This leadership profile provides information about the University of Kentucky and the position of Dean, UK College of Pharmacy. It has been prepared to assist qualified individuals in assessing their interest in the position.
The University of Kentucky invites nominations, inquiries and applications for the position of Dean, UK College of Pharmacy. The Dean is expected to provide visionary leadership that advances the College's education, research and service missions.

About the College

Founded in 1870, what is now the UK College of Pharmacy began as the Louisville College of Pharmacy, an independent institution. The College of Pharmacy officially became part of the University of Kentucky in 1947 and stayed in Louisville until moving to Lexington in 1957, becoming the first college on UK's new medical campus.

After becoming part of the University of Kentucky's campus, the College of Pharmacy flourished in milestones and achievements that have led to it becoming renowned in pharmacy and graduate pharmaceutical science education. The path was paved for the College's current programs, which are consistently ranked among the top five in the U.S. The College has had a very competitive admissions process for its PharmD program for the past couple of decades and currently admits a class of 140 students annually in the four-year professional program. As the pharmacy profession expands in scope and increasingly focuses on providing direct patient care, pharmacy education leaders are working to find the balance of information that should be included in the college curriculum.

To that end, the College has been working in recent years to revamp and renew its PharmD curriculum. The new curriculum – designed to enhance the College’s teaching of soft skills and critical thinking while using the latest in educational technology – launches in Fall 2016.

The College’s graduate program is known for its innovative approach to training as well. The College offers PhD training in the areas of drug discovery, drug development, clinical and experimental therapeutics and pharmaceutical outcomes and policy. About 10 to 12 PhD students graduate each year.

Innovative scientists continue to make their mark as current pharmacy research faculty rank fourth out of 354 institutions in scholarly activity. Furthermore, since 1989, UK College of Pharmacy faculty have created 25 start-up companies.

The College is home to several research centers that are advancing the practice of pharmacy, pharmaceutical discovery and health care innovation. The Center for the Advancement of Pharmacy Practice, Center for Pharmaceutical Research and Innovation, Institute for Pharmaceutical Outcomes and Policy, and Molecular Modeling and Biopharmaceutical Center are leading efforts across the scientific spectrum.
The College’s educational, research and outreach efforts are housed in the largest college of pharmacy in the world and one of the largest academic facilities in the nation. At nearly 300,000 square feet, the College is home to 600 students (PharmD and PhD), 67 full-time faculty, and 76 staff.

For more information about how the College of Pharmacy is committed to providing innovative education, conducting pioneering research, delivering cutting-edge clinical practice, and leading change to improve health, refer to the following website: http://pharmacy.mc.uky.edu/.

### About the University

The University of Kentucky is the flagship, land-grant University of the Commonwealth of Kentucky and a national leader in academics and research. Since its inception in 1865, the University has been more than a public research University; it has been home to the state’s greatest aspirations of achieving a new and brighter tomorrow.

The University is a community of global scholars committed to academic excellence, collaborative scientific discovery, and undergraduate and graduate student engagement. With over 200 academic programs across 16 colleges and professional schools, world renowned faculty take a multi-disciplinary approach to serving our community and are the foundation of progress and purpose for our Commonwealth. UK has more than 30,000 students, 19,000 full and part-time employees and a budget of $2.7 billion. The students that comprise our diverse community come from all 120 Kentucky counties, each of the 50 states, and 115 countries worldwide. Each student is an important part of the intellectual fabric and community that make up the University of Kentucky.

The academic medical center of the University houses a community of healers who aspire to ensure that all Kentuckians receive excellent care in their home communities. But in times of especially critical need, Kentucky families can take advantage of our state-of-the-art medical center for advanced, life-saving procedures.

UK is the recipient of a NIH’s institutional Clinical and Translational Science Awards (CTSA) program, used to support research at UK’s Center for Clinical and Translational Science (CCTS). The CTSA program encourages collaboration across scientific disciplines to spur innovative approaches in tackling research challenges. The UK Center for Clinical and Translational Science (CCTS) is the only designated CTSA in Kentucky.

UK houses a Veterans Affairs Medical Center and the National Cancer Institute (NCI) designated Markey Cancer Center. The NCI designated Center provides leadership for and participates in the NCI Clinical Trials Cooperative Group Program. This program is designed to promote and support clinical trials of new cancer treatments, explore methods of cancer prevention and early detection, and study quality-of-life and rehabilitation issues.

The University of Kentucky emphasizes our outreach and service mission while balancing the preparation of the next generation for a world that never stops evolving.

### About Lexington

The University of Kentucky’s main campus is located in Lexington, Kentucky. Lexington, a city of almost 300,000 and a greater metro area population of more than 550,000, is home to numerous businesses in the computer industry, healthcare services, auto manufacturing, banking, financial management and investment services. It is the horse
The Dean of the UK College of Pharmacy will be a Board of Trustees approved, full-time, twelve-month administrative position with faculty status, overseeing all administrative responsibilities for the College.

The Dean must have the desire, ability and vision to lead a premier college of pharmacy within the Commonwealth of Kentucky’s flagship public university and must be prepared to initiate both new strategies and employ established approaches to respond to current opportunities and challenges with the goal of bringing the College to a new level of achievement in a rapidly changing environment of national health care delivery systems. The Dean is expected to provide strong intellectual academic leadership in promoting a commitment to excellence among the faculty, staff and students in education, research, service and patient care, including graduate and professional programs.

The Dean is responsible for the overall supervision, direction and administrative leadership for educational, research and engagement activities of the College, as well as the management of human resources, budgetary and fiscal resources, active fund raising and alumni programs. The Dean is expected to lead the continued development of outstanding relations with other practitioners and administrators in the College, UK HealthCare, University, the Commonwealth and the profession.

The Dean of the College of Pharmacy will have the opportunity to interact with faculty across a diverse array of interdisciplinary programs within the six Health Center colleges listed below, as well as the opportunity to collaborate with faculty in other colleges throughout the university, all located on one campus.

- College of Medicine
- College of Health Sciences
- College of Public Health
- College of Nursing
- College of Dentistry

As the College’s chief executive and chief academic officer, the Dean reports to the Provost.
The Dean of the College of Pharmacy will:

- Advocate for faculty and student success; recruit, develop, and retain talented faculty and administrative staff.
- Identify and establish fundraising priorities and secure gifts from alumni, corporations, foundations, and/or supporters.
- Oversee operation and expansion of clinical practice and outreach.
- Demonstrate a strong commitment to maintaining and strengthening the College’s professional and graduate programs.
- Plan for program development and implementation.
- Be responsible for college policies.
- Manage the day-to-day operations of the College.
- Oversee the College’s strategic plan.
- Serve on the Deans’ Council, directed by the Provost.
- Work in close partnership across different levels and departments within the University.
- Work with local business and the healthcare community as well as civic leaders and other external stakeholders to achieve common goals.
- Support faculty in teaching, professional development, service and intellectual contributions.
- Allocate College resources, including faculty, staff, financial resources, space, furniture, and equipment.
- Schedule and preside over College of Pharmacy faculty meetings; set agenda in consultation with Faculty Council.
- Appoint College P&T Committee, Appeals Committee, & ad hoc committees.
- Recommend committee appointments external to the College.
- Consult on risk management issues (FRPA, sexual harassment, discrimination, HIPAA, etc.).

**QUALIFICATIONS**

- Earned doctorate in an appropriate field of study, a record of accomplishments in pharmacy or pharmacy-related education and research, and a national and international reputation at a level commensurate with earning tenure at the rank of Professor in the College of Pharmacy.
- An in-depth understanding and intimate knowledge of both research and practice aspects of academic pharmacy.
- An extensive and sustained record of scholarly achievement; personnel and budgetary experience.
- Ability and commitment to engage in fundraising efforts.
UK College of Pharmacy faculty approved a new strategic plan in summer 2015. As part of that plan, the College ratified a new Vision and Mission, which are printed below. To read a one-page synopsis of the entire 2015-2020 Strategic Plan, please review the last page in this Leadership Profile.

**Vision**
The vision of the University of Kentucky College of Pharmacy is to...
Think boldly and inspire. Lead, integrate, and innovate to improve health.

**Mission**
The mission of the UK COP is to provide innovative education, conduct pioneering research, deliver cutting-edge clinical practice, and lead change to improve health.

**The University of Kentucky's Vision and Mission are:**

**Mission**
The University of Kentucky is a public, land grant university dedicated to improving people’s lives through excellence in education, research and creative work, service, and health care. As Kentucky’s flagship institution, the University plays a critical leadership role by promoting diversity, inclusion, economic development, and human well-being.

**Vision**
The University of Kentucky will be one of the nation’s 20 best public research universities.

- Experience in building programs of excellence consistent with the College’s vision and mission.
- Demonstrated expertise in faculty and staff recruitment and development.
- Excellent communication skills and the ability to interact with a broad range of constituents including students, staff, faculty and the local community.
- An entrepreneurial and creative approach to program development.
- History of collaborative relationships with diverse academic disciplines.
- Experience working with regulatory and accrediting agencies.
- Experience in developing and nurturing collaborative relationships between health care educators and health care providers.
- Successful experience in outreach into the community, foundations, and/or business and professional organizations.
- Understanding of and commitment to issues related to diversity.
Values
The University of Kentucky is guided by its core values:

- Integrity
- Excellence
- Mutual respect and human dignity
- Diversity and inclusion
- Academic freedom
- Personal and institutional responsibility and accountability
- Shared governance
- A sense of community
- Work-life sensitivity
- Civic engagement
- Social responsibility

PROCEDURE FOR CANDIDACY

The search committee will begin reviewing applications in early November, with the first round of interviews expected in early December. The University has a strong commitment to diversity and encourages nominations from traditionally underrepresented groups. Applicants should include a letter summarizing relevant experiences in leadership, administration, and academics, a statement of their philosophy of administrative leadership and the educational and research enterprise, and a current curriculum vita. References will be requested when finalists are selected. Interested applicants should apply online at http://ukjobs.uky.edu/postings/80021.
## Vision
The Vision of the University of Kentucky College of Pharmacy is to **think boldly and inspire**. Lead, integrate, and innovate to improve health.

## Mission
The Mission of the UK COP is to provide innovative education, conduct pioneering research, deliver cutting-edge clinical practice, and lead change to improve health.

## Indicators
- Culture of passionate inquiry and discovery
- National and international benchmark of best practices
- Committed to contributing to individual and collective success
- Leveraging strategic partnerships
- Impact human health and economic development

## Trainees will be:
- Confident in interprofessional practice
- Confident in collaborative scholarship
- Entrepreneurial and adaptive to changing landscape
- Possess intellectual, emotional, and professional maturity

## Strategic Initiatives

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<th>Initiative</th>
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<td><strong>Be the education destination of choice</strong> to impact health and shape the future of pharmacy.</td>
<td>Differentiate and increase the impact of our research on pharmaceutical outcomes and novel therapeutic treatments. Become the venue of choice for post-graduate training in pharmaceutical research. Recruit and retain world-class faculty, staff and students into a diverse and inclusive environment. Capitalize on opportunities for pharmacy to boldly impact health and the community.</td>
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## Strategic Directions

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<td>Align educational initiatives to produce practitioners and leaders who practice at the maximum of their education and skills.</td>
<td>Strategically position the College to define meaningful problems and conduct innovative and collaborative science to develop solutions. Invest in novel technology and human capital to create the next generation of pharmaceutical science. Integrate the College Centers within Department research and graduate education missions, and expand their impact across campus and the world.</td>
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<td>Align educational initiatives to develop a student-centric training model to prepare post-graduate students to creatively address pharmaceutical research issues in a variety of dynamic research environments.</td>
<td>Align educational initiatives to develop a student-centric training model to prepare post-graduate students to creatively address pharmaceutical research issues in a variety of dynamic research environments. Enhance and ensure more consistent training for postdoctoral fellows to increase their potential for success.</td>
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<td>Create a culture within which everyone is prepared and empowered to recruit and promote the programs of the College.</td>
<td>Create a culture within which everyone is prepared and empowered to recruit and promote the programs of the College. Enhance and increase professional development opportunities, and provide support for faculty and staff to become leaders in their fields.</td>
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<td>Develop a practice model that assures seamless transitions of care between UK HealthCare and communities to improve the quality and reduce the cost of healthcare.</td>
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<td>Motivate, prepare and foster advocates for consistent, sustained and impactful roles for pharmacists on interprofessional teams.</td>
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<td>Establish and integrate collegiate commitment to promote the public good through the application of our expertise and resources to meet social, economic, educational, and health challenges and disparities.</td>
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