



**Chair, Health Services Administration**  
**The University of Alabama at Birmingham**  
*Birmingham, Alabama*

The University of Alabama at Birmingham (UAB) School of Health Professions (SHP) welcomes applications and nominations for the position of Chair, Department of Health Services Administration (HSA). The chair will join the School's leadership team in a period of growth and momentum.

The Chair of the HSA Department will report directly to the Dean, lead a team over 36 faculty members, and oversee a \$11 million annual budget. The successful candidate for Chair of HSA will be a visionary leader focused on fostering excellence in all dimensions of the Department and its seven degree programs and four graduate certificate programs. They will work with SHP leadership, including the four other Department chairs, the Dean, and the cabinet of associate deans, program directors, institute leaders, faculty, and staff to achieve departmental goals and contribute to the overall success of the School.

The School of Health Professions, one of six schools that comprise the world-renowned UAB Academic Health Center, is one of the largest health professions schools in the nation and a gem in the crown of UAB. With more than 2,800 students and over 20 degree programs, the School serves students in bachelor's, master's, and doctoral programs in the fields of clinical and diagnostic sciences, health services administration, nutrition sciences, occupational therapy, and physical therapy. The school's faculty have more NIH funding than any other school of its type in the country. In 2021, the total research funding was over \$20M, which placed it in the top two schools of health professions for five decades. Every program that is required to be accredited by a respective agency holds accreditation. Every program that *can* be ranked by U.S. News and World Reports is indeed ranked, *including the HSA Department's Master of Science in Health Administration (MSHA) program, which is ranked number one in the nation and is the highest ranked program at the University.*

Known for its innovative and interdisciplinary approach to education at both the graduate and undergraduate levels, the University of Alabama at Birmingham is an internationally renowned research university and academic medical center and the state of Alabama's largest employer. With this as a backdrop, the SHP is the fastest growing school at UAB with plans to continue thoughtful expansion and designed growth over the next five years.

The University of Alabama at Birmingham School of Health Professions has retained Isaacson, Miller, a national executive search firm, to assist with this search. Confidential inquiries, nominations and applications may be directed to the firm as indicated at the end of this document.

## **UAB**

The University of Alabama at Birmingham traces its roots to the 1859 founding of the Medical College of Alabama and the 1936 opening of the Birmingham Extension Center of the University of Alabama. In 1945 the University's Medical Center was founded in Birmingham, and in November of 1966, the Extension Center and the Medical Center were administratively merged to form the "University of Alabama in Birmingham," an organizational component of the University of Alabama (in Tuscaloosa). In 1969 UAB became an independent institution, one of the autonomous universities within the newly created three-campus University of Alabama System.

Today, UAB is a comprehensive urban university with a nationally recognized academic health center. Approximately 22,500 students call UAB home at any given time. UAB is the only public, four-year degree granting university in the state's largest metropolitan area and is the region's largest employer. UAB serves as the biomedical university for the state; its impact in the health sciences reaches far beyond the region and country. Its strengths in the health sciences are remarkable; schools of medicine, health professions, dentistry, optometry, nursing, and public health are co-located in downtown Birmingham. Schools of engineering, business, education, and arts and sciences are also on the same campus and offer further opportunity for collaboration.

At over 23,000 employees, UAB and its affiliated health system is the largest single employer in the state. Forbes named UAB its best large employer in America for 2021 as well as America's best employer for diversity. UAB is ranked the number one Young University in the US and in the top 12 worldwide in *Times Higher Education World University Rankings*, 2019 Young University Rankings. UAB closely ties knowledge generation to the intellectual, cultural, social, and economic benefit of its city, state and beyond. UAB ranks 31<sup>st</sup> in federal funding (based on 2018 figures) and is ranked 15<sup>th</sup> among public universities. A Carnegie-classified R1 "Very High Research Activity" university, UAB's research program is second to none in the state.

The campus is in the heart of downtown Birmingham, a city that has enjoyed an epic revitalization in recent years, with the advent of numerous residential, sporting, music, and outdoor entertainment developments. The Summit serves as a creative hub of style and taste for Birmingham with food, fashion, and special events. In addition, two professional and minor league sports teams settled in the city in the past decade, along with the newly formed United States Football League which will have their inaugural season in 2022. It is also a foodie town; a recent James Beard Foundation award-winning bar and grill and many other southern restaurants about which food critics are raving join a burgeoning craft brewery scene.

### **The UAB School of Health Professions**

Founded in 1969 by the Alabama State Legislature, the UAB School of Health Professions had an original intention to prepare health care professionals for service in medically underserved areas of Alabama and assuring consistent academic and clinical training in a medical center setting. Today, the school embodies a broader mission of research, education, and service, and its 16,000 alumni serve Alabama but also far beyond, meeting healthcare needs across the nation.

The SHP of 2022 offers a wide array of programs designed to train students in preparation for a 21<sup>st</sup> century health care environment. A talented group of chairs lead its five departments: clinical and diagnostic sciences, health services administration, nutrition sciences, occupational therapy, and physical therapy. The

School offers one of UAB's largest undergraduate majors, biomedical sciences, in addition to a healthcare management major, along with a new biobehavioral nutrition and wellness major. SHP is home to several centers and institutes, including Nutrition Obesity Research Center (NORC), Diabetes Research Center (DRC) and Center of Excellence in Disability Health and Rehabilitation Science (CEDHARS).

The School's faculty have more NIH funding than any other school of its type in the country and, in 2021, the school's total research funding was over \$20 million. SHP also enjoys an innovative research partnership in rehabilitative science with the Lakeshore Foundation, a Birmingham-based philanthropic foundation focused on rehabilitation healthcare with over \$80M in assets. To date, the UAB/Lakeshore Research Collaborative has led to over \$50M in grants and economic impact.

As mentioned above, the School of Health Professions is the fastest growing school at UAB. There are plans to continue that growth—thoughtfully and intentionally—over the next five years. This trajectory is outlined in the SHP's recently completed strategic plan, [\*\*\*SHP Strategic Growth: 2022 – 2026\*\*\*](#), in which the school has identified four priority areas for strategic focus: (1) Clinical Enterprise; (2) Community Engagement; (3) Education; and (4) Research.

### **School Leadership**

Andrew J. Butler, MPT, MBA, PhD, became dean of UAB School of Health Professions in July 2019. Under his leadership, the school has seen many exciting achievements. A record enrollment of 2,629 students (1,270 at the bachelor level and 1,359 at the graduate level) has been reached; 29 new scholarships and awards for students have been established; six new degrees and graduate certificates have been developed (including a first-of-its-kind B.S. in Biobehavioral Nutrition and Wellness); the growth of research funding has been extended to more than \$21M with 126 awards and 19 sub-awards in 2020; and the new strategic plan has been designed and launched.

### **The Department of Health Services Administration**

The UAB Department of Health Services Administration was originally founded in 1965, before the formalization of UAB as an independent institution. It was created as the School of Health Services Administration, and the organization saw its first three graduates complete the requirements for the Master of Science in Hospital Administration degree the next year. Since that time the School of Health Services Administration has grown into the School of Health Professions and expanded its offerings, while health services administration remains a strong and leading department with a diverse set of programs itself.

The HSA Department seeks to improve the practice of health administration by developing and sharing knowledge about the organization, financing, and delivery of health services and about the information systems needed for effective and efficient delivery of health services. They embrace their mission to *develop leaders to shape tomorrow's health and health care*, and work continuously toward their vision to be recognized as the global health leader in health services administration and research. The department is completing its strategic planning process and has identified four pillars to support continued growth: develop and sustain strategic partnerships to support research and consulting; grow and enhance engagement with alumni and stakeholders in support of teaching, research, and service; improve and innovate educational programs; expand the department's global reach; develop and implement inclusive excellence in health services education and research.

### ***Academic Programs***

The UAB Department of Health Services Administration includes several top-ranked programs ranging from bachelor's to doctoral studies, as well as a variety of continuing education opportunities for health services executives through its Center for Healthcare Management and Leadership, and the Center for Health Informatics for Patient Safety/Quality. Several of the programs are the only one of their kind in the state, first of their kind in the nation, and ranked in the top ten in the nation. The Master's of Science in Health Administration (MSHA) program is ranked number one in the nation by *U.S. News and World Report*. All of the department's programs are taught by renowned scholars leading in their respective fields.

The Department's academic programs include the following:

- Doctorate (PhD) in Health Services Administration
- Executive Doctor of Science (DSc) in Healthcare Leadership
- Master of Science in Health Administration (MSHA)
  - Residential and Executive options
- Master of Science in Health Informatics (MSHI)
- Master of Science in Healthcare Quality and Safety (MSHQS)
- Master of Science in Healthcare Simulation (MSHS)
- Bachelor of Science in Healthcare Management
  - Fast-track BS in Healthcare Management to OTD in Occupational Therapy
  - Fast-track BS in Healthcare Management to MS in Health Informatics
  - Fast-track BS in Healthcare Management to MS in Healthcare Quality and Safety
- Graduate Certificate in Clinical Informatics
- Graduate Certificate in Healthcare Quality & Safety
- Graduate Certificate in Applications Mixed Methods Research.
- Graduate Certificate in Healthcare Leadership

A few other superlatives of note: The School of Health Professions boasts a 93% retention rate; students in HCM program complete an internship and many go on to graduate school; the graduate programs in Health Informatics and Healthcare Quality & Safety are the only programs of their kind in Alabama; the MSHQS recently became one of two programs in the country to be accredited by the Commission on Accreditation of Healthcare Management Education; the online Master of Science in Healthcare Simulation program is one of only three in the country; and students from the MSHA and MSHI program routinely win or place in national case competitions. The PhD program has 40 active students.

The department recently developed graduate certificate programs in Healthcare Leadership and Mixed Methods Research; and has developed (and is continuing to develop) educational opportunities overseas. The department has sponsored the UAB National Symposium for Healthcare Executives for 40 years and annually hosts a national Case Competition for MSHA programs.

The department is home to 36 primary faculty members, dedicated to teaching innovations and research partnerships. With a current enrollment of over 800 students, the department has a solid fiscal foundation and has one of the nation's most successful and dedicated alumni groups.

### ***Research and Scholarly Activities***

Departmental faculty actively engage in research and other scholarly endeavors. Faculty conduct research in the following areas: disparities in health care and outcomes of care, health care organizations and strategy, long-term care, health care worker wellness, clinical-decision support applications, disability and health; implementation science and learning health systems, and using machine-learning to solve health system throughput problems, among other topics. Faculty receive funding from a variety of sources including AHRQ, NIH, HRSA, PCORI, the National Institute on Disability, Independent Living, and Rehabilitation Research, the Arthritis Foundation, the Alabama Department of Mental Health, the Alabama Department of Public Health, Alabama Medicaid, the Jefferson County Department of Public Health, and the UAB Health System. Last year, research funding in the department reached approximately \$2 million.

### **Role of the Chair of Health Services Administration**

The Chair of Health Administration ensures the long-term viability, growth, and quality of the Department's programs by overseeing all administrative responsibilities and providing academic leadership for teaching, service, and scholarly activities.

Reporting to the Dean of the School of Health Professions, they will be expected to facilitate effective communication throughout the Department, manage and acquire resources, develop strategies to increase enrollment, promote diversity, equity and inclusion, ensure the quality of the education is maintained, and actively participate in faculty development.

Direct reports to the Chair include seven program directors (Healthcare Quality & Safety; Health Informatics: Healthcare Simulation; Health Administration Master's Program; PhD Program in HSA; Executive DSc in Healthcare Leadership Program; and Undergraduate Healthcare Management), the Vice-Chair for alumni relationships, a Director of Research, Center directors, an administrative supervisor, a departmental program manager, and all faculty. The Chair oversees an approximate annual budget of \$11 million a year.

Specific Chair responsibilities include the following:

- Providing leadership to departmental program directors in their day-to-day management of the academic and research enterprise;
- Direct the department's efforts to further establish its leadership in ongoing health care leadership and management education;
- Providing leadership for academic and professional development, as well as departmental curriculum review and development;
- Delegating teaching and service assignments to faculty;
- Leading the development of a strong departmental research agenda;
- Strengthening the department's relationship with the clinical enterprise;
- Managing recruitment, new hire recommendations, and departmental performance evaluations;
- Overseeing departmental budgeting processes and broader financial management;
- Developing and maintaining key relationships with affiliated institutions and agencies;
- Providing constructive feedback and assistance to faculty, staff, and students on professional development, performance, and projects;

- Developing and maintaining external collaborative relationships with alumni and industry leaders;
- Identifying and establishing fundraising priorities and securing gifts from alumni, corporations, foundations, and/or supporters;
- Designing processes that increase the representation of diversity within the student body and departmental personnel;
- Representing the department to the School and University leadership;
- Continue to support the growth of the department's international healthcare system leadership profile.

## **OPPORTUNITIES AND CHALLENGES**

Although there are many things that a successful Chair must do, the following opportunities and challenges are of particular importance at this time:

### ***Elevate All Departmental Academic Programs***

The Chair will have the opportunity to support, develop, and grow programming across the department. A priority for the Chair will be to elevate the academic excellence across programs, increase ranking of all programs, and ensure each program continues to be competitive and highly regarded. All of the academic programs within HSA are critical to the department's success. The Chair will bring the same momentum and recognition that the MSHA has experienced as the number one ranked program in the country to all the programs in the department. The Chair will also look for opportunities to add new and expand existing programs, where appropriate. They must also maintain and expand the relationship with the clinical enterprise, which serves as a real-world experiential training site for students, a pipeline for workforce development, and offers research opportunities for faculty. This requires a Chair with experience developing academic programs and strengthening clinical ties; who is skilled in relationship building, external relations, and amplifying the department's good work; and who holds an excellent national reputation in the industry.

Of note are opportunities to attend to strategic enrollment priorities. The Chair should work closely with the university to build a recruitment plan that targets undersubscribed programs. The Chair should also proactively address undergraduate program education. There is an opportunity to enhance faculty accessibility for all students and to balance faculty teaching across undergraduate and graduate programs. Interprofessional education must also be top of mind.

### ***Expand the Research Enterprise***

In keeping with the momentum of the entire School of Health Professions and the University, the Chair will prioritize advancement of the research mission. At present, the Department has an impressive research portfolio, and is embedded in a vibrant intellectual environment that offers significant opportunity for individual and interdisciplinary research projects. The Chair must bring a deep understanding of the importance of research within a comprehensive university environment and will thoughtfully stimulate and steward the Department's growing research portfolio. The Chair will encourage and support faculty to submit grants and position faculty to be leaders as principal investigators in their research.

### ***Maintain and Enhance an Inclusive and Diverse Community Culture***

The Department and its people—faculty, staff, and students alike—enjoy a remarkably collegial, inclusive, and diverse culture and community. The incoming Chair must continue to prioritize the conditions that have enabled this extraordinary feature, which is central to the department’s excellence and success. The Chair has the opportunity to enhance collaboration across programs, including through addressing the perception of physical space barriers, identifying and working to reduce any siloes, and promoting innovation within and between programs. The Chair must be driven by a vision that understands the importance of representation and insists on equitable and inclusive programming for a diverse student body. The Chair will attend to faculty professional development, support the mentorship of junior faculty, and work to advance faculty career success. The Chair will need to ensure the Department continues to attract and retain a diverse faculty, staff, and student body; they must continue to cultivate an environment with an ethos of respect and inclusion for all. The Chair will be expected to sustain a workplace that values and appreciates the talents and experiences of its employees and ensures that diverse perspectives are incorporated into daily work.

### ***Engage and Active the Expansive Alumni Network***

UAB faculty, students, and alumni are the core to the Department’s success. The Department takes deep pride in its strong alumni community, which spans the world. Alumni regularly contribute to the success of students in profound ways—indeed, the alumni network is often cited as shaping the course of the careers and lives of UAB graduates. Many HSA alumni attest that they are successful in their fields because of their education at UAB and the alumni network that has lifted them up. The Chair must reinforce the connection to alumni and develop strategies to deepen already substantial engagement with alumni. The Chair will work to expand learning and career opportunities for students to connect with alumni.

### ***Advance Fundraising and External Affairs***

The Chair will play an active role in advancing and bolstering the overall resources of the department and is therefore expected to lead fundraising and external relations on its behalf. The department has seen significant philanthropic success in the last few years, and this trend is expected to continue under the next Chair, who will serve as the chief architect of fundraising efforts and encouraging philanthropic support to advance departmental priorities. They will engage in direct interaction with alumni, parents, partner organizations, and friends of the department. Their work will be rooted in a consistent practice of relationship building with a diverse and growing constituency of individuals. The Chair will maintain existing donor relationships and initiate new and innovative approaches to engagement and stewardship. They will also serve as the front-facing spokesperson at conferences and events, working to advance the overall reputation of the Department.

## **QUALIFICATIONS AND CHARACTERISTICS**

Qualified candidates will have previous experience as part of a leadership team in an academic administrative leadership role with a high level of demonstrated successes. Previous experience in an academic department with all levels of programs is highly desired. The successful candidate will understand and be familiar with academic accreditation processes and curriculum development, university teaching, and collaboration within a complex organization. Demonstrated success in leading a program of scholarship with a record of publication and success with obtaining extramural funding is also desired. The successful candidate will be an innovative person with the personnel management skill to build a shared vision that includes sensitivity to and competence with individuals of diverse backgrounds and cultures.



The successful candidate will have a doctoral degree from an accredited institution relevant to HSA's academic programing and research along with a record of teaching, research and scholarship, and service commensurate with a tenured faculty appointment at the rank of professor in the School of Health Professions.

The Chair will also possess the following characteristics:

- An entrepreneurial spirit to build and grow programs;
- Ability to organize and present ideas clearly;
- Experience and success with extramural grant proposal writing;
- Skill in budgetary planning and fiscal management;
- Appreciation for diversity of thought and innovation;
- Understanding of practitioner needs;
- Excellent interpersonal skills;
- Experience in mentoring and coaching of faculty and staff, and
- Demonstrated ability and inclination to provide collaborative leadership.

#### **APPLICATIONS, NOMINATIONS, AND INQUIRIES**

University of Alabama Birmingham has retained Isaacson, Miller to assist the Chair of the Health Services Administration Search Committee in its identification and review of candidates. Screening of applications will begin immediately and will continue until the search is successful or closed. Inquiries, referrals, and applications, consisting of a curriculum vitae, cover letter, and a one-page statement on how one's leadership, teaching, scholarship, and/or service has advanced diversity, equity, and inclusion initiatives, should be sent electronically in confidence to the search firm via the link below:

Stephanie Fidel, Partner  
Chloe Kanas, Managing Associate  
Alice Holland, Senior Associate  
Nathaniel Rodriguez Sosa, Search Coordinator  
<http://www.imsearch.com/8566>

Unless explicitly stated in the job posting, it is UAB's expectation that an employee of UAB will reside in the State of Alabama as of the date the employment begins.

*UAB is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable and family-friendly environment in which all faculty and staff can excel and achieve work/life balance irrespective of, race, national origin, age, genetic or family medical history, gender, faith, gender identity and expression as well as sexual orientation. UAB also encourages applications from individuals with disabilities, and veterans. A pre-employment background check investigation will be performed on all candidates selected for employment; the results of which investigation must be satisfactory to [UAB] if an offer of employment is to be effective.*



## APPENDIX

### About Birmingham, Alabama

Located in the heart of the Southeast, Birmingham is a metropolitan city of one million people and a thriving nexus of medicine, banking, research, and development. It is a short drive from Atlanta, Nashville, New Orleans, Memphis, the Blue Ridge Mountains, and Gulf Coast beaches. Birmingham has been recognized as an “All-America City” by the National Civic League as one of the top 10 American cities to live and work, and one of the top 10 entrepreneurial and job growth hot spots in America. *Condé Nast Traveler* magazine named Birmingham one of “The Best 22 Places to Go in 2022.”

Downtown Birmingham has enjoyed a revitalization in recent years, with the development of nearby [Railroad Park](#) — a national award-winning urban park — and its adjacent Regions Field — a national award-winning stadium, home to the minor league [Birmingham Barons](#). These projects have kickstarted major growth in surrounding districts, including craft breweries, boutique shops, restaurants, loft and apartment buildings, innovative workspaces, and hotels.

Birmingham, with 99 diverse neighborhoods, has more green space per capita than any other major city in the nation. It has been designated Tree City USA by the Arbor Day Foundation for nearly 30 years in a row. It is home to Ruffner Mountain Nature Preserve with 14 miles of trails, 1,000+ acres of biodiverse urban forest, and 150 species of birds. It is also home to Red Mountain Park with 15 miles of trails and Alabama’s largest dog park — named one of the “10 Great Southern Dog Parks” by *Southern Living Magazine*.

Birmingham is also a renowned culinary destination having been named America’s “Next Hot Food City” by *Zagat’s*, Top 10 “Unexpected U.S. Cities with a Surprisingly Good Food Scene” by *Fodor’s*, and since 2018, the home of four James Beard Award winning chefs and restaurants.

There are a host of attractions only a short walk from UAB’s campus, including the Birmingham Civil Rights District National Monument. This area encompasses the historic sites that played significant roles in the Civil Rights Movement — places such as the Sixteenth Street Baptist Church where four little girls were killed in a 1963 bombing, Kelly Ingram Park where everyone congregated for demonstrations and marches, and the [Birmingham Civil Rights Institute](#)—a major destination for visitors from around the world.

Birmingham’s cultural scene is thriving with museums, galleries, theatres, and live music venues. We are home to multiple festivals of music, art and film including Sidewalk Film Festival, which *USA Today* named one of “Ten Great Places for a Fabulous Film Festival.” In addition, Birmingham has a professional ballet company, a professional opera company, the Alabama Symphony Orchestra (based at UAB’s Alys Stephens Performing Arts Center), a [School of Fine Arts](#), the [Jazz Hall of Fame](#), and the recent restoration of the historic [Lyric](#) and [Alabama Theatres](#). Because of all this, and because of its sports history, Birmingham has been selected to serve as the host city of the [2022 World Games](#).

[Birmingham-Shuttlesworth International Airport](#) is Alabama’s largest commercial airport serving nearly three million passengers in 2019 on American Airlines, Delta Air Lines, Southwest Airlines, and United Airlines. Many direct flights are available to Washington DC, Detroit, Phoenix, Philadelphia, New York City, Denver, Houston, Miami, Chicago, Baltimore, Charlotte, Orlando, and more.