



## **Dean, College of Health and Human Sciences Position Profile**

Metropolitan State University of Denver (MSU Denver) invites inquiries, nominations, and applications for the position of Dean, College of Health and Human Sciences (HHS). The College seeks a Dean who will have a strong understanding of the complex social, political, economic, and technological changes affecting higher education today and bring creativity and vision to help the College meet those potential challenges in a direct and assertive manner. The individual will also capitalize on the University's successes and continued momentum while leveraging its mission and values to create a lasting imprint on the city of Denver, the state of Colorado and beyond.

### **College of Health and Human Sciences**

#### *History and Context*

The inaugural dean position was established out of the College of Health and Applied Sciences (CHAS). CHAS is being reorganized into two Colleges: the College of Health and Human Sciences and the College of Aerospace, Computing and Engineering to better support the academic programs and units within each division. The multi-year reorganization process has resulted in an intentional programmatic alignment and design that provides entrepreneurial opportunities for the inaugural dean.

#### *Mission*

The College of Health and Human Sciences embraces inclusivity and an orientation to lifelong learning to prepare diverse students for interculturally competent practice, research, and leadership in their disciplines. Through collaboration and engagement with the community and one another, faculty, staff, and students lead transformative and justice-oriented endeavors to secure the health and well-being of people and their communities.

#### *College Description*

The College of Health and Human Sciences serves almost 9,000 students annually and offers 19 undergraduate degrees, eight graduate degrees and five certificate programs in the eight departments that include:

- [Criminal Justice and Criminology](#)
- [Health Professions](#)
- [Human Performance and Sport](#)
- [Human Services and Counseling](#)
- [Nursing](#)
- [Nutrition](#)
- [Social Work](#)
- [Speech, Language, Hearing Sciences](#)

The College houses the majority of graduate programming at the University, with six of its eight departments offering graduate degrees and certificates. The College's potential for growth in external funding and community partnerships is extensive. All departments are well-established and ready to grow. Each of the departments prepares students for work in professions that promote individual, family, and community well-being.

### *Health Institute*

The College houses the [Health Institute](#) that brings together a synergistic collaboration among the health-related programs in two colleges in the University with partners in the community. With simulation and observational laboratories and over 1,000 community partners, the College provides students with high impact interactive and experiential experiences. The Health Institute's primary goal is to meet Colorado's demand for highly skilled health professionals with the most holistically trained, diverse job candidates in the state. This goal is met through partnerships with community leaders and the implementation of programming dedicated to recruiting and graduating students for the health and mental and behavioral healthcare workforce.

The Health Institute is a collaboration of ten departments, seven from the health division: Human Performance and Sport; Social Work; Human Services and Counseling; Health Professions; Nutrition; Nursing; and Speech, Language, Hearing Sciences and three departments from the College of Letters, Arts and Sciences Biology; Chemistry and Biochemistry; and Psychological Sciences. The College of HHS is also one of the homes for the Cybersecurity degree program and Cyber Range, which represent a tri-college initiative with curricular elements within HHS.

### **Metropolitan State University of Denver**

Established in 1965, MSU Denver was founded to serve students who were underrepresented in higher education whose life paths and experiences did not fit the traditional mold. Fifty-five years later, the University continues to serve more than 19,000 of Colorado's extraordinary and diverse students, providing them with the foundation on which to build their unique aspirations.

As the third largest institution of higher education in Colorado and the only one with an open access mission, MSU Denver is a model university for today's college students. As a Hispanic Serving Institution, the University serves the most diverse undergraduate student population in the state, as well as the most first-generation students and Deferred Action for Childhood Arrivals students. Nearly 80% of MSU Denver students work while going to school and the University is focused on making sure they have the well-rounded educational experience and wraparound services they need to excel.

MSU Denver is a unique, access-oriented campus community that values diversity, equity, and inclusion in all its forms. Our student population consists of nearly 55% first generation students and over 50% students of color.

We create an equitable learning and working environment in concert with individuals who consistently demonstrate commitment to equity and inclusion. We greatly value the diverse identities and perspectives of our students, faculty, and staff and recognize that in order to achieve a just and equitable society, diversity must go beyond simple representation. It requires critical inquiry and dialogue and a commitment to action. We strive to provide a culture of belonging for all community members to achieve personal and professional success.

### *Real-World Learning for Today's Students*

MSU Denver is dedicated to meeting students where they are and launching them to where they want to go – with robust in-person, hybrid and online offerings in bachelor's and master's degree programs that prepare students to connect to careers, prepare for the future, and serve their communities.

The University is known for its real-world education, balancing technical skills, grounded in theoretical foundations, honed through tangible practice along with essential skills developed through the arts and humanities.

### *Student-Centered Academic Excellence*

MSU Denver prides itself on a richly talented faculty comprised of teacher-scholars who are highly dedicated and empowered to support diverse students in growing as scholars, becoming leaders in their fields, and succeeding in their personal, professional, and civic lives.

### *Student Access and Achievement*

MSU Denver attracts, develops and graduates tenacious students who realize their goals and craft their futures. Regardless of where they have been, we meet them where they are and launch them to where they want to go. Through affordable, flexible, and holistic education, MSU Denver helps students build essential skills grounded in a multicultural and global perspective that lead to undergraduate and graduate degrees, followed by career and life success.

### *Diversity, Equity and Inclusion*

MSU Denver embodies diversity in all its rich representations and expressions. It is who we are. We commit ourselves to justice that provides a foundation for equity and inclusion. We mend internal and external inequities through the cultivation of a vibrant, healthy community.

### *Civic and Economic Catalyst*

MSU Denver activates the talents and passions of its students, alumni, faculty, and staff. As an Anchor Institution with a vibrant campus in the heart of downtown Denver, the University serves as a civic, economic, and talent-rich catalyst to meet the opportunities and challenges facing Colorado and its diverse communities. As an in-demand partner for employers across the city and state, the University develops workforce pipelines, puts on events and advocates for shared priorities. Most of our students come from and return to communities in Colorado.

For more information about MSU Denver, please visit <https://www.msudenver.edu/>

### **Position Summary**

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean serves as the chief administrative officer and spokesperson for the College and manages its resources. The Dean will be expected to lead the faculty and staff in creating and articulating a compelling and unified vision that leverages the College's existing strengths and identifies new opportunities to create synergies that lead to greater scholarly productivity, fundraising, grant acquisition, curricular innovation, entrepreneurship, and statewide service. As the College's most passionate champion, the Dean will play a key role in further strengthening the College's commitment to improving health and eliminating health disparities and health inequities in the local Denver community and amongst underserved populations regionally, within the state of Colorado, and across the globe, with specific attention to elevating the prominence of the Health Institute. The Dean will serve as a leading voice on innovative instructional and educational programming that will continue to provide faculty and students the opportunity to engage in research and creative scholarship to expand knowledge and understanding in the world.

In serving as a vital link between the University and community stakeholders, the Dean is also responsible for developing partnerships and advocating on behalf of its faculty and students as they work toward strengthening interdisciplinary efforts and partnerships within the University and with community partners (e.g., corporations, non-profit organizations, governmental agencies, etc.) within the region and the state of Colorado. In doing so, the Dean will advance the College's and University's reputation locally, regionally, and nationally through the relationships with these key stakeholders. With the incredible pace at which the health landscape and health education are changing, MSU Denver's Dean and the College of Health and Human Sciences are poised to serve as influential contributors in attaining a regional and national level of prominence in these fields.

The Dean will also be expected to provide decisive leadership that:

- Inspires, enhances, and expands scholarship and research productivity;
- Develops, recruits, retains, and supports faculty;
- Promotes and sustains teaching and advising excellence;
- Promotes successful and sustained departmental growth through mentorship of academic program leaders;
- Fosters an environment that enhances efforts to secure additional federal and private grant funding;
- Engages in development and fundraising activities to expand the donor base and increase philanthropic giving to the College;
- Strengthens relationships and creates opportunities for partnerships with alumni throughout the State and the nation;
- Promotes the unique mission of the College to internal and external stakeholders;
- Enhances the College's service and its efforts in addressing the healthcare needs of the populations within the Denver, the region, and the State of Colorado, including those in rural locales;
- Expands on the College's inter-professional and clinical efforts to identify and create new programs and opportunities for collaboration in research, education, and practice;
- Builds a collaborative culture and strengthens links to other units across the University.

### **Opportunities and Challenges**

The Dean will join MSU Denver at a crucial moment in its history. Embracing the Roadrunner spirit of entrepreneurship, the Dean must have the ability to set priorities, determine a plan to achieve them and communicate effectively with multiple constituencies to implement them effectively.

Specifically, the Dean will work collaboratively to espouse a vision for the new college, address the formation of a new college and associated structures, policies, procedures, guidelines, bylaws, etc., and advocate for the needs of the students and the University and communities it serves. The former College of Health and Applied Sciences is reorganizing its two primary divisions, applied sciences and health, into two separate colleges: the College of Aerospace, Computing, Engineering, and Design and the College of Health and Human Sciences, respectively. The guiding principle for reorganization has been to align with the vision and goals of MSU Denver's 2030 Strategic Plan in ways that support academic excellence, student achievement, and inclusivity and increase the University's profile in and impact on the community in our respective fields. Rife with committed and successful students, staff, and faculty, the new College of Health and Human Sciences will allow for a clear and coherent identity within the College. Ultimately, this will lead to more robust collaboration and nimbler

responses to industry and student needs. A Dean who is familiar with the disciplines aligned in the new College of Health and Human Sciences will allow the College to have an expert delegate to deepen and expand relationships with leaders in the University and community. The reorganization has broad support across the College and the offices of Communications and Marketing and Advancement claim the reorganization will support and further their efforts to inform and engage the community and external partners. Inspired by our colleagues in the School of Education, which has significantly increased its funding since moving from a department to an independent school, we are eager to pursue the profound opportunities this reorganization will provide.

### **Qualities and Characteristics**

MSU Denver seeks a Dean with exemplary academic achievements, together with strategic leadership ability; outstanding interpersonal, communication, and relationship-building skills; entrepreneurial spirit and high energy with the ability to serve as a visionary thinker; and a passion for the mission of the College and University. The successful candidate will be able to work effectively with a broad range of constituents, including senior leadership, faculty, students, staff, alumni, donors, and external partners.

The successful candidate must be able to recognize and act upon the unique characteristics of MSU Denver, its region, environment, and student populations. This individual will have a broad understanding of and be responsive to the competitive challenges, technological opportunities, and cutting-edge practices required for institutions and students to be successful in the rapidly changing academic and public health landscape.

Specifically, it is desired that the Dean possess the following experiences, abilities, and skills:

- An earned doctorate in one of the disciplines housed in the College or a closely related field from an accredited institution;
- Commitment to equity and inclusion;
- Experience with and commitment to working successfully with historically underrepresented and first-generation populations;
- A record of scholarly achievement commensurate with appointment as a full professor with tenure in one of the departments in the College;
- A record of distinguished research, teaching, and scholarly activities; administrative and/or leadership experience in a university setting;
- A demonstrated ability to lead and manage, including management of human and financial resources; the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance; the ability to function well as part of the campus leadership team;
- The ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision;
- The ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups;
- A record of success and ability in recruiting and retaining talented and diverse faculty;
- A deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action;
- The ability to inspire and support faculty to excel in teaching, research, and creative activities and to reward excellence in these areas;
- Demonstrated integrity and high ethical standards;
- Engagement with student success initiatives;

- Commitment to engaging with best practice initiatives in instruction and pedagogy, mentoring, and curriculum design and development;
- Deep knowledge and experience in addressing health, mental or behavioral health, or social or community services issues amongst underserved populations and environments;
- A track record of success in fundraising and securing private support from donors;
- A record of support of grant writing and grant management activities;
- A record of success in leading through innovative organizational change in a transparent and inclusive manner;
- Demonstrated success in fostering a healthy, collaborative culture;
- Experience working in a highly complex institutional environment and addressing diverse stakeholder needs across the organization.

### **Compensation**

It is anticipated that the salary for this position will range between \$200,000 to \$220,000.

### **Application Process**

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit: a current resume or curriculum vitae and a cover letter describing relevant experience and interest in the position. Nomination letters should include the name, position, address, and telephone number of the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted by email to:



**Alberto Pimentel, Managing Partner**  
**Robin Reyes, Senior Associate**  
 Email: [apsearch@spaexec.com](mailto:apsearch@spaexec.com)  
 Refer to code "MSUDenver-HHS" in subject line

SP&A Executive Search  
 6512 Painter Avenue  
 Whittier, CA 90601

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