



Associate Dean for Graduate Programs  
The University of Texas School of Public Health San Antonio  
San Antonio, Texas

## THE OPPORTUNITY

The University of Texas School of Public Health San Antonio seeks an innovative and collaborative leader to serve as the Associate Dean for Graduate Programs. Launched in 2022, the School of Public Health is a strategic collaboration of The University of Texas Health Science Center at San Antonio (UT Health San Antonio) and The University of Texas at San Antonio (UTSA). Proudly known as the “People’s School,” the School addresses the need for a dedicated school of public health to serve San Antonio, the seventh-largest city in the United States, Bexar County, and the broader 38-county service area within South Texas. The School seeks to become the regional steward to advance the health and well-being of those living in San Antonio, Bexar County, and South Texas. The School welcomed its first cohort of students last fall.

The Associate Dean for Graduate Programs will have the unique opportunity to contribute to the development of an exceptional school of public health with great community and institutional support. The School is built on partnership and well-positioned as UTSA and UT Health San Antonio merge into one institution. The merger was announced by the University of Texas System in August 2024 and will bring together these two large and accomplished institutions to create an integrated world-class academic research and academic medical center for San Antonio, Texas, the nation, and the world.

The Associate Dean will report to the School’s founding Dean, [Vasan Ramachandran, MD](#), and will collaborate with other associate deans and department chairs, especially regarding student academic progress and curriculum development, accreditation, and implementation. The Associate Dean for Graduate Programs will provide leadership, direction, and administrative oversight for graduate programs, academic affairs, and administration matters for the School. They will support the School’s vision to improve the health of all Texans as it advances solutions to public health challenges within its communities and builds a pipeline of public health professionals. The successful candidate will have a

demonstrated record of leadership in higher education, deep knowledge of public health programs and accreditation, and the skills required to oversee large and complex programs.

Isaacson, Miller, a national executive search firm, has been retained to assist in this search. All inquiries, nominations, and applications with cover letters should be submitted to the search firm as indicated at the end of this document.

## ROLE OF THE ASSOCIATE DEAN OF GRADUATE PROGRAMS

The Associate Dean for Graduate Programs provides leadership, direction, and administrative oversight for graduate programs, academic affairs, and administrative matters. This 12-month position requires teaching, interaction with, and support of current and prospective students, faculty, administrators, student workers, and other community members. As a member of the faculty, they will also provide classroom instruction, conduct scholarly activity, and provide service to the School and University. The successful candidate will have a demonstrated record of leadership in higher education and the skills required to oversee large and complex programs.

Responsibilities of the Associate Dean include, but are not limited to:

- Plans, designs, and implements the curriculum in accordance with accreditation standards while also engaging in the development of didactic instructional activities for graduate students.
- Applies accreditation standards across all programs, including preparing and submitting necessary documentation for program accreditation, reviews, and assessments.
- Develops, maintains, assesses, and refines processes, policies, and operating procedures per School and University policies.
- Monitors and evaluates program quality and outcomes for continuous improvement of graduate programs.
- Works collaboratively with the Admissions Office on student recruitment. This may include membership in professional organizations to aid student recruitment and expand bridge and pipeline program connections.
- Works with the University's Marketing & Communications Department to manage social media presence to meet established goals related to recruitment, sustainability, student experience, and alumni relations.
- Develops and maintains an evaluation process that includes students, faculty, administrative staff, alumni, and community members.
- Serves on the School's committees and attends all professional meetings related to job function.
- Counsels and assists students as needed. Serve as an advisor for students within the graduate programs and be available to all students for program guidance. Analyzes and improves processes aimed at maintaining/improving student experience and retention.
- Perform duties related to faculty and staff recruitment. Works cooperatively with the Department Chairs in recruiting and selecting faculty to teach in the graduate program.

- Participates in developing and implementing a strategic plan that includes graduate programs' accreditation, regulatory, instructional, and budgetary components.
- Works collaboratively with the Office for Research and Partnerships to foster partnerships with external organizations, employers, and other academic institutions to enhance graduate education and provide student opportunities.
- Maintains own program of scholarship, research, and/or practice.
- Serves as a designee representing the Dean as requested. Performs other duties as assigned by the Dean to serve as a role model for collaborative leadership.
- Prepares, evaluates, and reviews program documents, including the catalog, application forms, recruitment brochures, website, master class schedule, course outlines, and didactic and evaluation forms.
- Interacts with community members to further the mission of the School and enhance its community engagement activities.

## Qualifications and Characteristics

This position will hold a faculty rank as Associate Professor or Professor in the appropriate department as defined by the background of the selected candidate. In addition, the successful candidate will meet most, if not all, of the following criteria:

- An earned doctorate from an accredited academic institution.
- Graduate or terminal degree in one of the disciplines offered in the School or equivalent.
- Successful experience with CEPH accreditation procedures and processes.
- Demonstrated record in university-level teaching; record of scholarly, creative, and/or professional accomplishments that merit appointment with tenure as Associate Professor or Professor in one of the School's departments.
- At least five years of successful academic and administrative experience, including student academic administration and curricular administration, at or above the level of a department chair or its equivalent. Demonstrated experience in higher education administration, with a proven track record of leadership in graduate education.
- Demonstrated ability to lead teams and committees with a collaborative leadership style.
- Demonstrated record of achievement in working with students, faculty, staff, and administrators.
- Effective resource management skills (budget, personnel, facilities).
- Demonstrated ability to analyze, plan, and implement relevant and visionary programs and experiences for the School.

## THE UNIVERSITY OF TEXAS SCHOOL OF PUBLIC HEALTH SAN ANTONIO

The [University of Texas School of Public Health San Antonio](#) aims to improve human and planetary health and well-being both locally and globally through excellence in research, instruction and practice, and compassion.

The School of Public Health's community, research, and educational partnerships will enrich San Antonio's health care, public administration, and city planning economic sectors. Before its creation, San Antonio was the largest city in the U.S. without a school of public health. Because the demography of San Antonio illustrates what our nation will look like by 2050, San Antonio is an optimal setting for fostering and educating the region's future public health workforce.

The tripartite mission of the UT School of Public Health San Antonio is to provide:

- Education that is experiential and leverages local data.
- Research that addresses regional health needs and priorities.
- Service that counts for the local community.

The School seeks to:

- Educate and train the next generation of public health leaders to formulate and implement scalable solutions to advance the state of health and well-being of the planet, its populations, cities, and communities.
- Create an evidence-based educational experience to address public health challenges of the 21st century locally, regionally, and globally.
- Promote rigorous public health scholarship that leads to evidence-based solutions.
- Create an advanced, socially responsible, financially self-sufficient, state-of-the-art multiversity.

## Leadership

### Dean Vasan Ramachandran

Vasan Ramachandran, MD, a distinguished public health researcher from Boston University, was named founding dean of the University of Texas School of Public Health San Antonio in September 2022. Dean Ramachandran served on the faculty of the Boston University School of Medicine and School of Public Health for more than a quarter-century and as principal investigator of the Framingham Heart Study between 2014 and 2022.

Dean Ramachandran has also served since 2019 as one of the principal investigators for the Risk Underlying Rural Areas Longitudinal Study (RURAL) aimed at addressing critical gaps in the knowledge of heart and lung disorders in rural counties in the southeastern U.S. This study is of 4,600 individuals aged 25-64 from 10 rural counties in Southern Appalachia and the Mississippi Delta.

Most recently, Dean Ramachandran leads the Community Engagement for Building Capacity, Trust, and Ownership of Research (CONNECTOR) initiative. This initiative, funded by the American Heart Association (AHA) and the Robert Wood Johnson Foundation, is designed to advance research that benefits historically underrepresented communities.

Ramachandran is a well-funded and collaborative investigator. He has nearly 1200 publications, including many in prominent journals such as The New England Journal of Medicine, the Lancet, the Journal of the American College of Cardiology, the Journal of the American Medical Association, and Circulation.

## Academic Departments

The **Environmental and Occupational Health** department is dedicated to advancing environmental and occupational health, which encompasses the social, economic, and environmental conditions that influence people's well-being throughout their lives.

Academic focus areas within the department include:

- Community Engagement: Tailoring environmental and occupational health interventions to fit the specific contexts of South Texas.
- Crisis Response and Public Health Emergencies: Enhancing the region's capacity to respond effectively to natural disasters and public health crises.
- Interdisciplinary Research and Education: Offering hands-on experience and research opportunities to work with the community and real-world environmental and occupational health issues.
- Transformative Strategies for South Texas: Promoting environmental and occupational health education and training to build a skilled workforce dedicated to improving public health in South Texas.

The **Health, Behavior and Society** department is dedicated to creating healthy communities where all people in San Antonio and South Texas can live, learn, work, play, and age with well-being.

Academic focus areas within the department include:

- Maternal and Child Health: Developing preventive strategies to improve the health of mothers, infants, children, adolescents, and children with special health care needs.
- Health throughout the Life Cycle: Prevention and intervention at every stage of life to address the long-term consequences of biological, social, economic, and behavioral experiences that influence health and well-being.

- **Health Communication:** Developing strategies to promote effective communication between all people impacted by health decisions, behaviors, and policies.
- **Community engaged research:** Utilizing community engaged research approaches with community members, community organizations, local/regional health organizations, and coalitions to mobilize resources, influence change, and improve lives.

The **Health Policy and Health Services Administration** department is dedicated to supporting and enhancing community engagement, research, and education that advances public health by improving the delivery and outcomes of health care services. The department promotes initiatives to enhance access to care while focusing on person-centered outcomes and evidence-based policy development.

Academic focus areas within the department include:

- **Enhancing Access to Care:** Identifying and addressing barriers to medical care and creating solutions to overcome these barriers.
- **Person-Centered Outcomes:** Concentrating on health outcomes that matter most to patients, their families, and communities, such as quality of life, experience of care, and financial hardships related to healthcare.
- **Organizational Leadership:** Evaluating leadership practices, strategies, and effectiveness within healthcare organizations to enhance overall performance.
- **Policy Development:** Creating, analyzing, implementing, and sharing policies aimed at improving access to care, health outcomes, and the value of healthcare.

The **Quantitative and Qualitative Health Sciences** department is dedicated to promoting data-driven, community-centered research that addresses health challenges and supports local service initiatives.

Academic focus areas within the department include:

- **Data Literacy:** Equipping students with the skills to evaluate data quality, conduct appropriate analyses, and present data in a clear and accessible way for a wide range of audiences.
- **Community-Centered Approach:** Combining qualitative and quantitative data to ensure the voices and experiences of those affected by health challenges are heard and understood.
- **Promoting Health Access:** Focusing on identifying and reducing health gaps, particularly regarding the potential impact of emerging technologies like AI and machine learning, which may widen existing inequalities.
- **Local Service:** Partnering with the local community and surrounding region to address public health needs through research, collaboration, and education.

## Academic Programs

Current graduate program offerings through the School include [MPH specializations](#) and an [MD and MPH Dual Degree program](#). The Master of Public Health (MPH) degree program welcomed its first cohort of thirty-five students in August 2024. The School co-developed an innovative Doctor of Medicine/Master of Public Health (MD/MPH) dual-degree program in partnership with the Joe R. and Teresa Lozano Long School of Medicine and received its first cohort of seven medical students in the summer of 2025. Additional offerings, including doctoral degree programs and professional certifications, are in the planning stage.

Current and future academic programs will leverage the methods-to-research-to-practice and service continuum to conduct transdisciplinary, intersectional, multi-sectoral research. The program curriculum emphasizes experiential learning opportunities, offering the advantages of active engagement and hands-on experience with school and community partners. Students will develop skills in impactful scholarship to promote the discovery, dissemination, and application of evidence-based and scalable solutions and policies.

The School's collaborative academic programs will serve a wide population and build public health leaders who understand and are dedicated to finding positive interventions to mitigate the greatest public health challenges. Through its coursework, the School of Public Health provides a unique curriculum that integrates advanced health research. The curriculum incorporates locally relevant public health data to provide students with concrete, tangible applications of public health concepts and strategies. This approach ensures that students experience practical learning, engage in research relevant to the San Antonio and South Texas region, and participate in valuable service that meaningfully impacts the region's communities.

## Accreditation

The School is on a trajectory to achieve accreditation in the coming years from the Council on Education for Public Health (CEPH), the premier accreditation for schools of public health. The MPH program has approval from the Texas Higher Education Coordinating Board (THECB) and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-texas-school-public-health-san-antonio/associate-dean-graduate-programs>

Amy Segal, Partner  
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Isaacson, Miller

*UT Health San Antonio is an Equal Employment Opportunity/Affirmative Action Employer including protected veterans and persons with disabilities. All faculty appointments are designated as security sensitive positions.*



## APPENDIX

### UTSA & UT HEALTH SAN ANTONIO INTEGRATION: PATH TO A WORLD CLASS UNIVERSITY

The University of Texas Health Science Center at San Antonio is set to merge with The University of Texas at San Antonio (UTSA), pending approval by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Once approved, the merger will create one premier global university and the third-largest research university in Texas. The merger will join the academic, research, and clinical strengths of each university to deliver immense value to the community and further elevate the region's academic and research impact.

#### Why Integrate?

- **World Class Potential.** Together, this integration opens the path to becoming a premier institution with the characteristics of the very best members of the Association of American Universities.
- **Integrated Excellence.** UTSA's strengths in AI, data science, cybersecurity, and engineering, and UT Health San Antonio's strengths in biomedical education, research, and clinical care are highly complementary.
- **Institutional Synergy.** Integration will result in interdisciplinary synergies in research, broader educational opportunities for students, and enhanced faculty and staff career development.
- **Collective Impact.** The merged university will be the third largest research university in Texas, with a depth and breadth that rivals the nation's top institutions.

Find updated information, news and resources at the UTSA and UT Health San Antonio Integration site: [here](#).

### WHY SAN ANTONIO – A CITY OF PROGRESS

San Antonio, a thriving \$44.3 billion bioscience and healthcare hub, boasts a vibrant atmosphere, abundant year-round recreational options, and an affordable cost of living. Ranked the #10 Best City in the nation by *Travel + Leisure*, San Antonio is a city of eclectic and lively neighborhoods, each offering its own unique blend of culture, history, and community spirit. Home to the Spurs, the Alamo, the River Walk, and 1.5 million people, San Antonio is a rapidly growing city with a rich culture. It is ranked the 7th largest city in the country. It is also just a short trip away from Austin or the beach. San Antonio's cultural personality is unique; Mexican, European, Asian, African, and Western traditions blend to create something not found anywhere else in the country.

San Antonio offers an affordable housing market with a growing economy. With no income taxes in Texas, the cost of living relatively low. The city has a low unemployment rate with annual job growth of 3 percent. Despite its rapid expansion, traffic in San Antonio is modest compared to other cities in Texas.