Leadership Profile

The University of South Alabama

Dean, Pat Capps Covey College of Allied Health Professions

This search is being assisted by:

ACADEMIC SEARCH
The University of South Alabama in Mobile announces the national search for Dean of the Pat Capps Covey College of Allied Health Professions.  (www.southalabama.edu/alliedhealth)

The successful candidate will lead a dynamic, broadly engaged, and well-supported college that is dedicated to providing the highest quality in basic medical sciences and health professional education to meet health care needs and contribute to new knowledge through research.

Ever-escalating demand for health care professionals continues to drive a significant increase in applications for admission to the professional graduate and undergraduate programs. Highly competitive applicant pools across the disciplines are reflected in the outstanding GPAs and other admission scores of the College’s incoming classes. Students in the pre-professional programs have an excellent acceptance rate into the graduate and medical schools of their choosing, and graduates consistently achieve an exemplary 95 percent or higher first-time pass rate on certification exams. For new graduates, 100% employment is the norm in most programs.
The next dean will succeed Dr. Richard Talbott, who is returning to the faculty after a highly successful 12-year tenure. See link to Dr. Talbott’s latest annual report: http://www.southalabama.edu/colleges/alliedhealth/resources/AnnualReport.pdf The Dean of the College of Allied Health reports to Dr. G. David Johnson, Senior Vice President of Academic Affairs at The University of South Alabama (USA).

The Dean is the College’s key representative to alumni, donors, national organizations, and governmental agencies. This individual is responsible for fostering a culture of philanthropy and working closely with the Office of Development and Alumni Relations to build a strong philanthropic base that will support the College’s mission of education, research, and clinical excellence.

A comprehensive, global university known for excellence in a broad range of disciplines across nine schools and colleges, USA (www.southalabama.edu) is a rapidly growing academic institution, with 16,000 students and the goal of reaching 20,000 students within ten years. USA offers nearly 100 undergraduate, graduate and doctoral degrees and is ranked “Research University/High” by the Carnegie Foundation for the Advancement of Teaching.

In close association with the Colleges of Allied Health Professions, Medicine and Nursing, the USA Health System provides an important classroom for educating health care
professionals while offering advanced and innovative care through the USA Medical Center, USA Children’s & Women’s Hospital, USA Mitchell Cancer Institute and the USA Physicians Group.

Unique services include the area’s only Level I Trauma Center and the Arnold Luterman Regional Burn Center along with centers of excellence in stroke care and cardiovascular diseases, and a wide range of acute care services. The USA Health System annually serves more than 250,000 patients.

Pat Capps Covey College of Allied Health Professions

The College houses eight departments. In addition to the Biomedical Sciences Department, which educates pre-med and dentistry students, there are seven separately accredited, high-demand clinical departments: Cardiorespiratory Care; Emergency Medical Services; Occupational Therapy; Physical Therapy; Physician Assistant Studies; Radiologic Sciences; and Speech Pathology and Audiology.

The non-clinical Biomedical Sciences Department specializes in preparing students for post-baccalaureate health professions and biomedical research opportunities.

(http://www.southalabama.edu/colleges/alliedhealth/index.html)
In addition to the highest quality of academic study, the college’s 60 full-time faculty and 29 staff members are dedicated to providing a learning environment that values diversity and respects the individual needs of students and their professional goals. Serving an increasingly diverse student body, the college was recently recognized by *Diverse* magazine, which ranks many Allied Health programs at USA among the top programs in the country for graduation rates of minority students. (For list of degree programs: [www.southalabama.edu/colleges/alliedhealth](http://www.southalabama.edu/colleges/alliedhealth))

The college enrolls 2,145 students and is primarily housed in a new state-of-the-art building with well-equipped laboratories. Indicative of its student-centered philosophy and strong national reputation, enrollment has increased an average of 6 percent annually for the last 11 years. The annual budget exceeds $9.88 million and more than $300,000 of funded research is conducted each year.

As dedicated scholars and clinicians, faculty members share a keen entrepreneurial perspective and a stated commitment to student success. Innovative collaborations extend across the campus and throughout the region, ranging from a physical therapy clinic to be housed in the new campus student recreation center to an ENT physician who is integrated within the Speech and Hearing Clinic. Students and faculty work side-by-side in a student-run, inter-professional clinic for the homeless.
The University of South Alabama

USA’s commitment to student success includes small class sizes and hands-on research opportunities. Students enjoy an outstanding campus experience, with state-of-the-art facilities, a 116,000-square-foot recreation center and more than 200 student clubs and organizations. The USA Jaguars field 17 Division I athletic teams that compete in the Sun Belt Conference.

Research activity at USA exceeds $57 million per year, and the university is a major economic driver for the central Gulf Coast, with an annual economic impact exceeding $3 billion. USA and the Health System have internal endowments of more than $140 million, which is augmented by the USA Foundation with current holdings of some $300 million.

In addition to the Pat Capps Covey College of Allied Health Professions, degree programs are offered in the College of Arts and Sciences, the Mitchell College of Business, the College of Education, the College of Engineering, the College of Medicine, the College of Nursing, the School of Computing, the School of Continuing Education and Special Programs, and the Harrison School of Pharmacy (with Auburn University).

Located just minutes from historic downtown Mobile, the 1200-acre main campus is dotted with new buildings, laboratories and student living/learning facilities that are the envy of the region. A second campus in nearby Baldwin County serves one of the Gulf Coast’s fastest growing and most popular places to live and work. The university’s annual payroll is approximately $400 million, ranking it among the largest employers in the area.

USA is a major driver of economic development in an area that has gained international attention for success in recruiting blue-chip business and industry. The latest addition to the global business community is Airbus, which chose Mobile for its only U.S.-based assembly plant to build the A320 family of aircraft.
USA is led by President Tony G. Waldrop, who assumed his role in April 2014. A veteran leader in higher education with 30+ years of experience, Dr. Waldrop is only the third president since the university was founded in 1963 (www.southalabama.edu/aboutusa/historyofusa). Hallmarks of Dr. Waldrop’s presidency include emphasis on strategies that advance student, research and scholarly activity, enhanced global collaboration, excellence in health care and community engagement.

Through its innovative Team USA initiative, USA has adopted a comprehensive, five-year quality enhancement plan centered around team-based learning. The goal is to improve student learning outcomes in STEM areas by increasing critical thinking and collaboration that build on the university’s academic quality and learning environment. More than 40 Allied Health faculty members are involved in experiential learning using specially designed classrooms. (See www.southlabama.edu/departments/qep/keypoints for more information.)

Mobile and the Central Gulf Coast
One of the most historic and culturally rich urban areas on the Southeast coast, Mobile and Baldwin County (www.mobile.org) anchor an international corridor of business and industry. Named by Forbes as one of America’s fastest growing metropolitan areas, Mobile is recognized by The Milken Institute among America’s “Best Performing Cities,” and National Geographic Adventure lists it among “Best Cities to Live and Play.” It is one of only twelve cities in the U.S. designated by the Department of Commerce as a “manufacturing community,” sharing the list with Portland, Cincinnati and Chicago.

With an inviting climate and a legendary brand of hospitality, Mobile is home to the original American Mardi Gras celebration that is a highlight of the year-round cultural calendar (http://www.cityofmobile.org/mardigras.php). The symphony orchestra and opera company are among the South’s finest, and the acclaimed Mobile Museum of Art is the largest art museum between New Orleans and Tampa. The impeccably refurbished historic Saenger Theatre downtown presents a year-round line-up of music and entertainment.

Mobilians are passionate about outdoor activities as well. Beautifully maintained parks and golf courses, walking trails, lakes and rivers as well as the pristine Gulf coastline provide the backdrop for sports of every description. Just a short drive away are some of the world’s premier sugar-sand beaches, luxury vacation destinations, marine habitats and recreation spots.

The Opportunity

The successful candidate in this national search will have career-defining opportunities to advance the Pat Capps Covey College of Allied Health Professions that include:

- Grow new external funding sources (including state and Federal entities, foundations, corporations and private donors) and build a strong college-based alumni association;
- Define fundraising priorities, engage major donors personally, and leverage a development program that secures private, corporate, and governmental support;
- Lead the faculty in developing innovative teaching/research collaborations both internally and campus-wide;
- Be agile and competitive in recruiting and retaining well-credentialed and diverse faculty and explore alternative faculty appointment options to help in the recruitment process;
- Mentor and develop leadership programs for chairs that will give them the optimum tools to creatively manage departmental resources and support faculty and students;
- Collaborate with chairs to mentor faculty and define clear benchmarks regarding tenure and promotion policies (including how they relate to clinical activity), communicate them to faculty and fine tune as needed going forward;
- Monitor faculty/student teaching ratios, address classroom space issues in response to the college’s steady enrollment growth, and take full advantage of inter-professional educational and research opportunities;
- Enhance the research culture for both faculty and students (i.e. designated resources to assist with identifying funding opportunities, grant writing and other functions);
• Develop a comprehensive data base that will be a go-to source for updated facts to be used in writing grants, contracts, accreditation documents and research papers;

• Build and develop relationships with community and corporate supporters to advance development and philanthropy that will grow long-term financial support of the College’s academic and clinical programs.

Attributes of Excellence

The Search Advisory Committee seeks candidates with the passion, energy and vision to take the Pat Capps Covey College of Allied Health Professions to the next level of national stature.

In addition to a terminal degree, the individual should have collaborative and persuasive communication skills, a transparent and team-centered management style, and a proven ability to balance the needs of research, teaching and clinical faculty.

Other attributes include:

• An exemplary code of personal ethics, a stated commitment to shared governance and an open-door management policy;
• Strong fiscal skills and the proven ability to manage dynamic growth in a balanced yet entrepreneurial manner;
• Knowledge of best-practice strategies to adeptly manage a complex academic unit, its clinics and the delivery of high-quality patient-care services;
• Innovative thinking skills and a versatile approach to problem-solving that is both positive and realistic;
• Reputation as a team player and a careful listener with a talent for building and sustaining consensus;
• Proven commitment to diversity and a record of success in recruiting, retaining and mentoring students;
• Thorough understanding of legal issues as related to research, teaching and clinical services;
• Ability to inspire high-achieving performance by helping faculty set ambitious goals and rewarding their accomplishments;
• Experience with accreditation procedures and agencies, which is especially important as each clinical department in the college is separately accredited;
• Record of supporting the priority needs of a robust research environment and articulating its value to internal and external audiences;
• Engaging advocacy skills to work effectively with local, regional and state constituencies, including alumni, donors, elected officials, and others.

Search Timeline

For best consideration, applications and nominations should be received on or before November 5, 2015. Initial interviews will be set in early December. The Search Committee will continue to accept confidential applications and nominations until the position is filled.

Please include a letter describing relevant experiences and interest in the position; curriculum vitae; and the names of five references with titles, addresses, telephone numbers, and e-mail addresses. Individuals who wish to nominate a candidate should submit a letter of nomination, including the name, position, address, telephone number, and email address of the
nominee. Applications and nominations should be electronically submitted via MS Word or pdf to USAAlliedHealthDean@academic-search.com. The search is assisted by John B. Hicks, Senior Consultant Academic Search, Inc. John.hicks@academic-search.com 205-345-7221.

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