efforts of the School. This role will work to identify, facilitate, and promote multi-disciplinary, inter- and intra-college/school, and international educational, service, research, scholarly, and creative activities.

The Dean of SSPPS is a key member of the Anschutz Medical Campus' leadership team, serving as a strategist, advocate, leader of integrity, and effective spokesperson for academic and constituent concerns, as well as other matters related to the well-being of the School, consistent with its vision and mission. The Dean provides vision and guidance in all aspects of the School's educational programs, research and scholarly endeavors, clinical practice programs, outside funding efforts, and community outreach and service programs. This role recruits and retains an exceptional pool of qualified faculty, staff, and students from a broad range of backgrounds and perspectives, enhances funded research, inspires philanthropy, and continuously improves the teaching and learning environment for students. The Dean will also be expected to encourage effective collaborative relationships within the School, with partner institutions, and among schools and colleges within the University of Colorado Anschutz Medical Campus.

KEY RELATIONSHIPS

Reports to Executive Vice Chancellor for Academic and Student Affairs

Direct reports Chair, Department of Clinical Pharmacy
Chair, Department of Pharmaceutical Sciences
Senior Associate Dean for Operations and Regulatory Affairs
Associate Dean for Academic and Faculty Affairs
Associate Dean for Clinical Affairs
Associate Dean for Education
Associate Dean for Finance and Administration
Associate Dean for Research and Graduate Studies
Associate Dean for Student Affairs
Assistant Dean for Culture and Wellness

KEY RESPONSIBILITIES

The Dean of SSPPS will supervise faculty and staff including central administrative staff, associate deans, department chairs, and center directors. The Dean serves as the chief academic officer (CAO) of SSPPS and has full responsibility for academic programs and curriculum matters, the budget, and development activities.

Vision

- Further the strategic objectives of SSPPS, including creating collaborative and innovative programs and opportunities for faculty, students, alumni, and community practitioners.

- Encourage internal thought leadership and external participation in opportunities to shape pharmaceutical study and practice in an ever-evolving healthcare landscape.
- Lead the School in building alliances with off-campus constituencies, businesses, government agencies, and the not-for-profit community to enhance the School's stature, its research productivity, and its funding and grant opportunities.
- Advocate for and actively lead efforts and activities to build a community among students, staff, faculty, and external community partners, treating everyone with dignity and respect.

Recruitment and Retention of Talent

- Identify and recruit outstanding faculty, staff, and students, with specific emphasis on a broad range of skills, backgrounds, and perspectives consistent with the strategic objectives of the School and CU Anschutz Medical Campus.
- Enhance retention strategies that include mentorship of junior faculty and support for faculty across academic ranks.

Education

- Lead further improvement of relevant career-focused educational programs, including the delivery of off-campus programming.
- Provide strategic leadership in the development of dual-degree programs fostering interdisciplinary training in foundational, translational, and clinical research.
- Support innovative curricular advancements and maintain excellence in core programs (including meeting/exceeding relevant accreditation standards).

Research

- Increase the breadth and vitality of the SSPPS by promoting the recruitment, retention, and collaboration of distinguished research-focused faculty.
- Work with partners—particularly the Vice Chancellor (VC) for research on the Anschutz Medical Campus—to promote funding opportunities while assuring sufficient resources for faculty, staff, and students to conduct research on campus.

Pharmacy Practice

- Foster and enhance relationships with, and identify opportunities for, strategic partnerships with the practice community.
- Ensure that relationships with external organizations are high quality and high impact.
- Provide intellectual leadership and strong commitment to workforce development for the profession.

Management

- Work closely with senior leadership to advance the interests of SSPPS, including serving on university-wide and cross-university committees and taskforces.
- Work collaboratively and transparently with faculty to advance and innovate across the mission areas of SSPPS.
- Ensure the School is run efficiently and effectively, and assure financial stability and growth, through oversight of budgeting, fundraising, and strategic planning elements of the School, in cooperation with SSPPS administrative directors.

- Represent SSPPS throughout Colorado, the region, nationally, and internationally to external constituents, including alumni, pharmacy professionals, members of the media, elected officials, boards, and donors, in cooperation with the SSPPS and campus external relations.
- Meet agreed-upon objectives for the School within the established budget.

Development

- Increase the School's resource base by facilitating fundraising activities for the School.
- Work in consultation with the Chancellor and the EVC-ASA, and in collaboration with other deans and partners to ensure a cross-university perspective on broad institutional matters.
- Shape and lead the initiatives described in the CU, Anschutz Campus, and School strategic plans.

DESIRED OUTCOMES

- Strategically support enrollment growth for the School.
- Bring innovation and new methodologies to teaching students.
- Create a sense of community through a shared vision, open communication, and trust-based relationships.
- Ensure high quality of educational offerings, including maintaining and achieving accreditation for all programs.
- Evaluate existing structures and address potential organizational changes for continued success.
- Develop a shared vision of the future of the School through engagement with SSPPS faculty, staff, and students.
- Continue to find opportunities for interprofessional education, clinical practice, and research projects.
- Collaborate with the other schools on the medical campus to help advance clinical practice and research efforts.
- Create strategic partnerships and alliances with industry, leveraging CU's location and proximity to maximize the School's potential and become more integrated in the business community.

IDEAL EXPERIENCE

A record of outstanding personal scholarship and achievement in research, education, and service
Consistent with the rank of tenured full professor.

Progressive leadership experience, preferably in a large, complex, and high-performing academic health care and research environment

Ideally in the role of dean, associate or vice dean, department chair, or equivalent leadership position.

Clear evidence and track-record of academic and pharmacy practice partnerships

Able to build an academic portfolio through exceptional interprofessional collaborations.

Demonstrated experience and success in developing external sources of support

A track record of community engagement, philanthropy and donor relations, and inter-institutional and national partnerships.

Education

Doctoral or equivalent terminal degree from an accredited institution (PhD, PharmD, or similar) in a pharmacy or pharmaceutical sciences related field.

CRITICAL LEADERSHIP CAPABILITIES

Strategic Vision

The Dean must develop cooperative strategies and lead the implementation of change initiatives.

Responsibilities include:

- Developing a clear vision and strategy consistent with the University of Colorado and CU Health's mission and best practices.
- Demonstrating a commitment to excellence in, and innovative approaches to, education, research, training, and service in the School's mission areas.
- Articulating a thematically consistent vision for the School's mission, vision, and goals in a dynamic national and international healthcare landscape.
- Demonstrating commitment to interdisciplinary activities.
- Adapting strategies and goals to political realities and institutional constraints, engaging broadly and seeking to bring a diverse set of opinions and approaches to solving systemic and emerging issues.

Collaborating and Influencing

The Dean will possess the ability to understand and thrive in a highly relationship- and consensus-driven organization. Key elements of a successful approach will include:

- Balancing competing needs to make the best strategic and tactical decisions for the School.
- Working with all stakeholders in a diplomatic fashion and being able to reach mutually agreeable solutions.

- Enthusiastically communicating with a variety of audiences with the ability to be an effective spokesperson for the School and CU in development activities, public representation, and engagement with external stakeholders.
- Engaging at the highest levels with leaders and representatives of the School's institutional partners.
- Maintaining effective relationships with alumni, state, and national medical professional organizations, government representatives, community partners, and other stakeholders.

Leading People

Within a large, complex academic health sciences setting, the Dean will inspire, motivate, and hold accountable their leadership team, as well as colleagues, stakeholders, and influencers throughout CU and the School, by:

- Motivating and empowering direct reports and other team members to initiate and develop projects or strategic objectives.
- Providing vision, leadership, and management for the academic enterprise.
- Engaging internal stakeholders transparently and consistently.
- Demonstrating interest and aptitude in individual mentorship while developing cohesive teams that leverage individual skills for a better collective outcome.
- Setting clear expectations and targets for scholastic and administrative contributions in collaboration with University of Colorado and CU Health leaders.

FOR CANDIDATES

The executive search firm Spencer Stuart has been retained to assist in this recruitment. Chuck Jordan and Alexis Stiles of Spencer Stuart are the lead consultants on the search. Inquiries, nominations, and indications of interest are invited and may be submitted to the confidential email address

CUPharmaDean@spencerstuart.com.

Review of applications will begin immediately and will continue until the position is filled, although indication of interest is encouraged by Friday, May 23rd, for full consideration.

FOR ADDITIONAL INFORMATION, PLEASE CONTACT

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