



Dean, UNC Eshelman School of Pharmacy
University of North Carolina at Chapel Hill
Chapel Hill, North Carolina

THE SEARCH

The University of North Carolina at Chapel Hill (UNC-Chapel Hill) seeks a strategic, innovative, and collaborative leader to serve as the Dean of the [UNC Eshelman School of Pharmacy](#) (the School). Dedicated to its mission of preparing leaders and innovators to solve the world's most pressing health care challenges, the School is ranked the #1 school of pharmacy in the nation by *U.S. News and World Report* and is consistently ranked among the top schools of pharmacy in the world.

The School's reach is global as a leader in pharmacy and pharmaceutical sciences education, research, and practice. As the only public school of pharmacy in the state, the School has a substantial impact in North Carolina. Approximately 70% of alumni remain in the state, serving patients in their communities, delivering care to patients across the state, and conducting research in academic and industry settings that has led to clinical trials and patient impact. The School offers an undergraduate minor, PharmD, PhD and master's programs, a postgraduate community pharmacy residency program, and numerous post-doctoral fellowships. The School is also home to [Eshelman Innovation](#), which moves groundbreaking healthcare therapeutics and digital health ideas from concept to reality.

The dean will have the opportunity to lead in a transformational time in the School. The practice of pharmacy is expanding rapidly: curricula are adapting to the needs of learners and research across the drug development spectrum is necessary to address the mounting health challenges around the world. The School is well-positioned to continue to lead the field and shape the future of pharmacy and pharmaceutical sciences, and the next dean will advance a strategic plan that embraces innovation and impact across all aspects of the School's mission. The dean will balance the internal roles of managing a large and complex school of pharmacy with the external roles of engaging with partners across the campus, state, nation, and globe. The dean will have a relevant terminal degree, a record of exceptional leadership success, and evidence of scholarly and professional achievement.

The UNC Eshelman School of Pharmacy has retained Isaacson, Miller to assist with this important recruitment. Inquiries and nominations should be directed confidentially to Isaacson, Miller, as indicated at the end of this document.

THE UNC ESHELMAN SCHOOL OF PHARMACY

By any metric—whether overall reputation, external research funding, internal engagement, student and resident placement rates, or trainee outcomes—the UNC Eshelman School of Pharmacy consistently ranks as the leading school of pharmacy in the nation and is among the top pharmacy schools in the world. This level of excellence is the result of many factors, and the community within and around the School is notable for its innovative and collegial spirit, collaborative nature, and dedication to the School's WE CARE values. These values are:

- **Welcoming** – Creating an environment of inclusion and belonging
- **Equity** – Opportunity for all
- **Commitment** – Relentless passion for impact to society
- **Accountability** – Ownership and responsibility
- **Respect** – Appreciate and value others
- **Excellence** – Pre-eminence in everything we do

These values drive all the work happening at the School and are embodied by the 119 faculty, 174 staff, approximately 580 professional students, and 145 graduate students that comprise the School. The School contains divisions of [Chemical Biology and Medicinal Chemistry](#) (CBMC), [Pharmacoengineering and Molecular Pharmaceutics](#) (DPMP), [Pharmacotherapy and Experimental Therapeutics](#) (DPET), [Practice Advancement and Clinical Education](#) (PACE), and [Pharmaceutical Outcomes and Policy](#) (DPOP). The School offers numerous degree programs, including the Doctor of Pharmacy (PharmD program), two master's programs, a graduate program in pharmaceutical sciences (PhD program), a community pharmacy residency program, and numerous postdoctoral fellowships across its Chapel Hill and Asheville campuses. Faculty conducted over \$90 million in externally funded research in 2023, and the School oversees Eshelman Innovation, which catalyzes the translation of academic research into products and services that impact patient health.

For more on UNC-Chapel Hill and the UNC Eshelman School of Pharmacy, please see the Appendix at the end of this document.

ROLE OF THE DEAN

Reporting to the Executive Vice Chancellor and Provost, the dean is the School's Chief Executive and Academic Officer and will provide academic, intellectual, and administrative leadership to the School. The dean leads the effort in creating a vision and advancing the mission of the School, with responsibility for the academic and research enterprise, advancement and development functions, personnel, general administration and management, compliance and risk management, and budget. The appointment is reviewed every five years.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

To promote a successful future for the UNC Eshelman School of Pharmacy, the next dean will address the following key opportunities and challenges:

Craft an innovative strategic vision for the School

The next dean will join a community energized by a shared commitment to excellence and the bold pursuit of innovation across all areas of the School. One of the next dean's challenges will be to prioritize, resource, and de-risk a wide array of promising ideas, while carefully considering their potential impact on the School, the state, and national and global health. With a recently completed strategic planning process, the School will look to the new dean to define and execute a vision for the School aligned with the goals and needs of the state, University, and School. The role offers rich opportunities for collaboration—across the UNC system, with pharmacy providers and organizations statewide, with academic partners around the world, and with industry leaders—positioning the dean to shape both the future of the School and the broader field of pharmacy and pharmaceutical sciences.

Support the education and development of learners in the School

The mission of the School is to prepare the next generation of leaders in pharmacy and pharmaceutical science to solve the world's most pressing health care challenges across a wide range of domains and career paths. As career options continue to expand for graduates of the training programs, the dean must remain attuned to the evolving needs of learners. The dean will champion a curriculum rooted in practical experience and work to expand opportunities for exposure to a wide array of professional settings throughout the state, nation, and globe. Importantly, the dean must foster an environment that values all career trajectories. The dean will support programs that provide mentorship, networking, and skill development to prepare students for careers across healthcare, academia, industry, and public service.

Continue the development of innovative research

The School is a national leader in research, consistently ranking in the top two highest-funded schools of pharmacy for over a decade. The growth of the research enterprise within the School is unmatched, and the depth and breadth of research spanning drug discovery and development, health outcomes and policy, and education provides the opportunity to advance health nationally and internationally. The next dean will recognize the importance of a broad research portfolio and support the development of existing and emerging projects. In today's uncertain funding climate, the dean will also encourage diversifying funding sources, engaging foundations, industry partners, and other potential supporters to sustain and expand the School's robust research footprint. Opportunities for collaboration across the UNC system, with industry colleagues, and with partners across the state and around the world will further amplify the School's research impact.

Advance the School's impact across the state

The UNC Eshelman School of Pharmacy is the only school of pharmacy within a public university in North Carolina and is dedicated to serving the entire state. This mission is embraced by the entire community, and the next dean will similarly embody the goal of advancing health across North Carolina. With campuses in Chapel Hill and Asheville, the School has developed distinctive training programs tailored to the needs of each region and is actively expanding its presence in Eastern North Carolina through partnerships with local providers. The School partnered with Carolina Across 100 to launch the [Rural Pharmacy Health Initiative](#), which is designed to grow the rural health care workforce and expand upon team-based and collaborative health care innovations. The next dean will support these existing efforts and champion new innovative initiatives to impact the state.

Engage with partners across the state

Collaboration and partnership are at the heart of the School's success, and the next dean will embrace the vital external-facing work of the dean. While wearing many hats, the dean serves first and foremost as spokesperson and advocate for the School, highlighting the numerous accomplishments and impact of the School's faculty, staff, students, and alumni. Building and nurturing relationships with alumni, leaders in pharmacy practice and industry, and supporters of the School's mission will be essential, as will identifying mutually beneficial initiatives and projects. With the School well-positioned to drive advancements in pharmacy practice, the dean will also play a key role in educating organizations and policymakers about the evolving opportunities in the field; these efforts are key to ensuring that North Carolina remains a national leader in pharmacy innovation and impact.

Maintain a culture of excellence, collegiality, and collaboration

The UNC Eshelman School of Pharmacy community is united in its dedication to serving the state, advancing health through research and education, and further integrating pharmacy into health care teams. This commitment to the mission is matched by the drive for innovation across all realms of the School. The combination of mission and drive has fostered a culture that values excellence and collaboration, and an unmatched support for colleagues regardless of where their passion lies. The next dean will recognize and value the culture of the School, embodying the missions and qualities of the community.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will have a terminal degree, a record of exceptional leadership success, and evidence of scholarly, professional, or creative achievement. Extensive experience in pharmacy professional and graduate program administration and executive leadership, progressive academic leadership experience, a strong track record of independently-funded scholarship, and a demonstrated record of fostering excellence in research, teaching, and service are required. Other preferred qualifications, competencies, and experiences include:

- Former experience in a pharmacy school administrative role.
- Ability to think strategically and build effective institutional partnerships.
- Demonstrated administrative experience, a high standard of professional integrity, and strong team-building skills.
- Ability to articulate effectively the School's vision and mission to the students, faculty, alumni, practitioners, external funding agencies, and other decision-making bodies.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of applications (CV and cover letter) will begin immediately and continue until the completion of the search process. Inquiries, nominations, and referrals should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-north-carolina-chapel-hill-eshelman-school-pharmacy/dean>

Amy Segal, Partner
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The University is an equal opportunity employer and welcomes all to apply without regard to age, color, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, or sexual orientation. We encourage all qualified applicants to apply, including protected veterans and individuals with disabilities.

APPENDIX

ABOUT THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

The [University of North Carolina at Chapel Hill](#) is one of the nation's top-ranked public universities and one of the world's premier global research universities. The university serves its home state and beyond through an unwavering commitment to excellence in teaching, research, and public service. UNC-Chapel Hill consistently ranks among the world's best institutions in academic quality, research, access, engagement, and global presence. Through the efforts of its exceptional faculty and staff, and with generous support from North Carolina's citizens, the University invests its knowledge and resources to enhance access to learning and to foster the success and prosperity of each rising generation. With *lux, libertas* (light and liberty) as its founding principles, the University has charted a bold course to improve society and solve the world's greatest problems.

Today, UNC-Chapel Hill consists of 15 schools and one college. UNC-Chapel Hill is home to more than 20,000 undergraduate and 11,000 graduate and professional students. The University offers 79 bachelors, 159 masters, 85 doctoral, and seven professional degree programs. The University employs over 4,000 faculty and 10,000 staff members. UNC-Chapel Hill's faculty are leaders in some of the world's most prestigious academies and professional organizations, including Nobel Laureates, MacArthur Genius Grant honorees, and Fulbright Scholars. UNC-Chapel Hill also maintains an exceptional record in federally funded research, ranking 9th among research universities and attracting over \$1.5 billion in globally focused research funding annually. UNC-Chapel Hill is ranked 5th among U.S. public universities by *U.S. News and World Report 2025*.

THE HEALTH SCIENCES AT THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

The University of North Carolina at Chapel Hill maintains a strong core of health sciences schools that look to improve equity and access to healthcare and health services to the state's, nation's, and world's most underserved and vulnerable populations. Carolina's health science schools include the Adams School of Dentistry, Gillings School of Global Public Health, School of Medicine, School of Nursing, School of Social Work, and the Eshelman School of Pharmacy. Because all are within close physical proximity of each other, collaboration between the health sciences schools is not only possible, but embedded in the culture. The University prides itself on a uniquely high level of partnership across schools in the health sciences and throughout the institution more broadly.

THE UNC ESHELMAN SCHOOL OF PHARMACY

The School occupies space across four buildings at UNC-Chapel Hill and two buildings at the regional campus in Asheville. Students are able to select either the Chapel Hill or Asheville campus for the entirety of their PharmD experience, with Chapel Hill offering opportunities for benchtop and translational research and industry experience, and Asheville having a larger focus on ambulatory care, population health, and additional interprofessional education experiences through its partnership with [Mountain](#)

[Area Health Education Center](#) (MAHEC). The School is also expanding its presence in Eastern North Carolina, with the Eastern NC Advisory Board providing strategic guidance to establish community-based partnerships to enhance the School's presence and impact across the region.

The School has partnered with two other global leaders in Pharmacy, University College London School of Pharmacy and Monash University Faculty of Pharmacy and Pharmaceutical Sciences, to form the [PharmAlliance](#). PharmAlliance was set up to address global challenges in the field, leveraging the unique strengths of the three institutions to transform education, practice, and research worldwide. These collaborations have led to more than 45 grants and 130 publications.

The School has a budget of \$78 million, with a \$140 million endowment supporting 17 distinguished professors and the highest number of PharmD students on scholarships in the nation. Revenue sources include research grants from multiple sources, tuition, and state appropriations. UNC-Chapel Hill will be embarking on a new fundraising campaign, and the success of the School will be highlighted in this endeavor.

EDUCATION

The School offers an undergraduate minor, graduate and professional degree programs, a community pharmacy residency program, and postdoctoral fellowships. The depth and breadth of the educational experience is notable, with trainees well equipped for careers across health care, industry, academia, the public sector, and other roles.

The School operates an umbrella [PhD in Pharmaceutical Sciences](#) graduate program with four concentration areas that align with the School's academic divisions: chemical biology and medicinal chemistry, pharmacoengineering and molecular pharmaceuticals, pharmacotherapy and experimental therapeutics, and pharmaceutical outcomes and policy. The program enrolls approximately 20 students each year.

The School offers master's degrees in Pharmaceutical Sciences (with a specialization in health system pharmacy administration) and a Master of Professional Science in Regulatory Science program.

The [PharmD program](#) admits approximately 150 students each year into the program. Students complete their education at either Chapel Hill or Asheville, and students are able to enroll in dual-degree programs, including PharmD – MBA and PharmD – MPH. The program boasts a four-year graduation rate above 90% (and often higher) and a withdrawal rate of less than 2%. In 2024, students at the school had a NAPLEX first-time pass rate of 93%, 15% points higher than the national average, and an MPJE Pass Rate of 98%, 20% points higher than the national average.

The School offers a post-PharmD community pharmacy residency program as well as numerous postdoctoral fellowship opportunities sponsored by industry, NIH, and individual faculty research programs.

RESEARCH

The research enterprise at the School is world-renowned, with expertise across drug discovery, development, delivery and optimization, practice advancement, and health outcomes and policy. The School has a strong portfolio across the drug development pipeline, with basic science research programs focused on drug discovery and delivery, and translational research programs focused on drug optimization. The School's research on outcomes and policy considers individual, practice, and system level outcomes. Research on pharmacy practice includes scholarship on education and care delivery. Funded research more than doubled from 2020 to 2023, with NIH funding at more than \$71 million and total external grant funding surpassing \$92 million for 2023.

The School has dedicated research centers and consortia, including the [Center for Integrative Chemical Biology and Drug Discovery](#), the [Center for Nanotechnology in Drug Delivery](#), the [Center for Innovative Pharmacy Education and Research](#), the [Triangle Center for Excellence in Regulatory Science and Innovation](#) (Triangle CERSI), and the [Structural Genomics Consortium](#). The School oversees core facilities including the Center for AIDS Research, Clinical Pharmacology and Analytical Chemistry Core, CRISPR Screening Facility, Nanomedicines Characterization Core Facility, NMR Facility, Pharmacometrics Core Facility, Quantitative Targeted Absolute Proteomics Core, Screening Live Cancer Explants Core, Translational Nanoformulation Laboratory, and the Advanced Translational Pharmacology and Analytical Chemistry Core Lab.

ESHELMAN INNOVATION

Recognizing the impactful research happening at UNC-Chapel Hill and the School, Eshelman Innovation was created to catalyze academic research into groundbreaking products and services. One aspect of Eshelman Innovation is the Therapeutics Accelerator, which de-risks innovations and moves projects from discovery to preclinical and early development studies. Eshelman Innovation Venture Studio is a public-private partnership that supports digital health initiatives, assisting with software development, startup launches, and providing continued support for the company's growth. Since its inception in 2015, Eshelman Innovation has funded 189 projects, which have generated more than \$250 million in follow-on funding.