



# WEBER STATE UNIVERSITY

## Dean, Dr. Ezekiel R. Dumke College of Health Professions

### Leadership Profile

February 2026

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## Contents

<b>Executive Summary</b>	<b>01</b>
<b>Organization Overview</b>	<b>02</b>
<b>The Role of the Dean</b>	<b>03</b>
<b>Opportunities and Expectations for Leadership</b>	<b>05</b>
<b>Candidate Qualifications</b>	<b>06</b>
<b>The Community</b>	<b>11</b>
<b>Procedure for Candidacy</b>	<b>12</b>

## Executive Summary

Weber State University seeks a dynamic and distinguished leader to serve as the next Dean of the Dr. Ezekiel R. Dumke College of Health Professions. This position represents a unique opportunity for an experienced and visionary administrator to shape the future of the University's largest College, which enrolls more than 5,200 students across a broad and diverse portfolio of healthcare programs.

Reporting to the Provost, the Dean serves as the chief academic, strategic, and administrative leader for the College. The College employs 223 faculty and staff members and operates with a \$22.4 million annual budget, supplemented by an additional \$20 million in gifts and endowments. In collaboration with University leadership, fellow deans, chairs, faculty, staff, and students, the Dean will help articulate and advance a strategic vision for the College, while fostering a culture of shared governance, open communication, transparency, and mutual respect.

The Dean provides forward thinking leadership that supports the College's mission to prepare highly skilled healthcare professionals through innovative, high-quality education, and strong clinical partnerships. Overseeing 14 departments and 12 major academic programs, the Dean ensures academic excellence, accreditation of readiness, and alignment with the rapidly evolving needs of the healthcare workforce. The role includes championing a collaborative, student centered environment; supporting faculty development and scholarly activity; promoting interdisciplinary education spanning clinical, administrative, and public health fields; and innovative-thinking leadership that supports the College's mission to prepare highly skilled healthcare professionals through innovative, high-quality education, and strong clinical partnerships.

The Dumke College of Health Professions comprises a broad array of departments and schools, including Athletic Training & Occupational Therapy, Dental Hygiene, Emergency Healthcare, Exercise & Nutrition Sciences, Health, Physical Education & Recreation, Health Sciences, Medical Laboratory Sciences, Physician Assistant Medicine, Radiologic Sciences, Respiratory Therapy, the School of Health Administrative Services, and the Annie Taylor Dee School of Nursing—which encompasses the Associate Degree of Nursing, the Bachelor's Degree of Nursing and Nursing Graduate Studies.

Beyond academic leadership, the Dean plays a vital role in external engagement by cultivating partnerships with healthcare systems, industry leaders, and community organizations. The position requires strategic oversight of budget planning, advancement efforts, resource development, and stewardship of endowment funds. The ideal candidate will demonstrate a strong, authentic connection to the College's diverse academic disciplines, and a deep understanding of the broader healthcare and health education landscape, enabling them to effectively advocate for and guide all programs within the College. As the public face of the College, the Dean represents the College across the University, throughout Utah and on the national and international stage, championing the Dumke College of Health Professions' longstanding reputation for excellence and supporting its continued growth and impact on the education landscape, enabling them to effectively advocate for and guide all programs within the College.

For information on how to apply, please see the "Procedure for Candidacy" section at the end of this document.

## Dr. Ezekiel R. Dumke College of Health Professions

The Dr. Ezekiel R. Dumke College of Health Professions serves more than 8,000 students both on Weber State University campuses and in off-campus locations. Its students learn from highly qualified and accomplished faculty, who work in partnership with more than 1,000 clinical instructors across over 1,200 affiliated hospitals and clinical sites.

The College is recognized as a leader in designing and delivering a wide range of professional healthcare programs, particularly in remote areas throughout the United States. It has earned national recognition for its innovative and high-quality approaches to healthcare education, whether offered online, in-state, regionally, nationally, or internationally.

The Dumke College of Health Professions is named in honor of Dr. Ezekiel R. Dumke, one of the nation's most prominent thyroid surgeons. Dr. Dumke lived in Ogden, Utah, from 1911 until his death in 1961. He was a founding member of the Ogden Surgical Society and served as the first chief of staff at both Dee Memorial Hospital and St. Benedict's Hospital. The College is proud to carry Dr. Dumke's name and is committed to serving its community with the same dedication he exemplified.

### Dumke College of Health Professions Mission

#### Mission

We construct a safe place to educate students, foster faculty innovation, support our staff contributions, engage with our community relationships, and cultivate respectful partnerships with our clinical and community anchors. Together, we impact lives.

#### Vision

The vision of the Dr. Ezekiel R. Dumke College of Health Professions is to be the premier Utah healthcare College for students, faculty, staff, and our community. Through disruption and curiosity, traditions and innovation, we aim to continually meet the evolving needs of care. We strive for excellence in education for our students, ongoing support for our faculty and staff and the unwavering trust it takes to be a resource for our healthcare partners and partnerships; locally, nationally and internationally.

#### Strategic Pillars

**Learn:** Advance evidence-based teaching and learning strategies, promote academic excellence, and provide high-quality educational experiences for students with the personalized connection Weber State is known for.

**Engage:** Cultivate a culture of meaningful engagement by strengthening relationships with students, faculty, alumni, communities, and industry partners to enhance collaboration, advance shared goals, and extend DCHP's impact across healthcare education and practice.

**Lead:** DCHP is a forward-thinking leader in health professions education, through academic excellence, ongoing innovation, and sustained influence across the healthcare industry and community landscape, also ensuring sustainable growth aligned with our mission.

### Departments and Programs

The Dumke College of Health Professions offers a broad range of programs designed to prepare students for dynamic careers across the healthcare spectrum. The College emphasizes adaptability, clinical excellence, and interdisciplinary education, equipping students with the skills needed for modern healthcare environments. Its

departments span clinical, administrative, therapeutic, and diagnostic fields, providing pathways for undergraduate and graduate study. Dumke College of Health Professions has 14 departments and schools, and dozens of degree and certificate programs.

- Annie Taylor Dee School of Nursing
- Athletic Training & Occupational Therapy
- Dental Hygiene
- Emergency Healthcare
- Exercise & Nutrition Sciences
- Health, Physical Education & Recreation
- Health Sciences
- Medical Laboratory Sciences
- Physician Assistant Medicine
- Respiratory Therapy
- School of Health Administrative Services
- School of Radiologic Science

For more information on the departments and programs please visit: [Departments and Programs](#)

## Role of the Dean, Dumke College of Health Professions

This position provides strategic vision and leadership to the College's faculty and staff and fosters a supportive environment that prepares students for impactful careers in the health professions. The Dean oversees the recruitment, development, and evaluation of a distinguished faculty dedicated to excellence in teaching, research and service, and leads a talented team of staff in delivering critical services to support student retention and success. The Dean leads the development and delivery of high quality and academically rigorous programs, participates in ongoing assessment and accreditation activities, and works to build beneficial relationships with industry partners, the business community, government agencies, alumni, donors and friends to establish and enhance practical learning and career opportunities for students, and to secure funding for the College's initiatives.

### Position Duties

- Provide strategic vision and leadership for the College of Health Professions. Lead the College's strategic planning, ensuring continuous alignment with the University's mission. Participate in the development of the University's Strategic Plan and collaborate with other university leaders on the development and implementation of cross-functional initiatives.
- Oversee the development, implementation and assessment of a high quality and academically rigorous curriculum. Work with faculty to enhance existing academic programs and develop new innovative and complex programs that reflect the changing landscape of the health care system.
- Direct the recruitment, selection, development, and evaluation of faculty and staff. Facilitate and support faculty scholarship and research. Foster innovation and excellence in teaching, and champion the use of instructional technology to enhance student learning and outcomes.
- Foster a student-centered culture throughout the College. Support student retention and success by enriching student support services and promoting the seamless delivery of College-specific and shared University services to students.
- Ensure that DCHP's programs and student services support by providing a practical education grounded in theory that synthesizes classroom work with the real world through fieldwork opportunities and faculty mentorship.

- Work to promote academic programs and services and to effectively communicate the College's vision and strengths.
- Collaborate with the University Advancement division to actively seek external funding for the College. Cultivate relationships with alumni and other prospective donors. Support faculty in applying for grant funding.
- Oversee the development and administration of the College's annual budget. Evaluate and approve departmental requests for funding and allocate resources strategically to ensure adequate funding of priorities.
- Serve as a member of the President's Cabinet, Deans Council, and other key committees.



## Opportunities and Expectations for Leadership

For an experienced, energetic, collaborative leader, the Dumke College of Health Professions offers an unparalleled opportunity to leverage historical excellence for growth of new and existing programs that prepare students for society's health challenges ahead. The Dean will be supported in these efforts by an exemplary faculty whose scholarship, teaching, and industry experience combined with their commitment to student success are widely respected and emulated. Alongside collaborative and supportive decanal colleagues, the Dean will enjoy the liberty to explore innovations in curriculum, secure additional health care partnerships, and leverage the College overall.

The Dean will be expected to:

### Advance Academic Excellence and Student Success

- Ensure high-quality teaching and learning experiences that prepare students to be fully competent upon graduation.
- Encourage curricular innovation, interdisciplinary learning and alignment with integrated healthcare delivery models.
- Support initiatives that address enrollment challenges and maintain high academic standards.

### Strengthen Collaboration and Reduce Siloes

- Foster unity across the College's diverse departments while respecting and celebrating their unique strengths.
- Build structures and processes that encourage alignment, shared decision-making and interdisciplinary collaboration.
- Address siloed systems, such as differing software platforms, independent clinical placement processes and department-specific workflows, to increase efficiency and cohesion.

### Enhance Clinical Education and External Partnerships

- Strengthen relationships with clinical sites, healthcare systems, community partners and statewide institutions.
- Support departments in navigating the complexities of clinical affiliation agreements.
- Build bridges across programs to expand placement opportunities and create more unified, strategic partnerships.

### Foster a Culture of Shared Governance and Transparent Leadership

- Engage department chairs and faculty meaningfully in major decisions, strengthening shared governance as a leadership tool.
- Communicate openly, act decisively and facilitate productive dialogue, even in difficult or sensitive situations.
- Promote accountability, ethical leadership, and balance across all levels of the College.

### Strengthen Donor Relations and Resource Development

- Cultivate and steward donor relationships to support scholarships, program growth, facilities and endowments.
- Leverage community goodwill and the College's strong reputation to expand philanthropic support.
- Manage financial resources responsibly across a complex and high-demand academic environment.

## Champion Innovation, Growth, and Community Impact

- Encourage creative, forward-thinking approaches that expand the College's reach; locally, nationally and internationally.
- Support new models for improving community health and wellness.
- Celebrate the College's service-oriented mission and expand its role in supporting the diverse populations it serves.

## Professional Qualifications and Personal Qualities

The Dean will hold an earned doctorate and a strong record of leadership in an academic setting, or in lieu of a terminal degree, candidates may have a demonstrated record of successful executive leadership and comparable credentials and/or experience sufficient to warrant the respect and confidence of the academic community. Their academic experience should be sufficient for appointment as Full Professor in the College of Health Professions, and they should possess a successful record of sustained scholarship. In addition, the most successful candidates will possess many or all of the following attributes:

**Strategic Leadership and Vision:** experience developing and executing strategic plans that further the aims of the College; inspirational leadership that can lead faculty, staff, and students to consensus, especially during times of change; keen understanding of the opportunities for the health professions and the entrepreneurial mindset to meet them.

**Experience in a Clinical Setting:** a professional history of working in a clinical setting, or robust leadership experience overseeing clinical faculty; and a keen understanding of the clinical environment as it relates to health sciences education.

**Fiscal Acumen:** experience in financial planning, budgetary oversight, and resource allocation.

**Collaborative Leadership:** demonstrated success in working with College and University leaders and/or faculty to create and support workforce-aligned programs and University-wide initiatives (particularly around student success); commitment to shared governance and working collaboratively with faculty; and creating unity across a diversity of disciplines.

**Excellent Relational Skills:** ability to build relationships with internal and external stakeholders through the process of active listening and transparent communication; the proclivity to initiate conversations for the purpose of building strong connections; the emotional intelligence to comport oneself professionally and to have empathy for others; and the ability to diplomatically advocate for and serve as the external face of the College.

**Leadership in Faculty, Staff & Student Achievement:** experience mentoring faculty and staff for the purpose of increasing student success, improving teaching and advancing research; the knowledge and experience to develop a strong infrastructure for programmatic growth; and the ability to help faculty balance commitments to teaching, scholarship, and University and professional service.

## Weber State University

Weber State University inspires impassioned loyalty from its faculty, staff, students, and alumni. The reason is simple: nothing is more important than the success of their students. The University educates students of all ages from all backgrounds and strives to meet students where they are in their educational journey. For Weber State, this is not just a platitude; it is an open admission institution serving more than 32,701 students from Northern Utah with a robust student population across the state and nation. The University celebrates personalized teaching, mentoring, and engaged learning across seven Colleges and throughout over 200 undergraduate certificate and degree programs and 20 graduate degrees, including one doctorate, the Doctor of Nursing Practice. In addition to being a learning institution, the University is a community leader and economic driver for their region.



The University takes great pride in their beautiful campuses, with state-of-the-art buildings and a focus on sustainability. Weber State also boasts a strong Athletics Department that competes within the Big Sky Conference and supports 16 NCAA Division I sports, including an FCS football team.

Founded in 1889, Weber State University is a regional public university with mission core themes of “Access, Learning, and Community.” The University emphasizes undergraduate education at both the associate and bachelor’s degree levels in liberal arts, sciences, technical, and professional fields, offering the largest and most comprehensive undergraduate programs in Utah.



Campuses are located in the heart of Utah’s legendary outdoor recreation attractions, complemented by the rich cultural opportunities offered in a metropolitan area. It is a fantastic place to live and work. The University has a robust benefit package including a very generous retirement offering that they encourage candidates to explore.

## History

Weber State University's rich history extends from the late 19<sup>th</sup> century to today.

Weber State was founded in Ogden, Utah as Weber Stake Academy in 1889. “Weber” comes from the name of the county where the University is located, which was named after John Henry Weber, an early American fur trapper.

In 1933, the academy was made a state junior College. Following World War II, the College outgrew its downtown campus and moved to the present site on the foothills of the Wasatch Mountains overlooking Ogden and the Great Salt Lake.

Weber State College awarded its first baccalaureate degree in 1964. In 1991, the College became Weber State University, appropriately symbolizing its role as Utah’s first comprehensive regional university that also retains a community College mission.

## Weber State University at a Glance

Founded in 1889, Weber State University provides transformative educational experiences and high-quality degrees while serving the surrounding community in Utah.

### NATIONWIDE RANKINGS

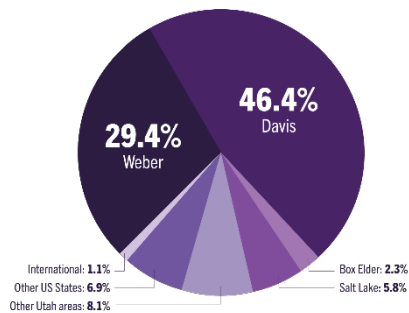


WSU has been ranked highly by the **Princeton Review**, **U.S. News & World Report** and **Abound**.

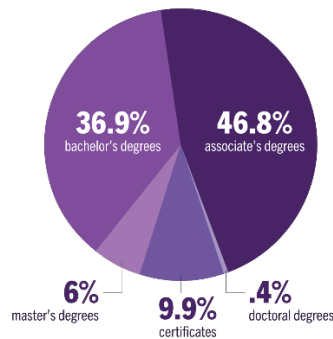
### FALL 2024 ENROLLMENT

# 32,701

### FALL 2024 ENROLLMENT BY COUNTY OF ORIGIN



### DISTRIBUTION OF DEGREES & AWARDS 2023–24





**COMMITTED TO SUSTAINABILITY**  
CARBON NEUTRAL BY 2040

**DEGREE PROGRAMS**

**225+**

**TOP 10 DEGREE AREAS**

*(Degrees awarded for academic year 2018–19 through 2023–24, excluding general studies)*

- 1. Nursing ..... 4,233
- 2. School of Computing ..... 2,512
- 3. School of Radiologic Sciences ..... 1,263
- 4. Professional Sales ..... 1,077
- 5. Health Sciences ..... 963
- 6. Medical Laboratory Sciences ..... 959
- 7. Teacher Education ..... 795
- 8. Health Administrative Services ..... 787
- 9. Criminal Justice ..... 765
- 10. World Languages & Culture ..... 720



**REGISTERED STUDENT CLUBS & ORGANIZATIONS**

**113**

**FACULTY WITH TERMINAL DEGREES**

**80%**



GIFTS TO WSU IN FISCAL YEAR 2024 TOTALED  
**\$16,679,978**

WSU PROVIDED MORE THAN  
**\$96.2 MILLION**  
in scholarships and financial aid to  
**13,305 STUDENTS**  
in the 2023–24 academic year

WSU HAS SAVED  
**OVER \$23.8 MILLION**  
in avoided utility costs since 2007

WSU REDUCED  
NATURAL GAS CONSUMPTION BY **46%**  
ELECTRICITY CONSUMPTION BY **25%**  
IN FISCAL YEAR 2023

PRINCETON REVIEW  
**GREEN COLLEGE**  
**2017-2023**

**20 GRADUATE DEGREES**  
Including the Doctor of Nursing Practice and Master of Physician Assistant Studies, which welcomed its first cohort in spring 2023.

**Weber State University Mission**

**Mission**

We transform lives and communities by educating students of all identities and backgrounds. We nurture student success through a supportive environment, individualized pathways, meaningful personal connections with faculty and staff, teaching and experiential learning, research, and civic engagement.

**Vision**

We will be a leader in transforming lives by meeting all students where they are, challenging and guiding them to achieve their goals academically and in life.

## Weber State Values

### EVERY INDIVIDUAL

- Listening to and embracing individuals of all identities and backgrounds through the promotion of belonging, creativity, uniqueness, and self-expression;

### COLLECTIVE EXCELLENCE

- Fostering achievement and transparency in learning and discovery through collaboration, data-informed policies and practices, and the removal of barriers to student success; and

### TRANSFORMATIVE EXPERIENCES

- Nurturing success through engaging, supportive, and personalized opportunities in a rapidly changing world.

For more information about Weber State University, please visit: <https://www.weber.edu/>



## The Community

### Ogden City, Weber and Davis counties, and Utah

Weber State University is nestled at the foot of the beautiful Wasatch Mountains in [Ogden, Utah](#), a vibrant city that has earned a reputation nationally for being one of the “best places to live,” one of the “best places to do business,” a place with a “stable economy and high ethics from its work force,” and a “playground for adrenaline junkies.”

Ogden is the largest city in [Weber County](#) – the fourth largest county in Utah, with a population of more than 230,000 people. Elevations range from 4,000 to 10,000 feet at the summits of Ben Lomond and Mount Ogden, providing unique opportunities for outdoor enthusiasts of all kinds.

Perhaps most known for winter recreation, Utah has 14 [ski resorts](#) to choose from, with three premier venues located in Weber County – [Snowbasin](#) (home to several events at the 2002 Winter Olympics), [Powder Mountain](#), and [Nordic Valley](#). Weber County also offers a number of other winter activities, including snowshoeing, cross-country skiing, snowmobiling, and ice fishing.

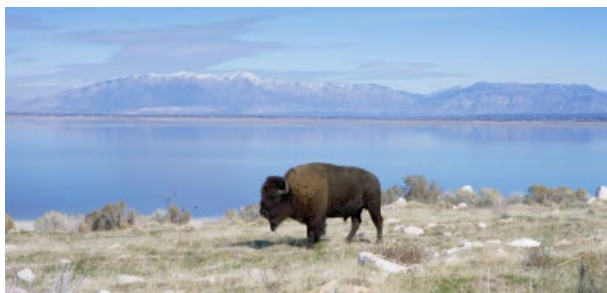


Recreation does not stop in the summer.

There are 38 recreational parks in Ogden and Weber County, hundreds of miles of hiking and biking trails, and rivers and lakes for water adventures. Horseback riding, bird watching, and even hot air ballooning and parachuting are available. Golf courses abound, with 16 that are five to 30 minutes from downtown Ogden.

The area also offers an assortment of restaurants, shopping opportunities, and cultural events. [The Junction](#), located in the heart of downtown, is Ogden’s shopping, entertainment, and residential complex, with restaurants, indoor surfing and flying, a Megaplex theater, and gym. Also, downtown is [Historic 25th Street](#). Recently named one of the 10 Great Streets in America by the American Planning Association, the street is notorious for its one-of-a-kind shops, restaurants, art galleries, and clubs. Nearby is [Peery’s Egyptian Theater](#), a historic landmark and venue for performances.

For the sports enthusiast, the [Ogden Raptors](#) minor league baseball team call downtown Ogden home. On Weber State’s campus, the Weber County Sports Complex is the ideal place to watch Junior-A [Ogden Mustangs](#) hockey games. Just 40 miles south in Salt Lake City, even more sports await, including the NBA’s [Utah Jazz](#), MLS’ [Real Salt Lake](#) and the Triple-A [Salt Lake Bees](#), a Los Angeles Angels of Anaheim farm team.



In between Ogden and Salt Lake City is the state’s third largest county, [Davis County](#). The area is home to [Weber State University Davis](#), a campus growing both in physical size and learning opportunities; [Hill Air Force Base](#), the state’s largest employer, and one of Utah’s most popular state parks, [Antelope Island](#), which offers spectacular views of the Great Salt Lake.



While state parks are plentiful, [five national parks](#) are also located in Utah – Arches, Bryce Canyon, Canyonlands, Capitol Reef, and Zion – each within a five-hour drive. [Yellowstone](#) and [Grand Teton](#) national parks in northwest Wyoming are also just a five-hour drive away. Getting around in Utah is easy with [public transportation](#), including a bus system, a light rail system in Salt Lake City that extends to the [Salt Lake City International Airport](#), and a commuter rail that connects Salt Lake City,

Davis, and Weber counties with stops from Ogden to Provo. Each commuter rail station has connections to UTA's bus or light rail system and park and ride lots.

Beyond the state, Los Angeles is an 11-hour drive to the southwest, Las Vegas seven hours south. To the northwest, Boise is five hours and Denver is eight hours to the east.

Sources: Ogden/Weber Chamber of Commerce, Davis Chamber of Commerce and Visit Ogden

## Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Weber State University in this search, which will remain open until an appointment is made

Application materials, nominations, and inquiries can be directed to:

Mercedes Chacon Vance | Charlotte Harris  
[WeberStateDeanDCHP@wittkieffer.com](mailto:WeberStateDeanDCHP@wittkieffer.com)

*Weber 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.*



*The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Weber State University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.*

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