



THE OHIO STATE UNIVERSITY

COLLEGE OF PUBLIC HEALTH

Dean, College of Public Health

Leadership Profile

August 2023



WittKieffer

The Opportunity

The Ohio State University is one of the nation's leading public research universities and the flagship, land-grant institution in the state. The university seeks a visionary dean for the College of Public Health who will build upon its strengths and assets and lead the college to the next level of excellence.

The Dean will provide strategic vision and operational leadership to all aspects of the academic and scholarly programs, setting priorities for the College of Public Health and guiding it toward strategic goals of enhancing scholarship, promoting research and community engaged scholarship, and providing excellence in undergraduate and graduate education with a diverse population of students, faculty, and staff. The Dean is the college's chief advocate and steward, promoting its goals and achievements, leading its development and fundraising activities, and speaking for its mission of excellence in scholarship, teaching, and service.

The dean will foster a culture that embraces inclusive excellence in teaching, research, service, and external engagement. The dean will set a bold vision for the college's future and help to identify and generate new philanthropic and research resources.

The ideal candidate will have demonstrated innovative leadership in public health; a substantial record of scholarly achievement with high visibility in the public health research community; and the capacity to exercise policy leadership at the local, state, national and/or international levels. Candidates must have qualifications commensurate with tenure at the rank of Professor in the College of Public Health.



The college has an unwavering mission — to protect and improve the health of the people of Ohio, the nation, and the world. It pursues its mission through research, education, and service. Specifically, scientists and scholars seek to understand the forces that affect public health; educators prepare the next generation of public health practitioners,

health care managers, and scholars through exceptional undergraduate and graduate programs; and faculty, staff, and students collaborate with government agencies, community partners, and others to develop solutions to ongoing and emergent public health threats.

In the college, over 150 faculty members, including 69 core faculty, work to advance the college's education, research, service, and practice missions, supported by a dedicated team of nearly 70 research and support staff. The college currently enrolls greater than 300 undergraduates and 450 graduate students.

US News & World Report ranks the College of Public Health No. 22 among the nation's best graduate schools and programs of public health. The college's Master of Health Administration (MHA) program ranks among the top ten in the nation.

Organization Overview

The Ohio State University College of Public Health

Public health education at Ohio State dates back to 1914. In 1948, what had been a division within the Department of Medicine became a standalone Department of Preventive Medicine in the College of Medicine. This change paved the way for what would become Ohio State's storied program in Hospital and Health Services Administration. The university awarded its first MHA degree in 1971 and its first MPH in 1992. In 1995, the School of Public Health was founded within the College of Medicine. Public Health became a freestanding school in 2003 and was formally established as the College of Public Health in 2007. The college is accredited by the Council on Education in Public Health (CEPH).

Today, the college offers more than 30 degree programs at the bachelor's, master's, and doctoral levels, including more than a dozen dual or joint degree programs with other Ohio State colleges.

More information about the college's mission, vision, and values can be found [here](#).



Academics

Five divisions comprise the College of Public Health, each representing a core area of public health:

- [Biostatistics](#)
- [Environmental Health Sciences](#)
- [Epidemiology](#)
- [Health Behavior and Health Promotion](#)
- [Health Services Management and Policy](#)

In addition, the [Center for HOPES](#) and the [Center for Public Health Practice](#) reach beyond the university to help communities thrive, advancing the college's education, research, and service missions.

Undergraduate Programs

Through exceptional educational programs, undergraduates in the College of Public Health can make a transformative impact on the community and change the world. Students in the Bachelor of Science in Public Health (BSPH) program — a joint initiative with the College of Arts and Sciences — take courses on contemporary topics such as environmental health, U.S. and international health care, and emerging infectious diseases. Eligible students also have the option of pursuing the 3+2 program, which offers an opportunity to earn a BSPH and MPH in five years. A Global Public Health minor focuses on health issues affecting populations in the U.S. and around the world, while the Epidemiology minor focuses on epidemiologic methods and chronic and infectious disease epidemiology.

Graduate Programs

The College of Public Health offers graduate programs culminating in one of four degrees: the Master of Public Health, Master of Health Administration, Master of Science, and Doctor of Philosophy. The college also offers several degree options that allow students to supplement their public health coursework with more focused, interdisciplinary study from another college or department:

- MPH-Health Behavior and Health Promotion/MS-Nursing (College of Nursing)
- MPH-Environmental Health Sciences/MISE (College of Engineering)
- MPH/MA, MPH-Health Behavior and Health Promotion/MPA (Glenn College of Public Affairs)
- MPH-Environmental Health Sciences/DDS (College of Dentistry)
- MHA/MBA, MPH/MBA (Fisher College of Business)
- MPH-Health Behavior and Health Promotion/MSW (College of Social Work)
- MPH/MD, MHA/MD (College of Medicine)
- MPH/DVM (College of Veterinary Medicine)
- MHA/JD (Moritz College of Law)

In addition, graduate specializations and certificates include the following:

- Graduate Certificate in Global One Health
- Graduate Certificate in Environmental Public Health Risk Assessment
- Occupational Safety and Health Graduate Certificate and Minor
- Graduate Interdisciplinary Specialization in Obesity Science
- Graduate Interdisciplinary Specialization in Global Health
- Graduate Minor in Public Health Behavior and Promotion
- Epidemiology Minor
- Global Public Health Minor
- Public Health and the Arts Interdisciplinary Minor
- Biostatistics Graduate Certificate and Minor

Research

Research activities across the college address some of the greatest challenges of our day. The [College of Public Health Strategic Plan](#) for FY2021-FY2025 set the goal area of “distinctive, innovative and influential research” to “address public health challenges through nationally leading research to substantially increase the societal impact of the college.” A key initiative for this goal is to “develop and support faculty and students to produce and disseminate influential public health research and innovation, advancing the public health conversation.”

College faculty are actively seeking and securing funding to support their programs of research. The college has experienced steady growth in overall research funding over the past years. Total research expenditures were \$14.9 million in FY2022.

The College of Public Health research focus areas include:

- Infectious disease
- Cancer Prevention
- Environmental Health
- Health disparities and racism as a public health crisis

- Childhood obesity
- Addiction, including tobacco control and prevention
- Occupational health
- Access to health and health equity
- Health care policy and management
- Maternal and child health
- Sexual and reproductive health and rights

The college is a significant partner in several major Ohio State centers and initiatives, including the [OSU Comprehensive Cancer Center](#), the [Center for Clinical and Translational Science](#), the [Health Sciences Center for Global Health](#), and the [Infectious Diseases Institute](#).

Partnerships and Practice

The College of Public Health serves the state's diverse communities as part of Ohio State's mission as a land grant university. In collaboration with other Ohio State colleges and schools, the College of Public Health studies population health across the life span, from conception to end of life. Faculty, staff, and students seek creative solutions that promote health and well-being and prevent disease and disability across the state. The college has a national reputation in tobacco regulatory science and cancer prevention, particularly in the state's Appalachian counties. Units such as the Center for Public Health Practice and the Center for Health Outcomes and Policy Evaluation Studies provide critical technical support and research and evaluation services to community partners across the state and beyond.

About The Ohio State University

The Ohio State University is a world-class public research university and the flagship teaching and research institution in the state. *U.S. News and World Report* ranks OSU No. 17 among public universities. The institution provides a distinctive educational experience for students and pursues cutting-edge interdisciplinary research that brings together scholars from diverse disciplines to solve key societal problems.

Founded in 1870 as part of the Morrill Land-Grant Act, Ohio State is one of the nation's largest major comprehensive public research universities, serving more than 59,000 undergraduate, graduate, and professional students. With more than 34,000 full-time equivalent employees, the university is Ohio's fourth-largest employer. Located in the capital city of Columbus, it is a major educational and economic force through its teaching, research, and service mission. With more than 500,000 living alumni around the world, the university community is vast and diverse, having an impact on our global society in education, research, and public service.

The Office of Academic Affairs at Ohio State has launched a new [academic plan](#) that defines six focus areas: faculty eminence, student academic excellence, external engagement, inclusive excellence, technology and digital innovation, and operational effectiveness.



Colleges and Schools

Collectively, Ohio State has 15 colleges with 7 health science colleges located on the Columbus campus. In addition, there are four regional campuses and the Agricultural Technical Institute. The University grants undergraduate and graduate degrees in more than 200 majors and areas of study. More information on the various colleges that make up The Ohio State University can be found [here](#).

Wexner Medical Center

The College of Public Health collaborates extensively with the Wexner Medical Center. The Wexner Medical Center has more than 20 research centers and institutes along with 25 core research laboratories that promote collaboration among experts across Ohio State. Multiple core facilities exist to facilitate high-impact basic, translational, and clinical research, including the renowned [Ohio State University Comprehensive Cancer Center](#). In addition to these innovations, the Wexner Medical Center has forged relationships to expand access to health care. Ohio State joined Mercy Health to form [Healthy State Alliance](#), an initiative designed to tackle Ohio's most critical health needs, including reducing opioid overdoses and related deaths and increasing access to cancer and transplant care.

Position Summary

As the chief academic and administrative officer of the college, the dean reports directly to the executive vice president and provost, [Dr. Melissa Gilliam](#).

The dean is a member of the Council of Deans and works in close collaboration with fellow deans across the University as well as with Wexner Medical Center leadership. 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 research, educational, 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.

In addition, the next dean of the College of Public Health will be expected to:

Articulate a distinctive vision for the College of Public Health

The primary goal and opportunity for the next dean is to outline a clear vision for the college's future as a preeminent institution of public health education, research, policy and advocacy work, and practice, informed by and working in close partnership with faculty, staff, students, community members, alumni, and other stakeholders. The vision must reflect all aspects of the college's tripartite mission and address the public health challenges facing the State of Ohio while making a global impact.

Continue to enhance research and innovative scholarship

The dean is expected to continue growing the college's robust research enterprise. The incoming Dean will have the opportunity to recruit faculty, collaborate across the university and Wexner Medical Center, and partner with numerous local and national organizations seeking to improve public health for populations across the state and beyond. Channeling gains in these areas and translating research to practice in service of local, national, and global public health needs will help ensure that each member of the college community sees their place in the vision for the future and forge a strong, cohesive College of Public Health community.

Enhance and promote the shared values of the University

The next dean must build on the college's ongoing efforts related to Ohio State's [shared values](#). The dean is expected to demonstrate a record of success and strong leadership in promoting and advancing each of these core values. This will require a deep personal understanding of the essential roles that diversity, equity, and inclusion play in the mission of the college and a commitment to implementing best practices that will ensure these values are upheld.

Provide strong stewardship of college operations and infrastructure

As the leader of the college, the dean must balance outward-facing responsibilities with an equally important commitment to the functioning of the college, including ultimate oversight of policies, procedures, college-wide administrative matters, strategic infrastructure needs, and the well-being of staff and faculty. The dean must be able to work with and through a team, delegating and affecting results through others, but also be able and willing to make difficult decisions when necessary.

Promote and enhance interdisciplinary and cross-college partnerships

Against the backdrop of one of the largest comprehensive universities in the world, the College of Public Health is both a catalyst and hub, connecting all parts of Ohio State with public health and promoting public health across the institution. The next dean must proactively establish key relationships with other Ohio State colleges, identify opportunities to share resources, and approach collectively large public health issues best addressed through a multidisciplinary approach.

Build community partnerships and other external relationships

The dean will seek to establish new, mutually beneficial partnerships with community organizations in pursuit of a shared mission to address societal challenges. The college's continued growth will also require additional opportunities for meaningful student practicum and internship experiences. Located in the state's capital, the college is poised to be an influential resource to government leaders. The dean will work to maintain these bonds and establish new ones, building on the relationships faculty have established with community, government, and industry partners.

Generate and manage new resources, especially through fundraising

To enable its growth and success, the dean will play a critical role in attracting external financial support for the college, particularly to support student and faculty needs. The dean will steward existing supporters and build new relationships within Ohio and across the country.

Candidate Qualifications

The ideal candidate will have the following professional qualifications:

- An earned doctorate in a relevant field.
- Distinguished scholarly reputation and a strong record of academic accomplishment and scholarship commensurate with appointment as a tenured professor at Ohio State.
- 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.
- Experience in philanthropic fund raising.

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

- **Mission**
A 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 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 college's 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. A record of facilitating interdisciplinary collaborations. Ability to build partnerships within Ohio State and with other entities to enhance the college's 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's mission and plans and the capacity to promote the interests, mission, and brand across and beyond the Ohio State 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 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 Community



Columbus, Ohio

Columbus is one of the fastest-growing major metropolitan areas in the country, with a vibrant blend of arts and culture; inspired culinary, fashion, music, and entertainment scenes; exciting collegiate and professional sports; and an open, entrepreneurial spirit. Its diverse population — 109 languages are represented — makes Columbus a microcosm of America.

Ohio's state capital is the 14th largest city in the U.S. and second largest in the Midwest behind Chicago, larger than Charlotte, Seattle, Denver, Boston, Nashville, and Baltimore. The population of the greater Columbus metropolitan area is more than two million. At the same time, the cost of living in Columbus is 10 percent below the national average.

Intelligent Community Forum named Columbus one of the seven most intelligent communities in the world. The city has more PhDs than the national average and the largest concentration in the Midwest, plus there are 56 college and university campuses within the Columbus region.

Economic development is strong in Columbus and across the state. As the largest single private-sector investment in Ohio history, Intel has picked Greater Columbus for a new factory that is expected to create 3,000 Intel jobs and 7,000 construction jobs over the course of the build and to support tens of thousands of additional local long-term jobs across a broad ecosystem of suppliers and partners. JobsOhio, the state's unique private economic development corporation, acts as a catalyst for high-growth business investments and job creation that are helping propel the state's ingenuity and ambitions forward.

Columbus is within 550 miles of nearly half the nation's population. John Glenn Columbus International Airport, 10 minutes from downtown, offers more than 150 daily nonstop departures to 35 airports. During the work week, the average Columbus commute is just 23.3 minutes and can be significantly less. [Learn more about Columbus.](#)

Timeline

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

Paper presentation of qualified candidates to Search Committee: October 10, 2023

Round One interview dates: Late October 2023

Round Two interview dates: November 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

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting The Ohio State University with this recruitment, preferably via e-mail to OhioStatePublicHealth@wittkieffer.com.

Review of applications has begun and will continue until the position is filled. For fullest consideration, all materials should be received by October 1, 2023.

The Ohio State University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

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