

IOWA | PHARMACY

Dean, College of Pharmacy

Leadership Profile

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WittKieffer

The Opportunity

University of Iowa (UI) seeks a visionary and engaging leader and scholar to serve as its next Dean, College of Pharmacy, succeeding Donald E. Letendre who will step down in summer of 2024 after serving for 17 years.

The University of Iowa is one of the nation's premier public research universities with over 30,000 students from more than 100 countries and all 50 states. Founded in 1847, it is the state's oldest institution of higher education and is located alongside the picturesque Iowa River in Iowa City. A member of the prestigious Association of American Universities (AAU) since 1909 and the Big Ten Conference since 1899, UI is home to one of the largest and most acclaimed medical centers in the country, as well as the famous Iowa Writers' Workshop.

Since 1885 the University of Iowa College of Pharmacy has been advancing distinction in pharmacy education, discovery, and healthcare delivery, training the highest quality pharmacists and pharmaceutical scientists. As one of 12 colleges at UI, the College of Pharmacy thrives through robust collaboration with the other esteemed health science colleges on campus (Medicine, Nursing, Dentistry and Public Health). The College is ranked 18th among the 143 programs nationally and actively fosters connections with a dedicated and supportive alumni network. In 2020, the College moved into a new state of the art facility that emphasizes collaboration and community building. There are over 400 professional and graduate students and over 60 faculty in the College. A noteworthy entity of the College is UI Pharmaceuticals, the largest and most experienced university-affiliated FDA-registered pharmaceutical manufacturing company in the U.S. Leadership development is a key theme for the College, which is well-known for the prestigious Zada Cooper Leadership Symposium which honors Zada Mary Cooper, the first-known female faculty member in the country.

Reporting to the Executive Vice President and Provost, the next Dean of the College of Pharmacy responsible for all matters relating to the administration of the College, including academic programs, personnel, budgets, alumni engagement, fundraising and government and industry relations. The Dean is expected to be a leader who will be creative, collaborative and a strong advocate for both professional and academic education and research and provide leadership and direction to UI Pharmaceuticals, serving as the chief executive officer.

The ideal candidate will hold a PharmD, PharmD/PhD, or PhD degree and be eligible for the academic rank of Professor with tenure. The next Dean will have a track record of excellent academic accomplishments and credentials, and national recognition within their field. The Dean must have a record of administrative leadership within the context of a highly decentralized budget model. The Dean must have a proven commitment and demonstrated experience in promoting an inclusive culture in the workforce and academic environment. The successful candidate will have extensive executive 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. Non-traditional academic leaders are welcome to apply; applicants from the private or public service sectors will need to demonstrate commitment to research and scholarly accomplishment.

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

Position Summary

As the chief academic and administrative officer of the College, the Dean reports directly to the Executive Vice President and Provost of the University of Iowa. 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 also serves as the Chief Executive Officer of UI Pharmaceuticals. The Dean collaborates with fellow Deans across the University, as well as leadership within University of Iowa Health Care, to leverage opportunities afforded by the College to support the growth and quality of research and education within the health sciences. The Dean supervises associate and assistant Deans, Department Chairs in the College, and the Managing Director for UI Pharmaceuticals.

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

Several key objectives have been identified for the Dean to achieve in the first few years of leadership.

Vision for the Future

While the College currently has educational programs of distinction, a statewide and national presence and a significant research portfolio, the next Dean will continue to secure its place amongst the top pharmacy schools in the country and have influence nationally. The incoming Dean will face the continued changing landscape for the profession requiring new strategies and innovation. One challenge for the College is student recruitment and enrollment due to national trends and ensuring the College remains a competitive option for top students. The Dean will be a leader in defining the future of the College. They will convene faculty, staff, alumni, students, and colleagues in the other health sciences and the health system to create a strategic path forward that ensures the College is adapting to the changing profile of PharmD and PhD students and the evolving profession within the health care continuum. This includes future strategy development to better bridge UI Pharmaceuticals, a unique and exciting entity within the College bringing elevated educational and research opportunities for faculty and students.

Collaborative leadership for the College

Active engagement with alumni, state and national pharmacy associations is a major strength of the College. The next Dean will maintain and build these important external relationships while providing leadership within the College, University and UIHC community. The next Dean, working with leadership, faculty, and staff will assess the current processes and programs in relation to the academic environment and build a culture of transparency, and consistency with established priorities and resource support. The next Dean will be tasked with key leadership and faculty recruitments who will be empowered to implement decisions to move the College forward in innovative and creative ways.

Research and Scholarship

Building on the College's strong record of research accomplishments, the Dean will grow the research portfolio and support and enhance the well-established culture of collaboration that exists. The Dean will be an enabler to integrate research and discovery into the College of Pharmacy academic programs; and will promote research success by supporting a system that reduces roadblocks and bureaucracy and seeks to create clear paths for research growth and development. The Dean will look creatively to new models of partnerships across the University and with outside entities. In particular, the Dean will bring a new vision for research and educational collaborations with UI Pharmaceuticals.



Education and Curriculum

In collaboration with the faculty, the Dean will define the future of pharmacy and pharmaceutical education, articulating emerging needs in the pharmacy profession and research and addressing those intractable challenges that require sustained new thinking. The Dean will be responsive to student needs and provide thoughtful and creative leadership that advocates for community building, while leveraging technology and innovative curriculum in appropriate ways that considers the future of the pharmacy. The Dean will promote and enhance interprofessional education and practice in partnership with the health system and the University.

Resources

The Dean will assess and evaluate the financial status of the College and understand the budget model and funds flow with the University and UI Pharmaceuticals. The Dean will continue to cultivate and sustain relationships with current and potential donors and collaborate with the Foundation team to advance the financial opportunities. In considering the future needs, the Dean will prioritize and consider the impact from programmatic changes in the overall budget processes, resulting in a visionary roadmap to success.

Relationships and Visibility

The next Dean will be an enthusiastic and vocal advocate who will work to enhance the visibility of the College, both internally and externally. Through effective messaging, the Dean will articulate the College's many accomplishments and distinctions, and will seek avenues to promote the quality and impact of the College's programs, faculty, students, staff and UI Pharmaceuticals. These endeavors will continue to foster great pride across the College, UIHC and University as well as attract the attention of prospective students, faculty, partners, employers, alumni and donors.

Candidate Qualifications

Required

- A PharmD, PhD, PharmD/PhD, or equivalent experience in a discipline related to the overall mission of the College, eligible for the academic rank of Professor with tenure.
- Track record of excellent academic accomplishments and credentials, and national recognition within their field.

- A record of administrative leadership within the context of a highly decentralized budget model.
- Proven commitment and demonstrated experience promoting an inclusive culture in the workforce and academic environment.
- Extensive executive 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.
- Non-traditional academic leaders are welcome to apply; applicants from the private or public service sectors will need to demonstrate commitment to research and scholarly accomplishment.

Preferred

Knowledge and Work Experience

- A passion for excellence in all aspects of the College's mission, including research, education, clinical practice, community engagement and public service.
- An outstanding track record of academic accomplishment in administrative, scholarly, educational and clinical endeavors including navigating a complex clinical enterprise.
- Strong evidence of supporting the growth of an ambitious research program.
- Ability to recruit and retain outstanding faculty and staff.
- A record of building productive and collaborative relationships with a broad variety of key stakeholders.
- A vision to develop innovative programs that build and integrate multiple strengths within the College and throughout the University.
- A track record of careful stewardship of institutional resources.
- Experience implementing interprofessional education and practice activities.
- A national and international perspective of issues in pharmacy education, training, research and public service; a strong vision for the role of the College of Pharmacy in an academic health center.
- A strategic thinker with enthusiasm and willingness to build partnerships and experience with fundraising; ability to raise funds from interested donors.
- Ability to be a spokesperson for the College and the University, and to be diplomatic, persuasive and credible to a wide variety of audience.
- Regional and national presence in pharmacy professional societies and accrediting boards.
- Proven commitment to public service and community engagement.
- Commitment to the ideals of leadership including integrity, accountability, transparency, collaboration, inclusion, respect, service, compassion and grace under pressure.

Personal Characteristics

- Results-oriented mindset with strong business acumen and the ability to manage large, complex organizations.
- Deep resonance with the mission of the University.
- Decisiveness and ability to make difficult decisions.
- Sound judgment backed by self-confidence and a sense of perspective.

- Ability to drive a vision through engagement, transparency, hard work and a sense of urgency.
- Commitment to leading through example and maintaining the highest standards of personal and professional integrity.
- Ability to work in a campus culture that is both data-reliant and relationship-oriented.
- Capacity to navigate a highly complex institution with a high level of emotional intelligence.

Organization Overview

The College of Pharmacy

Since 1885 the University of Iowa (UI) College of Pharmacy has led the way in educating pharmacists and pharmaceutical scientists. The College is one of 12 colleges at the UI. It offers a Doctor of Pharmacy degree program, in which students may specialize with a professional Certificate in Palliative Care, a combined Doctor of Pharmacy/MPH degree, or Doctor of Pharmacy/MS in informatics degree. The College also offers a Doctor of Philosophy degree in three areas: drug discovery and experimental therapeutics, health services research, and pharmaceuticals.



The College, currently in the midst of its [2021-2026 strategic plan](#) is well known for its high-quality pharmacy education, advanced practice models, patient care, drug discovery, product development, and contract manufacturing. With a three-year-old, [state-of-the-art building](#), and the first universally designed health sciences educational facility in the United States, Iowa Pharmacy continues to deliver a contemporary education and prepare its graduates to be health-care leaders and scientists of the future.

The College offers three distinct **educational programs**:

[Doctor of Pharmacy degree](#) which offers a unique opportunity called the Healthcare Business Leadership Program

[Doctor of Philosophy degree](#) with an emphasis in pharmacy

[Post-graduate residency](#) programs

The College has two **academic departments**:

[Pharmaceutical Sciences and Experimental Therapeutics](#)

[Pharmacy Practice and Science](#)

The College also has the largest and most experienced university-affiliated FDA-registered pharmaceutical manufacturing facility in the United States that produces both sterile and non-sterile dosage forms, UI Pharmaceuticals has been developing formulations, manufacturing products, and conducting analytical testing for almost 45 years. UI Pharmaceuticals can support the manufacturing and testing of both clinical and commercial products.

Research is focused three areas:

[Health Services Research](#)

[Drug Discovery and Experimental Therapeutics](#)

[Pharmaceutics](#)

The Class of 2023 had a 92% **residency match rate**; additional **placement information** can be found [here](#).

The College proudly collaborates with expert healthcare providers at UI Hospitals & Clinics and five healthcare colleges on campus.

More than sixty faculty members teach in either (or both) academic programs and are actively engaged in scientific research. Nearly 850 preceptors and adjunct faculty members assist in training and providing practice experiences for the Doctor of Pharmacy candidates.

The College of Pharmacy strives to create a welcoming environment for learning, growth, and science exploration. It recognizes and affirms that an inclusive, diverse, accessible, and equitable environment is a vital component of its mission. These values foster and enhance teamwork, learning, scientific discovery, clinical practice, and global citizenship. Through actions, priorities, and [Diversity, Equity, and Inclusion initiatives](#), the College is committed to building and maintaining a community that upholds these values.



The College has over 5,500 living **alumni** of which 1,980 are serving 316 different communities in Iowa. The alumni of the College are active and dedicated with [two advisory boards](#), **the Executive Leadership Board** and **the Genesis Board**. Members of the Executive Leadership Board advise the College as it develops and works towards strategic goals and visions. The mission of the Genesis Board is to provide opportunities that enhance the student experience and facilitate student success.

Learn more about key distinctions of the College [here](#).

The University of Iowa

The University of Iowa is one of the nation's premier public research universities, dedicated to academic excellence, groundbreaking discoveries and creations, commitment to Iowa and the world and a culture that prizes community, diversity and opportunity.

A reputation for excellence

Iowa is known around the world for its commitment to excellence in the arts, sciences and humanities. It is home to the first and best creative writing program in the world, as well as one of America's top teaching hospitals. Its faculty, staff and students have pioneered fields such as educational testing and speech pathology, sent UI-built instruments on virtually every mission in NASA history and traced the genetic origins of countless human diseases. Its 12 colleges are home to scholars dedicated to bridging disciplines and reinventing higher education.



Iowa's collaborative, can-do culture fosters a campus-wide dedication to student success. Welcoming students from all backgrounds, helping them chart paths that serve their individual interests and goals and giving them tools to graduate on time and on budget are central to Iowa's mission. The Iowa approach works—undergraduate retention and graduation rates well exceed the national average.

Iowa students graduate with the skills, perspectives and values they need to lead good lives and rewarding careers. The university's strong liberal arts tradition prizes exploration, flexibility and broad-based knowledge while innovative teaching facilities and methods infuse timeless lessons with new energy. Today's Iowa graduates are tech savvy and team oriented.

Iowa's size, structure and culture foster interaction among scholars at all levels, with advanced programs surrounding and shaping a vital liberal arts core. Strong graduate and professional programs enrich the undergraduate experience while providing unparalleled opportunities for students who want to take their education further.

Alongside education and discovery, Iowa is known for its NCAA Division I athletics programs, a world-class academic medical center, commitment to statewide service and its role as an economic engine for the state of Iowa. The University has launched new programs that lend support and expertise to Iowa businesses and a pervasive spirit of entrepreneurship guides student start-ups, new enterprises built on faculty discoveries and other innovations.

A proud history

When the University of Iowa was founded on February 25, 1847, it was Iowa's first public University and it was located in the state's first capital. When Des Moines became the seat of state government in 1857, Iowa City's Old Capitol building became the geographic and symbolic heart of the University campus.

Iowa has been a member of the Big Ten Conference since 1899 and a member of the Association of American Universities since 1909.

From its founding, Iowa has been a beacon of equality and opportunity for all people. It was the nation's first public university to admit men and women on an equal basis, the first public institution to award law degrees to women and African Americans and the first state university to recognize a campus organization for gay students.

Iowa invented the Master of Fine Arts degree, becoming the first institution to accept creative work in lieu of a written thesis. It pioneered fields ranging from educational television to cochlear implants.

In more recent years, the University has faced and overcome historic challenges—from a devastating campus flood to the impact of new technology to a worldwide pandemic. Community spirit, pragmatic vision and dedicated leadership have helped Iowa weather these crises. Today, the University of Iowa is stronger than ever and is poised to write a new chapter in its 175-year story.

University of Iowa's 2022 to 2027 Strategic Plan can be viewed [here](#).

The Community

Iowa City, Iowa

There's a reason people relocate to the Iowa City area. Picture a top-notch educational and research institution offering some of the nation's best (and largest) health care facilities. A variety of arts and cultural events, hiking and biking trails galore, a mix of independent shops and major retailers, along with local breweries and farm-to-table restaurants. Combine these with a welcoming and safe community and it's not hard to see why the Iowa City area often is ranked as one of the most livable communities in the nation.

Iowa City is the first of only two UNESCO Cities of Literature in the United States. By designating Iowa City as a City of Literature, UNESCO recognized Iowa City's deeply elaborated cultural assets and its strong creative and economic foundations.

In summertime, Iowa City sponsors weekly live music downtown and year-round renowned poets, writers, artists, historians, scientists and others speak or perform at university or local venues. Excellent public schools, safe and comfortable neighborhoods and a highly educated population mean that Iowa City frequently appears high on "best-place-to-live" rankings in national publications.

The nearby countryside, scenic state parks and the Iowa River provide many opportunities for walking, biking, kayaking and boating. Twenty miles north is Cedar Rapids, Iowa's second-largest city, home to the Eastern Iowa Airport and a metro area population of about 280,000. And Chicago, St. Louis, Kansas City, Omaha and Minneapolis/St. Paul are within easy driving distance.

Community Websites

- [City of Coralville](#)
- [City of Iowa City](#)
- [City of North Liberty](#)
- [City of Solon](#)
- [City of Tiffin](#)
- [Johnson County](#)
- [Iowa City Community School District](#)

Rankings & Recognition

2021

- Iowa City No. 58: Top 100 Best Places to Live, Livability
- Iowa City No. 13: Most Livable College Towns, SmartAsset.com
- Iowa City No. 25: Top Cities in the Midwest for Startup Businesses, MidwestStartups.com
- Iowa City No. 13: The 50 Happiest Cities in the United States, *USA Today*

2020

- Iowa City: No. 20: Top 100 Places to Live, Livability

- Iowa City: The Nicest Place to Live in Iowa and one of The Nicest Place to Live in America *Readers Digest*
- Iowa City: Gay Travel Approved, GayTravel.com

2019

- Iowa City No. 2: Most Fitness-Friendly Places for 2020, *Smart Asset*
- Iowa City No. 19: 100 Best Places to Live, *Money*
- North Liberty No. 36: America's 50 Best Cities to Live, *USA Today*
- Iowa City No. 3: Top 20 Best US Cities for College Grads, *Business Insider*
- Iowa City No. 4: Top 100 Places to Live, *Livability*
- Iowa City No. 3: 10 Best Places to Get a Fresh Start, *Livability*

Key Facts

- City population (2021 US Census): 74,596
- Iowa City metro area population: 173,105
- Year established: 1839
- Average high/low temperatures: 62 F/40 F
- Median age: 26
- Median household income (2021 US Census): \$51,925
- Iowa City is a welcoming community, with more than 20% of its population from racially diverse backgrounds.

Timeline

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

Paper presentation of qualified candidates to Search Committee: March 6, 2024

Round One interview dates: Week of March 25, 2024

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 or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the University of Iowa in this search. For fullest consideration, candidate materials should be received by **February 28, 2024**.

Nominations and inquiries can be directed to:

Joyce De Leo, PhD, Kerry Quealy and Cody Burke
UlowaPharmDean@wittkieffer.com

The University of Iowa is an equal opportunity/affirmative action employer. All qualified applicants are encouraged to apply and will receive consideration for employment free from discrimination on the basis of race, creed, color, religion, national origin, age, sex, pregnancy (including childbirth and related conditions), disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, or associational preferences.

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