



UNIVERSITY OF CENTRAL FLORIDA

DEAN SEARCH: COLLEGE OF HEALTH PROFESSIONS AND SCIENCES



2024 SEARCH FOR THE DEAN OF THE COLLEGE OF HEALTH PROFESSIONS AND SCIENCES



ADVANCING WORLD-CLASS ACADEMIC EXCELLENCE AND INDUSTRY IMPACT

The [University of Central Florida \(UCF\)](#) invites entrepreneurial and collaborative health sciences champions to apply for the position of Dean of the [College of Health Professions and Sciences \(CHPS\)](#).

The Dean will provide an inspirational vision across the College's clinical, education, and research missions and build strong relationships throughout the academic health sciences center community and beyond.

The Dean will join a thriving and innovative community, redefining excellence in health professions and sciences to improve lives. Founded in 2018, CHPS has rapidly expanded to serve nearly 6,284 students across diverse programs in health sciences, physical therapy, kinesiology, athletic training, social work, and communication sciences and disorders. The College is home to three graduate programs ranked in the top 25% by *U.S. News & World Report* and is Florida's leading supplier of speech-language pathologists. As part of the [Academic Health Sciences Center](#), alongside the [College of Nursing](#), [College of Medicine](#), [UCF Student Health Services](#), and

[UCF Health](#), CHPS continues to emphasize and deepen its commitment to interprofessional education and collaborative practice to ensure students are prepared to serve on healthcare teams. CHPS students flourish through transformative initiatives like community health ambassadors, clinical shadowing, study abroad programs, and 850+ social work education field sites nationwide. With two cutting-edge [clinics](#) and the state-of-the-art [Rehabilitation Innovation Center](#) driving research, education, and care, CHPS is shaping the future of healthcare. Given this landscape, this is an opportunity for the successful candidate to lead, inspire, and play a pivotal role in shaping the next generation of the healthcare workforce and making a societal impact.

Ranked among America's most innovative universities by *U.S. News and World Report*, UCF is a major metropolitan research university dedicated to unleashing the potential of students from all backgrounds, providing a life-changing opportunity that fuels regional, state, and national economic prosperity. Home to 1,900 outstanding



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faculty, 11,000 dedicated staff, and more than 69,000 students, UCF is among the largest and most dynamic universities in the nation, and it leads all universities in Florida in conferring more than 18,000 degrees a year. Research, scholarship, and creative activities have rapidly increased quality and reputation across the university. The university has an operating budget of \$1.8 billion, and in fiscal year 2023, UCF researchers received just over \$217 million in funded research. The university is deeply committed to the success of students from all backgrounds. About half of UCF's undergraduates enter as transfers, many through the nationally acclaimed [DirectConnect to UCF](#) program. More than 20 percent of UCF undergraduates are the first in their families to attend college, and nearly half of the students are from underrepresented groups. UCF recently welcomed one of the most accomplished fall freshman classes in the history of the University, boasting average SAT and ACT scores of 1332 and 28.2, respectively, with 340 National Merit Scholars currently enrolled at the university. UCF was designated a Hispanic-Serving Institution (HSI) in 2019 and is among only 21 universities nationwide with the Carnegie Classification of Very High Research and the U.S. Department of Education designation as an HSI.

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is a forward-thinking and dynamic leader committed to fostering a thriving academic healthcare community. By championing a shared vision, the Dean will unite students, faculty, and staff around common goals, cultivating an environment of collaboration and innovation. The Dean must be dedicated to building relationships and enhancing programs that meet the evolving needs of education and research while developing resources to support growth and excellence. Through strategic initiatives, the Dean will drive an increase in research expenditures, positioning the institution as a leader in next-generation discoveries. Furthermore, they empower interprofessional education, forging multidisciplinary ties to prepare graduates for success in an interconnected healthcare workforce.

Isaacson, Miller, a national executive retained search firm, is assisting UCF with this recruitment. All inquiries, applications, and nominations for this opportunity should be directed to the search firm, as indicated at the end of this document.



THE UNIVERSITY OF CENTRAL FLORIDA

Founded in 1963, *U.S. News & World Report* recently ranked UCF as one of America's most innovative schools and a rising leader in social mobility. Since its founding, UCF has been committed to helping students from all walks of life earn a college degree. A recent \$40 million donation from MacKenzie Scott strengthens pathways to opportunity, equity, and positive social change. The university continues on its trajectory toward becoming the world's leading public metropolitan university and inspiring a better future for students and society.

UCF's main campus is 13 miles east of downtown Orlando and adjacent to one of the top research parks in the nation. The University also has an accredited College of Medicine in the Medical City at Lake Nona, a campus in downtown Orlando, the Rosen College Campus, and UCF Connect locations throughout Central Florida.

UCF and its 13 colleges offer 197 bachelor's and master's degrees and 26 doctoral programs. Students come from all 50 states and over 147 countries. UCF's dedication to [inclusive excellence](#) is guided by its five dimensions of decision-making: access and success; climate and intergroup relations; education and scholarship; infrastructure and investment; and community and partnership. With more than twenty years of experience and a strong faculty development program that have made the institution a leader in online teaching, most undergraduates take online and face-to-face courses. UCF recently welcomed one of the most accomplished fall freshman classes in the history of the University, boasting average SAT and ACT scores of 1332 and 28.2, respectively, with 340 National Merit Scholars currently enrolled at the university.

UCF'S STRATEGIC PLAN

UCF's strategic plan, *Unleashing Potential*, outlines an ambitious plan focused on priorities including improved student success and well-being, distinction in research and discovery, innovation and sustainability, and a healthy community culture. Top goals include achieving the designation of Florida Preeminence by the state, reaching a top 50 ranking as a public research university by 2027, and achieving a top 25 ranking by our 60th anniversary in 2033.

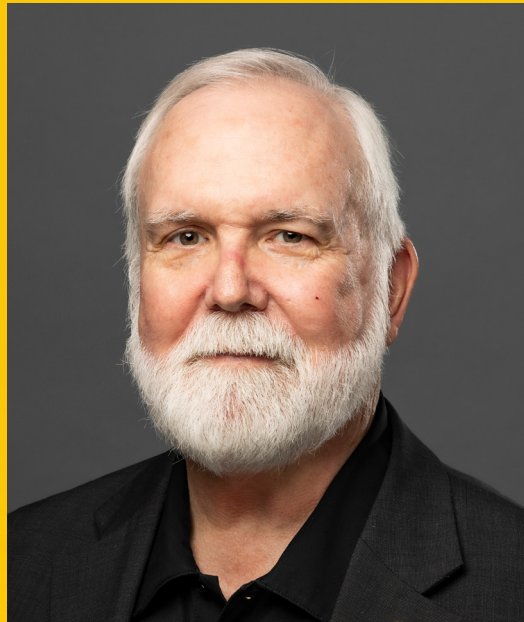


ALEXANDER N. CARTWRIGHT, PRESIDENT

Dr. Cartwright became UCF's sixth president in April 2020. Prior to joining UCF, Dr. Cartwright served as the chancellor of the University of Missouri with an appointment as a professor in the Electrical Engineering and Computer Science Department at the College of Engineering.

As a first-generation college student whose journey to higher education was not traditional, Dr. Cartwright understands and prioritizes the need to build successful outcomes for students from all backgrounds. Among his proudest accomplishments from his time at Missouri is the launch of the Missouri Land Grant program, a commitment to helping students who are Pell Grant eligible by covering their tuition and fees. He has since overseen the launch of programs designed to improve retention and graduation rates as well as post-graduation outcomes. Dr. Cartwright previously served as provost and executive vice chancellor of the State University of New York (SUNY) from September 2014 to July 2017. At SUNY, Dr. Cartwright oversaw a broad portfolio, including academic policy, enrollment management, and more. Dr. Cartwright holds a doctorate in electrical and computer engineering from the University of Iowa.





MICHAEL D. JOHNSON, PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

As the chief academic officer, Dr. Johnson leads UCF's academic programs and initiatives across the University. His responsibilities also include multiple campuses, research centers, and institutes. In addition, he manages UCF's academic operating budget in collaboration with the president's office, vice presidents, Deans, and other academic leaders.

Dr. Johnson joined UCF in 1990 and served from 2011 to 2020 as Dean of the College of Sciences, where he is also a professor in the Department of Physics. As dean, he concentrated on reducing barriers to student success in STEM gateway courses, launching Ph.D. programs, and strengthening research. He earned his Ph.D. in physics from the University of Virginia.



DEBORAH GERMAN, M.D., VICE PRESIDENT FOR HEALTH AFFAIRS AND FOUNDING DEAN OF THE COLLEGE OF MEDICINE

Dr. German was appointed Founding Dean of the University of Central Florida College of Medicine in December 2006. She also serves as UCF's Vice President for Health Affairs, leading an emerging UCF Academic Health Sciences Center that includes the Colleges of Health Professions and Sciences, Medicine and Nursing, and Student Health Services.





THE COLLEGE OF HEALTH PROFESSIONS AND SCIENCES

UCF's College of Health Professions and Sciences offers nationally recognized programs in health and wellness, supported by expert faculty committed to teaching innovations and impactful research. Through hands-on learning and interprofessional education, students gain in-demand healthcare skills and cultural competency while faculty deliver expert care to the community.

MISSION STATEMENT

Improve health and human performance through interprofessional and inclusive education, research, clinical practice, and service.

VISION STATEMENT

Expand our recognition as leaders in health education, research, clinical practice, and service.

STRATEGIC GOALS

Guided by the 2024 – 2028 College of Health Professions and Sciences (CHPS) Strategic Plan, the current strategic goals for the College of Health Professions and Sciences focus on:

1. Discovery and exploration in health and human performance
2. Student success and well-being
3. Clinical, community, and culture
4. Innovation and sustainability



ABOUT THE COLLEGE

At UCF, the College of Health Professions and Sciences (CHPS) is shaping the future of health and human performance with a blend of exceptional education, groundbreaking research, and community impact. [Health Sciences](#), one of UCF's most popular majors, draws students passionate about improving lives and advancing health and wellness.

UCF is in the top 10% of the country for health science. More specifically, it was ranked [#27 out of 366 schools](#) by *College Factual*. It is also ranked [#3 in Florida](#). The Department of Health Sciences offers one of UCF's most popular majors, with an enrollment of more than 2,900 undergraduate students. Its science-based, application-oriented health sciences curriculum attracts students with an interest in human health who plan to pursue careers in medicine, other health professions, clinical/behavioral health research, health and wellness promotion, and public health. The department's newest offering is a graduate program in Health Promotion and Behavioral Science launched in Fall 2024.

Within CHPS, the [School of Communication Sciences and Disorders](#) stands out as a national leader. Home to the largest undergraduate communication sciences program in the U.S., it plays a vital role in training the next generation of speech-language pathologists, making it the top supplier in Florida. Each year, students contribute 12,000 hours of clinical services, enriching the greater Orlando community with life-changing support. The graduate program is ranked among the top 25% nationally, reflecting its commitment to excellence and innovation.

The [School of Social Work](#) continues to elevate its impact, with its graduate program ranked among the best in the nation at No. 67 by *U.S. News & World Report*. This ranking positions the School in the top 25%, a testament to its dedication to preparing social work professionals who make meaningful contributions to their communities.

In the [School of Kinesiology and Rehabilitation Sciences](#), excellence is a hallmark. The doctor of physical therapy program ranks No. 41 nationally, placing it among the top 17% of programs. Boasting a 98% first-time pass rate on

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board certification for athletic training and a kinesiology doctoral program ranked 9th by the National Academy of Kinesiology, the school is a powerhouse of innovation and achievement. The [Institute of Exercise Physiology and Rehabilitation Science](#) is integral to the research enterprise of the School of Kinesiology and Rehabilitation Sciences. The institute supports mechanistic and translational research by faculty members and students in the school's [Division of Kinesiology](#), [Division of Physical Therapy](#), and [Athletic Training Program](#).

UCF's clinical services exemplify the university's commitment to community impact and experiential learning. The [Communication Disorders Clinic](#) delivers state-of-the-art care across the lifespan, helping toddlers find their first words and adults regain their voices after trauma. The [Physical Therapy Clinic](#), led by expert faculty, bridges academic excellence and patient care, serving as a training ground for future doctors of physical therapy while advancing cutting-edge clinical research.

Innovation thrives at the Rehabilitation Innovation Center, a hub that brings together researchers, clinicians, students, and private partners. This space fosters collaboration and discovery, incubating ideas that lead to improved health outcomes and new technological advancements in education and service delivery.

Beyond the classroom and clinic, CHPS is a vital resource for the broader community. The UCF [Center for Autism and Related Disabilities \(CARD\)](#) offers essential support to individuals with autism and their families. At the same time, the [FAAST Atlantic Region Demonstration Center](#) empowers individuals with access to assistive technologies, making independence and opportunity more attainable.

At the heart of CHPS is a mission to transform lives—not only through the programs it offers but through the daily impact it creates in the community and beyond. Whether through research, teaching, or clinical care, UCF is charting a bold path forward in health and human sciences.





THE ROLE OF THE DEAN

The Dean reports to the Provost and Executive Vice President for Academic Affairs. Clinical activities are developed with the Academic Health Sciences Center, headed by the Vice President of Health Affairs. The Dean serves on UCF's Deans Council, collaborating with the Provost, Deans, and senior leaders throughout the University to advance excellence in research and education.

The Dean provides strategic vision for and operational leadership of the College, conceiving and managing policy, programs, and resource allocation to achieve its mission. Building on a momentum of growth and achievement, the Dean sets the standard of intellectual engagement and accomplishment for CHPS, creating an environment and community that supports the College's faculty, research, students, and patient care. The Dean ensures that the College continues to provide academic programs of the highest quality and effectiveness, enhancing excellence through inclusive educational programs and faculty and student recruitment and retention; fostering interdisciplinary approaches; promoting educational, clinical, research, and professional development opportunities for a diverse student body; and expanding funded programs of national distinction. The Dean is responsible for the fiscal integrity of CHPS and provides leadership for fundraising and capital development programs. In addition, the Dean is the public voice for the college, communicating its goals, mission,

and initiatives within and beyond UCF; articulating its contributions in local, state, regional, national, and international arenas of health sciences; and promoting community-engaged scholarship, education, and clinical care in the diverse communities in and beyond Orlando.

The Dean manages an annual budget of approximately \$34M and oversees CHPS's 135 faculty, 95 staff, and nearly 6,300 students. **The following positions report directly to the Dean:**

- Associate Dean of Research
- Associate Dean of Faculty Excellence
- Associate Dean of Academic Affairs and Student Success
- Senior Associate Dean of Academic and Faculty Affairs
- Associate Dean of Clinical Affairs
- Director of the School of Communication Sciences and Disorders
- Director of the School of Kinesiology and Rehabilitation Sciences
- Chair of the Department of Health Sciences
- Director of the School of Social Work
- Finance/Budget Director
- Director of Communications and Marketing
- Executive Assistant
- Shared reporting structure: Director of Human Resources and Director of Advancement

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

The Dean will address the following opportunities and challenges:

CHAMPION A UNIFYING VISION THAT PROMOTES EXCELLENCE ACROSS CHPS'S EDUCATION, RESEARCH, AND CLINICAL MISSIONS.

The Dean will work with the CHPS community to define its unique identity, evaluate its current activities, and craft a forward-thinking plan that reflects CHPS's many strengths and commitment to serving the Orlando and Central Florida communities. The Dean will leverage their leadership experience and organizational development skills to align the college around this plan. It is essential that the Dean possess an entrepreneurial growth mindset and is both a strategic thinker and a doer. This leader will promote a positive community that celebrates student success, highlights faculty and staff accolades and accomplishments, and broadcasts excellence and achievement. CHPS has made significant progress in increasing its graduation rate which currently sits at mid-70%. As the University continues its pursuit of preeminence excellence, CHPS will play an important role in contributing to the UCF's education and research missions along with clinical services.

INCREASE RESEARCH EXPENDITURES.

The Dean will join a college highly committed to expanding its research mission. In FY 2024, CHPS received \$11.5M in external funding for sponsored activities, including \$5.2M million from the U.S. Department of Health and Human Services and the National Institutes of Health. Building upon CHPS's current research activity, the Dean will maintain and promote a strong culture of research and scholarship among the college's faculty in line with UCF's R1 Carnegie classification. The new Dean will nurture a supportive environment of discovery and scholarship among faculty, empower research activity across disciplines, secure and facilitate extramural

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funding, and promote new research programs. This will include providing mechanisms to support early career investigators in developing research programs, ensuring a strong mentoring system for junior faculty in their research efforts, strategic recruitment, and investment in the research enterprise. The Dean will identify opportunities for interdisciplinary collaboration with other colleges and schools within UCF, as well as with clinical partners and other external organizations.

NURTURE A CULTURE OF INTERDISCIPLINARITY AND ADVANCE THE DEVELOPMENT OF NEW ACADEMIC PROGRAMS.

The Dean will ensure that the education of the next generation of CHPS graduates reflects the intellectual gains of the best science, the needs of an evolving healthcare workforce, and the demands of a diverse population. Examples of newly developed programs include doctorate programs in social work and communication sciences disorders and a mobile health clinic. The College is eager to continue to increase its graduate program offerings. The Dean will have a talented and willing faculty and staff body motivated to support this work and activities that foster innovation, protect the well-being of faculty, professional staff, and students, and nurture a rich student experience.

LEAD, ENGAGE, AND INSPIRE MULTIDISCIPLINARY STUDENTS, FACULTY, AND STAFF.

The Dean will serve as an impartial model of collaborative, engaged, and transparent leadership for CHPS faculty, staff, and students, ensuring that all community members are equipped to work effectively as a single entity toward a common mission. To be successful, the Dean will have exceptional interpersonal and management skills, a passion for mentorship, and a commitment to ensuring a healthy work environment for faculty and professional staff at all levels. The Dean will embody a culture of respect, kindness, and approachability and drive the implementation of administrative systems that support sustainable growth.

CAREFULLY STEWARD EXISTING RESOURCES AND DEVELOP NEW REVENUE STREAMS.

The Dean will adeptly and creatively maximize current assets and seek ways to grow resources that are sustainable and in line with CHPS's goals. The Dean will





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have the knowledge and courage to deeply assess CHPS and make wise resource allocation decisions. With 82% of its funding from restricted government sources, the Dean will pursue new avenues to increase and diversify revenue streams, including novel educational offerings, relations with alumni, forging new partnerships, and philanthropy. There are opportunities to secure funding through corporations and foundations. The UCF enterprise is supported by the [Pegasus Partners Program](#), which provides the structure for building corporate partnerships.

STIMULATE COMMUNITY ENGAGEMENT AND CULTIVATE STRONG INTERNAL AND EXTERNAL RELATIONSHIPS.

As the key representative of the College, the Dean will be a visible, active, and engaged member of the UCF community, seeking opportunities to give voice to CHPS's unique contributions, deepen existing partnerships on campus, and shape university-level strategic planning and decision-making. The Dean will work closely with other Deans to build an outstanding interprofessional environment that supports collaborative educational, research, practice, and service efforts. Beyond campus, the Dean will work with industry, government, clinical, and community partners to develop robust, strategic, and mutually beneficial relationships to advance CHPS's mission.



QUALIFICATIONS AND EXPERIENCE

The next Dean of CHPS will be an empathetic, present, and connected leader with distinguished scholarly expertise meriting appointment at the rank of full professor. The successful candidate will bring the following skills and experiences:

- **ADVANCED EDUCATION:**

PhD in kinesiology, communication sciences and disorders, physical therapy, social work, health sciences, or a related field from a recognized accredited institution.

- **ADMINISTRATIVE EXPERIENCE:**

Experience in academic administration, such as dean, department chair, program director, or other administrative roles within a university. Demonstrated leadership in managing academic programs, budgets, and personnel.

- **TEACHING AND RESEARCH:**

A successful history of teaching, research, and publication with a deep understanding of the academic landscape and the needs of faculty and students.

- **LEADERSHIP AND MANAGEMENT:**

Strong leadership, organizational, and managerial skills needed to oversee various departments, manage

budgets, foster collaborations, and lead the college towards its goals.

- **COMMUNICATION AND INTERPERSONAL SKILLS:**

Excellent communication skills, including the ability to collaborate with diverse stakeholders, faculty, students, staff, alumni, and community members.

- **VISION AND STRATEGIC PLANNING:**

The ability to develop and implement a vision for the college, create strategic plans, and adapt to a changing educational landscape.

- **PARTNERSHIP AND FUNDRAISING ABILITIES:**

Capability and record of engaging with donors, alumni, industry partners, and government agencies to secure funding, grants, and resources for the college.

- **ETHICAL DECISION-MAKING SKILLS:**

Sound judgment, integrity, and the ability to make difficult decisions in a complex environment while considering the best interests of the college.

- **ADAPTABILITY AND INNOVATION:**

Proven background of being adaptable to change and innovative in implementing new educational methods and technologies.



APPLICATIONS, INQUIRIES, AND NOMINATIONS

As an equal opportunity/affirmative action employer, UCF encourages all qualified applicants to apply, including women, veterans, individuals with disabilities and members of traditionally underrepresented populations. UCF's Equal Opportunity Statement can be viewed at: <http://eeo.ucf.edu/documents/PresidentsStatement.pdf>.

As a Florida public university, UCF makes all application materials and selection procedures available to the public upon request. The State of Florida has a Public Meeting Law and a Public Records Law. All meetings of the Search Committee are publicly announced and conducted. All documents submitted to the Committee are treated as open materials with

the exception of evaluative documents specific to the performance of the faculty of the State University System of Florida. Please feel free to reach out to Isaacson, Miller with any questions before submitting a formal application.

ALL INQUIRIES, NOMINATIONS, AND RESUMES WITH COVER LETTERS SHOULD BE SENT ELECTRONICALLY TO:

Sean Farrell, Partner
Tiffany Weber, Managing Associate
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-central-florida-college-health-professions-and-sciences/dean>



UCF ACADEMIC HEALTH SCIENCES CENTER

The UCF [Academic Health Sciences Center \(AHSC\)](#) is a partnership that brings together health experts across the university to advance education, research, and patient care. This structure best supports leading-edge care for the Orlando community and advances clinical practices worldwide through high-impact education, innovative research, and advanced patient care. The AHSC was honored with the [Award for Institutional Excellence and Innovation in Interprofessional Education and Collaborative Health Care](#) by the Association of Schools Advancing Health Professions.

In addition to CHPS, the AHSC encompasses two other leading colleges:

- The [College of Medicine](#) delivers premier medical education, residency programs, and cutting-edge research through its M.D. program and the Burnett School of Biomedical Sciences.
- The [College of Nursing](#) is known for its leadership in producing highly skilled nurses equipped to meet the demands of modern healthcare.
- [UCF Health Student Health Services \(SHS\)](#) provides various primary and specialty care services to help keep students at their optimum health.

These colleges serve as the foundation for innovative education and research that prepares the next generation of healthcare professionals.

The AHSC is committed to advancing healthcare solutions through groundbreaking research. The [Burnett](#)

[School of Biomedical Sciences](#) focuses on pivotal areas such as cancer, cardiovascular health, neuroscience, and infectious disease. The [Rehabilitation Innovation Center](#) enhances research and education with state-of-the-art simulation technologies, enabling transformative advances in interprofessional collaboration, clinical practices, and healthcare outcomes. The [UCF Lake Nona Cancer Center](#) exemplifies the university's commitment to translational research, directly connecting scientific discovery to patient care.

UCF's clinical enterprises, including [UCF Health](#) (the faculty practice), the Communication Disorders Clinic, and the Physical Therapy Clinic, provide high-quality care to the community while creating immersive training opportunities for students. Through interprofessional education, the AHSC ensures that students across disciplines collaborate to develop the teamwork skills essential for integrated healthcare delivery.

The AHSC collaborates with leading healthcare systems, including AdventHealth, Orlando Health, Nemours Children's Hospital, HCA Healthcare, and the VA Medical Center – Lake Nona, to enhance clinical training, expand research opportunities, and improve patient outcomes. These partnerships bolster UCF's ability to address regional and global health challenges through innovation and service.



PRODUCED BY THE OFFICE OF THE PROVOST AND ACADEMIC AFFAIRS