

# University of La Verne

## Founding Dean, College of Health and Community Well-Being Position Profile

Aligned with its 2025 Strategic Vision, [\*Achieving Beyond Imagination\*](#), the University of La Verne announces a national search for its **Founding Dean of the College of Health and Community Well-Being**. The University seeks an experienced, dynamic, entrepreneurial and creative professional with a record of successful health science and community well-being leadership. In leading the development of the University of La Verne's newest academic college, the Founding Dean must bring a thorough understanding of social determinants of health, health disparities, community well-being, best practices in health science education, and possess the ability and experience in building successful relationships across University colleges/programs and throughout the region.

### **The College of Health and Community-Well Being**

Over the past four years, the University of La Verne has launched initiatives and academic programs designed to address the pressing need for improved health and well-being throughout Inland Southern California. Those initiatives include a master's degree program in physician assistant practice, a master's degree in athletic training, and the recent launch of the Randall Lewis Center for Well-Being and Research, which serves as a unique hub for teaching, research, community partnerships, and healthy lifestyle habits for students, employees, and the broader community. In May of 2020, the University of La Verne's Board of Trustees approved the creation of its newest College: the College of Health and Community Well-Being.

It is expected that the College of Health and Community Well-Being, under its Founding Dean, will strengthen and expand existing programs, create new offerings in health and community well-being professions, bring more visibility to the University through its programs, graduates, and vision, connect with Foundations and donors, and build health and well-being relationships, as appropriate, throughout the community.

Existing programs at the University of La Verne that will create the "first phase" of the new College include:

- Doctorate in Clinical Psychology (PsyD)
- Masters in Physician Assistant Practice (MS)
- Bachelors and Masters in Health Administration (BS & MHA)
- Masters in Psychology, Marriage and Family Therapy (MFT)
- Masters in Athletic Training (MSAT)
- Masters of Child Life (MS)
- Kinesiology (BS)
- Psychology (BS)

### ***College Vision***

The College of Health and Community Well-Being will be a regional leader, and national model, for high quality education to prepare and advance careers, research, and innovation in 21st century health and community wellbeing with an emphasis on addressing health inequities and

social determinants of health and increasing the pipeline for underrepresented minorities into health and community well-being professions.

### ***College Mission***

The College of Health and Community Well-Being will strengthen our region by educating diverse, highly competent and compassionate health professionals to meet the needs of 21st century health care and public health.

### ***College Ethos***

The guiding vision of the College of Health and Community Well-Being is to contribute significantly to the intellectual, social, and economic vitality of the region. To achieve this goal, the College of Health and Community Well-Being will model the core values of the University (ethical reasoning, diversity and inclusivity, lifelong learning, and civic and community engagement) in addressing health inequities and social determinants of health and community well-being. The College of Health and Community Well-Being stakeholders (faculty, staff, administrators, students, and strategic partners) seek to honor the following principles:

1. High-value Education
2. Holistic Learning
3. Inclusive Environment
4. Performance Excellence and Innovation

### **The University of La Verne**

Founded in 1891, 130 years old, and located in Inland Southern California, the University of La Verne is a comprehensive private, not-for-profit university offering a distinctive and relevant educational experience to a diverse population of traditional-age, adult, and graduate students, preparing them for successful careers. For the past 50 years, the University has been recognized as a pioneer in adult education, offering specialized programs for adult learners at the La Verne and regional campuses. The University is dedicated to the belief that a quality, values-based education enriches the human condition by engendering community engagement, scholarly accomplishment, and professionalism. The University's core values of lifelong learning, ethical decision making, civic and community engagement, and diversity and inclusion shape every graduates' commitment to enhancing their communities and their professions. Along with encouraging diversity and inclusion, the university focuses on the individual as evidenced in its student/faculty ratio of 15:1. Professors are personally engaged and committed to delivering an education that is experiential and centered on "theory to practice." All faculty and staff are committed to student achievement: academic, personal, and professional.

The University of La Verne serves more than 7,000 students through its 55 undergraduate programs, 19 master's degrees, four doctoral programs (including a juris doctorate), and eight credential programs across its four colleges: College of Arts and Sciences, LaFetra College of Education, College of Business and Public Management, and College of Law. The University delivers its educational programming on the La Verne Campus as well as online and across nine regional locations throughout Southern California. Of the 269 full-time faculty, mostly tenured or on the tenure track, 30% identify as persons within racial and/or ethnic underrepresented populations in higher education.

The University of La Verne is a proud Hispanic Serving Institution (HSI), with one of the largest numbers of Hispanic students of any private institution in California. Across all its colleges, the University of La Verne's traditional age and adult learners, 43% of whom are first-generation students, make the University one of the most diverse in the nation. The student demographic diversity reflects the population of Inland Southern California, with more than 63% declaring

themselves members of ethnic minority groups, including 54% Latino/Hispanic, 19% Caucasian, 6% Black or African American, 6% Asian American/Pacific Islander, 1% American Indian/Alaska Native, and 14% identifying as “other.” In addition, over half of the University’s traditional undergraduate students are eligible for Federal Scholarship Grants (designated for students with a total family income of fewer than \$50,000 per year) and more than 97% receive institutional financial aid annually. This year alone, the University awarded more than \$55 million in scholarships across the student body.

The mission of the University of La Verne is to offer a distinctive and relevant educational experience to a diverse population of traditional-age, adult, and graduate learners, preparing them for successful careers and a commitment to lifelong learning across the liberal arts and professional programs. A key emphasis of this mission is to make a quality education accessible to underserved populations regardless of financial means. U.S. News & World Report ranked the University of La Verne no. 7 in the country for social mobility and the no. 1 private university in California for social mobility. This recognition highlights the commitment and success of the university’s educational experience to advance social mobility for all of its students by enrolling and graduating the largest proportions of disadvantaged students. The University of La Verne is also among the best in California and 66th nationally in the Best Value Schools category. Overall, it ranked 136th among 391 institutions considered to be National Universities.

In 2014, the White House named the University of La Verne to the President’s Higher Education Community Service Honor Roll and designated the university among the top five institutions in the category of interfaith and community service. For more information about the University of La Verne, please visit <https://laverne.edu/>.

### **Position Summary**

Reporting to the Provost/Chief Academic Officer, the Founding Dean is the chief academic and executive officer of this College and is responsible for the College’s leadership, strategic, and fundraising initiatives. S/he is also responsible for managing the faculty and staff, fiscal resources, and physical facilities of the College. The Dean oversees the quality of the College’s academic programs and faculty and supports the faculty in creating a rewarding environment for education, research and scholarship, and service to the University and the community. The Founding Dean will be expected to lead faculty and staff in further integrating the academic and clinical missions of the College in a way that leverages existing strengths and identifies new opportunities to create synergies that lead to success.

The Dean will serve as a strong advocate for the College, its faculty, and its students to work toward strengthening interprofessional and interdisciplinary efforts within the University and other regional community partners. In addition, the Dean will also promote the visibility and reputation of the College both inside and outside the University through their interactions with a broad array of constituencies in order to advance the College and University’s reputation locally, regionally, and nationally. With the incredible pace at which the health care landscape and health education are changing, the University of La Verne’s Founding Dean and the new College are poised to serve as influential contributors in attaining a regional and national level of prominence in these fields.

The Founding Dean will also be expected to provide decisive leadership in the following areas:

- **Vision:** The Founding Dean will work with stakeholders to further the mission and vision of the college aligned with the University’s 2025 Strategic Vision as well as institutional mission, vision, and values.

- **Strategic Planning:** The Founding Dean will lead a strategic plan supporting the program and student growth and sustainability of the college aligned with the university's 2025 strategic plan.
- **Faculty Development:** The Founding Dean is responsible for recruitment, retention, and development efforts of faculty and staff in the college. Professional development and support efforts will align with institutional diversity, equity, and inclusion priorities.
- **Accreditation and Academic Integrity:** The Founding Dean will promote excellence in teaching while providing oversight of all programmatic accreditation actions within the College.
- **Interprofessional Education:** There is strong desire for cross-disciplinary experiences grounded in understanding of and commitment to addressing health disparities and determinants of health inequities and enhancing community well-being. The Founding Dean will champion cross-disciplinary and interprofessional educational experiences that support student learning and success.
- **Clinical Placements:** In order to give students the best opportunities for hands-on learning and career success The Founding Dean will develop new and existing relationships between the College and untapped health and well-being systems throughout Inland Southern California (Inland Empire and Los Angeles County regions).
- **New Programs:** The Founding Dean will inspire the development of distinctive health and community well-being programs that address regional needs. The Dean will work to create collaborative partnerships with external organizations that support growth and education of students in the College.
- **Resource Development:** The Founding Dean will provide leadership for the development of new resources and relationships that can advance the vision of the College. The Dean will work closely with the President and the Office of Advancement on fundraising for the College.
- **Fiscal Management:** The Founding Dean is responsible for the fiscal viability of the College and its programs including development, oversight, and management of the college and departmental budgets.
- **Advocacy:** The Founding Dean will serve as chief advocate for the College of Health and Community Well-Being in working collaboratively with the other deans, the provost and University administration, on behalf of faculty, staff, and students.
- **Cross Division Collaboration:** The Founding Dean will work closely with the other Deans, Vice President for Enrollment Management, the AVP for the Communications/Marketing, the Chief Financial Officer, and the VP for Advancement.

### **Opportunities and Challenges**

The University of La Verne is a dynamic and rapidly ascending institution. Building on the University's current momentum, the Founding Dean will take the helm of a College of Health and Community Well-Being whose future holds significant potential for growth and excellence. The Founding Dean will partner with La Verne's President and Provost in aligning the new College with the University's 2025 Strategic Vision, [\*Achieving Beyond Imagination\*](#), and will be in a position

to harness the new College's energy to drive innovation and inspire the creation of a culture that welcomes calculated risks, encourages strategic disruption, and embraces entrepreneurship with the ultimate goal of serving as a model for health education nationally.

In addition, as a University that is both a Hispanic Serving Institution and recognized by the Carnegie Foundation for its exceptional community engagement, the Founding Dean will benefit greatly from the University's deeply valued relationships within the community and throughout Southern California. Given the University's role and stature in the region, the Founding Dean will quickly become a highly visible and influential leader amongst the University of La Verne's constituencies. With this in mind, the Founding Dean has the potential to create an undeniable impact in the following areas:

- **Creating a Unified Vision** – As the Founding Dean, the successful placement will play a critical role in creating a bold, new vision for the future that will embrace entrepreneurship, innovation, and growth. The Founding Dean will steward the effective integration of the new College's academic units and foster a working environment dedicated to bringing together groups from different academic disciplines in support of a shared vision. As the College embarks upon its journey into the future, the Founding Dean will be in a position to bring stability, clarity, and forward-thinking as it endeavors to improve and protect the health of those who live in the region and beyond.
- **Building New Partnerships** – The Founding Dean will inherit an organization that is ready to identify new and enhance existing partnerships both internal and external to the College. The Founding Dean must be committed to communicating across university units and academic disciplines, as well as external healthcare and health-related partners, to develop new interprofessional and interdisciplinary opportunities for collaboration. In doing so, the Dean will contribute to the design, implementation, and evaluation of interprofessional education and interdisciplinary efforts as a means to effectively prepare students for the workplace and enhance the College's dedication to academic and professional excellence. Through their work, the Founding Dean will serve as the College's most ardent champion in support of advancing the quality of health care and public health within the region and showcasing the education, professional training, and career-readiness of current and future La Verne graduates.
- **Establishing and Increasing Visibility in the Region** – As Founding Dean, the successful placement will play a seminal role in establishing the new College's presence in the region and increasing its visibility and impact. In leveraging the University's existing reputation in the community, the Founding Dean will lead efforts to highlight its unique programs and strengths, capitalize on opportunities to define the College's unique value proposition to the community, and engage local community groups, regional healthcare and health-related organizations, and other key business and governmental leaders.
- **Increasing Research Productivity** – The Founding Dean will support the faculty's efforts to increase research and scholarly activity. In their role, the Dean will drive interdisciplinary and interprofessional dialog and partnerships amongst the College's academic units and beyond to ensure the continued growth of its research agenda and initiate new and exciting research activities. In serving as a passionate advocate charged with advancing the impact of the College in the communities it serves, the Founding Dean will lead efforts to establish new partnerships and secure funding opportunities with health-related agencies and organizations.

- **Student Recruitment and Enrollment Management** – The Founding Dean must ensure the growth, retention, and successful graduation, placement of graduates, and serve as a thought leader and advocate for student recruitment, success, retention, graduation and placement. Given the highly-competitive higher education environment and the demand for highly-trained healthcare and health-related professionals, the Dean must provide a clear vision and be a fervent voice for the College in fulfilling its mission to make a significant impact on the lives of students.
- **Developing New Revenue Streams** – In order to identify and develop new revenue streams for the College, the Founding Dean will work closely with the Office of Advancement and the President on fundraising efforts, work toward increasing grant writing across its academic units, and partner with College stakeholders to develop new programmatic offerings that support and expand the College’s existing portfolio. By focusing the College’s work in these areas, the Dean will create an environment that inspires creativity, encourages entrepreneurship, and strengthens the quality of service, reputation, and stature of the College’s programs and contributions locally, regionally, and nationally.

**Qualities and Characteristics**

The successful candidate must be able to recognize and act upon the University of La Verne’s unique characteristics, 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 health professions landscape.

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

- The ability to develop shared strategic goals and opportunities and identify effective collaborations to integrate programs and services internal and external to the College;
- The experience to lead change with the skills to consult and strategize to develop plans and the steadiness to implement such plans and measure desired outcomes.
- A commitment to academic quality, including outstanding teaching, scholarship, and service;
- The ability to effectively inspire and lead students, faculty, and chairs; the ability to work closely and build effective alliances with faculty in an environment of shared governance;
- An understanding and appreciation of experiential learning and its power to enhance student learning;
- A deep appreciation and understanding of the current issues and trends in the health care and public health arenas, including securing funding, and the associated challenges in developing new programs to answer these needs;
- The ability to deal with ambiguity and complexity;
- The ability to support the development of the highest level of faculty and student potential;
- A strong commitment to diversity, equity, inclusion, belonging, and social justice;
- The ability to be a consensus builder and make decisions in a timely manner;
- A commitment to interprofessional efforts and the identification and creation of opportunities for meaningful cross-curricular collaboration in research, education, and practice;
- The ability to grow the research enterprise, and a professional record of externally funded research and forming effective industry partnerships;

- Successful fundraising and grant writing experience;
- Respect and support for the University's traditions and goals.

### **Qualifications**

The University of La Verne seeks individuals who possess exemplary academic achievements, together with strategic leadership ability; outstanding interpersonal and communication skills; entrepreneurial spirit and high energy with the ability to serve as a visionary and strategic thinker; and a passion for the mission of the College and University. S/he 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 will bring many of the following skills and qualities:

- An earned terminal degree in a health or community well-being discipline and academic qualifications appropriate for appointment as a tenured Professor at the University of La Verne in one of the academic departments of the College;
- An experienced leader with at least five years of health profession and community well-being leadership;
- A professional with experience in strategic planning, accreditation, and development of new programs;
- An innovative, dynamic leader who can unite and inspire administrators, faculty, staff, community stakeholders, and students to achieve the mission and goals of the College while enhancing and building its culture;
- Experience with, and deep commitment to, working in diverse settings and supporting inclusive working and learning environments;
- A strong commitment to academic scholarship and excellence;
- Developed strategic planning skills, a strong knowledge of budgets, and the ability to prioritize College resources accordingly;
- Demonstrated experience in aligning academic and budgetary priorities and an aptitude for entrepreneurship;
- A record of substantial administrative achievement, with a proven ability to recruit and manage a faculty from diverse clinical and academic disciplines;
- Experience in and an appetite for fundraising; the ability to contribute to and collaborate with other divisions on the development efforts and other extramural funding activities, including strengthening alumni relations and building relationships with partners;
- Experience in faculty development and a proven track record for leadership in formulating, implementing and assessing academic policies, programs, and scholarly activities;
- A track record of engaging internal and external constituents, stakeholders, and community partners and a commitment to accessibility and visibility;
- Demonstrated experience in external and community relations and governmental advocacy to build strong and productive ties, propel the College's outreach efforts, and capitalize on the region's willingness to partner with the new College and the University of La Verne.

### **Application and Nomination Process**

The Search Committee will begin reviewing applications immediately and 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:



EXECUTIVE SEARCH

**Alberto Pimentel, Managing Partner**

**Emy Cruz, Partner**

**Sal Venegas Jr., Principal**

Email: [apsearch@spaexec.com](mailto:apsearch@spaexec.com)

Refer to code "ULaVerne-DeanHCWB" in the subject line

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