



UNIVERSITY OF MINNESOTA
Driven to Discover®

An invitation to apply for the position of
Dean, School of Public Health
University of Minnesota
Minneapolis, Minnesota

THE SEARCH

The University of Minnesota (UMN) seeks an innovative leader to serve as the Dean of the School of Public Health (SPH). The COVID-19 pandemic has emphasized the importance of public health and highlighted the negative consequences caused by health disparities, unequal access to health resources, and the complex nature of public health challenges. The global polycrisis of racism, climate change, the COVID-19 pandemic, economic fluctuations, and other challenges have both emphasized the importance of public health and highlighted the negative consequences caused by health disparities and unequal access to healthcare. The next Dean will be poised to elevate the impact of the SPH on the health and well-being of the citizens of Minnesota, the nation, and beyond. The next Dean will inspire a vision for the School of Public Health as both a high-energy public health scholar-advocate and leader in the field, guiding the School in creating solutions to make health a human right.

One of the premier schools of public health in the world, and located in the heart of the United States, the UMN SPH has trained and supported some of the most influential leaders in the field, transforming the way public health is practiced around the globe for more than 78 years. The school has long been recognized for its excellence in research and education and for advancing policies and practices that both create and sustain health equity. SPH academic programs include 15 master's programs, four doctoral programs, a newly established undergraduate program, and many dual degree and certificate programs. The School is currently ranked as the #6 public school of public health by *U.S. News & World Report* (#11 overall), with several programs ranked in the top 10 in their field, including the SPH master of healthcare administration (#2) and biostatistics (#9) programs. The SPH is also a leader in public health scholarship and discovery with \$138 million in research funding in fiscal year 2022. The School holds the second largest research portfolio at UMN and has the highest level of research funding per faculty member at the University.

The School of Public Health is situated within a constellation of academic and clinical health sciences schools at the University of Minnesota, which is the third largest and most comprehensive public land-grant university and one of only a few located in a major metropolitan area. The University's innovative infrastructure of six health sciences schools (Public Health, Dentistry, Medicine, Nursing, Pharmacy, and Veterinary Medicine)—one of only a handful of such models in the country—gives students, faculty, and staff ample opportunities to collaborate, share resources, and think boldly and broadly about leveraging all our disciplines to improve the health of populations. SPH researchers and educators also collaborate with UMN schools and colleges outside of the health sciences including the Humphrey School of Public Affairs, the College of Science and Engineering, the College of Liberal Arts, and the College of Food, Agricultural and Natural Resource Sciences. SPH faculty and staff are relied upon by health departments, communities, and policymakers to provide the information and guidance needed to make the best and most informed decisions about population health. To strengthen its impact, the School will need to steward these existing relationships and foster new ones, seeking

partnerships that work to eliminate health inequities, promote health and wellbeing for all, and garner new resources and opportunities for the School and its programs.

Reporting directly to the Executive Vice President and Provost, the Dean of SPH oversees the School's four academic divisions, its centers and educational programs, and myriad collaborations with external stakeholders ([see *SPH organizational chart*](#)). The Dean is responsible for overseeing an inclusive culture; the incoming Dean will, first and foremost, display a personal and professional commitment to advancing antiracism, diversity, equity, and inclusion, and eliminating health disparities, bringing experience in each of these areas and threading these values through all of the SPH's work. In doing so, the Dean will inspire and implement an action-oriented strategic plan, grow and support the research and scholarly mission of the School, deepen SPH's relationship with the Minnesota Department of Health and the state's world class healthcare delivery systems (including M Health Fairview and the Mayo Clinic), and ensure that UMN is preparing its graduates to be successful public health leaders. The Dean will also expand internal and external collaborations and partnerships and place a high value on the mentoring and development of faculty, staff, and students. The next Dean will be an inspiring innovator—someone who can highlight the excellent work being done at SPH and increase the School's visibility by making UMN central to national and international public health conversations.

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

THE UNIVERSITY OF MINNESOTA

The University of Minnesota is a comprehensive public research university that is ranked among the world's most respected institutions of higher learning. The University has scholars of national and international reputation as well as a strong tradition of education and public engagement. With five campuses located throughout Minnesota—the Twin Cities, Duluth, Morris, Crookston, and Rochester—the University advances discovery and innovation to improve society for all. UMN has the special distinction of being both a globally engaged R1 research institution and Minnesota's land-grant university, creating a unique capacity and responsibility to improve the lives of Minnesotans and drive the state forward.

With an annual operating budget of \$4.2 billion a year, the University generates an estimated yearly economic impact of \$9 billion for the Minnesota economy. The University enrolls 68,000 students, 55,000 on the flagship Twin Cities campus in the heart of Minneapolis-St. Paul, the 16th largest metropolitan area in the country. A research university of exceptional breadth and depth with expansive interdisciplinary opportunities, UMN advances education, research, and outreach across schools and colleges spanning the broad fields of liberal arts; biological sciences; dentistry; design; education and human development; food, agriculture, and natural resource sciences; law; business; medicine; nursing; public affairs; public health; science and engineering; and veterinary medicine. The state's sixth-largest employer, the University has over 25,000 faculty and staff and encompasses regional extension offices, research and outreach centers, clinics, labs, professional education outreach, and K–12 educational engagement programs throughout the state, as well as world-class

performing arts facilities, museums, and galleries. As one of an elite few land-grant universities that also are world-class research institutions, and one of few major land-grant research institutions situated in a major metropolitan area, the University consistently has advanced the land-grant mission with exceptional vigor—distinguished by a comprehensive commitment to integrating public engagement deeply into teaching and learning, research, and discovery.

The University averages over \$1 billion in research expenditures annually, ranking 13th nationally among public universities, and its faculty and experts are considered some of the best in their respective fields. UMN currently boasts 29 Nobel Prize winning faculty, recipients of prestigious awards such as Guggenheim and MacArthur Fellowships, and many who are members of the National Academies and the American Academy of Arts and Sciences.

The University strongly embraces diversity, equity, and inclusion as foundational values and has made both engagement and diversity central to strategic planning across the system. Students on the Twin Cities campus include 28% Black, Indigenous, and People of Color (BIPOC) students and 9% international students (from over 140 countries); 24% of all undergraduates are first-generation students. The University ranks ninth nationally for students learning abroad and offers programs in more than 70 countries. The Twin Cities campus has been recognized nationally within the last five years for excellence in diversity and in global learning, research, and engagement. The University has also been ranked by Forbes as one of the country's 20 best educational employers.

The Twin Cities campus is located in a diverse and economically vibrant region at the heart of an increasingly global Midwest, with 11 federally recognized tribal nations, the largest urban American Indian population in the country, a dynamic Black community, and significant African, Latinx, and Asian American populations. The links between Minnesota communities and communities around the world are notable: the Twin Cities has the largest number of people of Somali descent outside of Somalia and the nation's largest urban Hmong American population.

UMN is located on traditional, ancestral, and contemporary lands of Indigenous people. The University resides on Dakota land ceded in the Treaties of 1837 and 1851. The University acknowledges this place has a complex and layered history and is committed to ongoing efforts to recognize, support, and advocate for American Indian Nations and peoples. Since 2021, the University has had a Senior Advisor to the President for Indian Affairs focused on further strengthening the University's partnership with Minnesota Tribal Nations.

Current University Context

Without question, the year 2020 posed a series of challenges for the University of Minnesota. Like all universities and colleges across the country, UMN had to alter its typical operations with the onset of the COVID-19 pandemic. And in the summer of 2020, the University of Minnesota community was deeply affected by the murder of George Floyd by officers of the Minneapolis Police Department, with Minneapolis-St. Paul at the epicenter of protests that spread across the globe as the largest demonstration of civil rights activism in a generation.

The UMN has met the unprecedented public health and social justice challenges with resolve and a steadfast commitment to its mission and values as a foremost public research and land-grant university. The reckoning around issues of racial justice opened a larger and continuing discourse about race and equity within the University to further deepen the UMN's commitment to meaningful reciprocal engagement with local and global communities and to creating a diverse, inclusive, and equitable University and society. UMN faculty and health experts have been critical and influential voices in providing guidance that has helped communities and policymakers address the largest public health crisis the world has faced in a century.

Concurrently, the University completed development of its first comprehensive systemwide strategic plan, MPact 2025, to chart a strong course for the future. Approved by the Board of Regents, the plan reflects a deepened commitment to research, teaching, and service; open access to opportunity; and forward-thinking innovation to advance the University's land-grant mission and impact the world. The University's commitment to equity and diversity is prioritized in the plan, reflecting an institutional acknowledgment that systemic change is necessary and requires action at all levels of the institution.

Campus units have collaborated to develop metrics to measure progress on the plan's goals and action items. With implementation moving forward, the plan advances five core commitments:

- *Student Success*—meeting all students where they are and maximizing their skills, potential, and well-being in a rapidly changing world;
- *Discovery, Innovation and Impact*—channeling curiosity, investing in discovery to cultivate possibility and innovative solutions while elevating Minnesota and society as a whole;
- *MNtersections*—work inspired by Minnesota to improve people and places at world-class levels;
- *Community and Belonging*—foster a welcoming community that values belonging, equity, diversity, and dignity in people and ideas;
- *Fiscal Stewardship*—stewarding resources to promote access, efficiency, trust, and collaboration with the state, students, faculty, staff, and partners.

The University also recently completed a record \$4.4-billion capital campaign, exceeding an ambitious goal. The systemwide campaign encompassed five central priorities: 1) elevate a world-class student experience; 2) accelerate advances in health; 3) protect and sustain agriculture, food and water; 4) drive a Minnesota plan for innovation; and 5) provide a place of opportunity for everyone. The School of Public Health surpassed its campaign objective, raising more than \$40 million, with a strong emphasis on infectious disease and health equity.

University Leadership

[President Joan Gabel](#) is the 17th president of the University of Minnesota. Prior to joining the University, President Gabel served as Provost at the University of South Carolina and Dean of the Trulaske College of Business at the University of Missouri.

[Executive Vice President and Provost Rachel Croson](#) is the chief academic officer of the University of Minnesota multi-campus system and provost for the Twin Cities campus. Provost Croson came to UMN from Michigan State University, where she served as dean of the College of Social Science.

THE SCHOOL OF PUBLIC HEALTH

In its 78 years, the University of Minnesota School of Public Health has grown in its reach, reputation, and impact, as exemplified by the excellent work of its 23 research centers, its *U.S. News and World Report* ranking, and its more than 12,000 alumni who serve the discipline across the globe. The School prides itself in its innovative and entrepreneurial spirit. With the nation's first epidemiology PhD program and first maternal and child health program, the SPH's research, policy work, impact on health equity, and bi-modal educational offerings continue to make the School a leader in the field.

Over the past two decades, the School's faculty has increased by approximately 40% and the number of its graduate and professional students has more than doubled. Over the past year, SPH has successfully completed re-accreditation by the Council on Education for Public Health (CEPH) and secured Regents' approval for an undergraduate major in public health (to accompany its successful public health undergraduate minor that routinely attracts 400–500 students per year). Having exceeded its \$40 million goal as part of its 10-year "Driven to Shape a Future of Health" philanthropic campaign, the School has bolstered its financial reserves and Dean's discretionary endowment funding. The School is pursuing a capital planning feasibility study in support of an SPH building request submitted to the University's planning process.

In the past year, the School has launched four new centers and institutes: the Center for Learning Health System Sciences (with the UMN Medical School), the Center for Public Health Systems, the Center for Antiracism Research for Health Equity, and the Institute for Global Cancer Prevention Research (with the UMN Medical School and Masonic Cancer Center). It has initiated a marketing campaign supporting strategic positioning of the School and made positive progress on a Strategic Plan for Antiracism to advance the goal of deepening the School's commitment to anti-racism and being a leading School in health equity. SPH has also undertaken several other strategic efforts to align resources and make continuous improvements to the student experience, research center support and infrastructure, and other aspects of its operations.

Dr. Timothy Beebe, Mayo Professor of Health Policy and Management, was appointed by the provost in 2022 to serve as interim dean of the School following the retirement of Dean John Finnegan and through the completion of the search for the next permanent dean.

COMMITMENT TO DIVERSITY AND INCLUSION

A deep commitment to diversity, equity, inclusion, antiracism, and social change addressing determinants of health is at the heart of all of the School of Public Health's programs and activities. Every day the School challenges the assumptions that negative health outcomes are inevitable while standing in solidarity with the most vulnerable and disenfranchised populations. No profession has had greater impact on bettering the lives of the population than public health; the SPH has had a consistent, tangible commitment to centering the marginalized and helping historically oppressed communities become healthier.

To live its value of making health a human right, the School's Office of Diversity and Inclusion, along with the SPH leadership team, guides a comprehensive plan in addressing systemic racism and oppression through education, recruiting and hiring, fundraising, research, community engagement,

and all other aspects of its mission. During summer 2021, SPH launched its five-year Strategic Plan for Antiracism (SPAR). Through SPAR and its clearly defined [set of goals and actions](#), the School commits to lasting and transformative change. The school [reported on its progress](#) in summer 2022, recognizing significant accomplishments, as well as the work that still needs to be done, to advance its goals.

The School also boasts several diversity, inclusion, and health equity groups:

- [Action Alignment Team](#) is the central organizing group for diversity, equity, and inclusion in the SPH.
- [Diversity Network](#) is a SPH community-building student organization that focuses on cultivating personal and professional development in DEI. This is an inclusive space that brings students together to engage in conversation and learn from each other. Additionally, Diversity Network is involved in social programming and collaborates with the SPH Student Senate to improve the student experience.
- [EDIT \(Equity, Diversity, & Inclusion Training Team\)](#) is the central development group for DEI training in SPH. This team supports the realization of an antiracist school by developing training programs and initiatives rooted in various aspects of antiracism, equity, inclusion, and justice within public health, while building a more inclusive community by working together to host events and facilitate challenging conversations.
- [Health Equity Work Group](#) gives greater visibility to health inequalities research at the University of Minnesota School of Public Health and nationally, develops collaborations with faculty and community partners, and ensures SPH students and faculty are well trained to work in a diverse society.

In February 2021, the SPH received a \$5 million philanthropic gift from Blue Cross Blue Shield of Minnesota to establish the [Center for Antiracism Research for Health Equity](#) (CARHE) to focus on dismantling structural racism and its negative impact on health. The center develops education and training on structural racism and health inequities, fosters authentic community engagement to address the root causes of racial health inequities and drive action, changes the narrative about race and racism to one that does not hold up whiteness as the ideal standard for human beings, and serves as a trusted resource on issues related to racism and health equity. Most critically, when it comes to long-term change, CARHE is a leader in antiracist health research.

EDUCATION AT THE SCHOOL OF PUBLIC HEALTH

Public health has been taught at the University of Minnesota since 1874, well before the School of Public Health was established in 1944. Since then, public health at UMN has continued to grow in its reach and reputation. Today, more than 120 full-time faculty support more than 1,000 students across 15 master's and four doctoral programs and many joint/dual degree and certificate programs. A new undergraduate public health degree was recently approved by the Board of Regents. The University of Minnesota is a nation-leading institution in interprofessional education and is home to the National Center for Interprofessional Practice and Education. Students from the School of Public Health participate in an interprofessional education curriculum with students from 28 different health professions as directed and coordinated by the [Center for Interprofessional Health](#).

The School spans four academic divisions:

- **The Division of Biostatistics** focuses on the development of statistical methods for biomedical research and collaborates with University research partners on projects involving HIV/AIDS, heart and lung diseases, cancer, neuroimaging, and many other clinical disciplines. Performing methodological research in areas including Bayesian analysis, spatial statistics, statistical genetics, and causal inference, division faculty, students, and staff are involved in more than 100 research grants and contracts totaling more than \$150 million. The Division offers MPH, MS, and PhD degree options. The division is well known for the design and conduct of multi-center international clinical trials and currently has several ongoing COVID-19 related clinical trials.
- **The Division of Environmental Health Sciences** focuses on environmental and occupational health concerns, from investigating hazards in our environment to establishing the basis for public health policy. The Division offers MPH, MS, and PhD degree options across a number of specialty areas, allowing students to focus on an area of concentration. The Environmental Health General Program allows for degree customization to fit the student's interests and career goals. Faculty are leaders in the field, researching all aspects of environmental health, while the numerous research centers help connect researchers to the community through events, research initiatives, and outreach.
- **The Division of Epidemiology & Community Health** focuses on understanding and addressing disease and health in various populations. The Division is unique in its combination of epidemiology and community health; as such, there is a strong dedication to both state-of-the-art research and translating research into action to meet the needs of all populations, particularly those at greatest risk. The faculty and students examine the distribution, cause, and prevention of diseases and how human behavior affects overall health. The Division offers MPH, MS, and PhD degrees, as well as dual and joint degrees. The Division and its faculty are often partnering with other research entities and community organizations on public health research and interventions.
- **The Division of Health Policy & Management** is focused on ways to improve health and healthcare, and its faculty are reshaping and improving the rapidly changing healthcare environment. The division is widely regarded as one of the top health policy and management departments in the country, with faculty who are leaders in health services research, health equity, health economics, decision sciences, aging and long-term care, and rural health. The Division offers MHA, MPH, MS, and PhD degrees, with some programs offered for residential as well as executive audiences.

The School of Public Health has been accredited since 1946. Starting in January 2020, the SPH began working toward its re-accreditation by the Council on Education for Public Health (CEPH). The process, which takes place every seven years, reflects all aspects of the School, including its mission and values, education programs, research and scholarship, community outreach, student engagement and opportunities, and much more. SPH was notified in September 2022 by CEPH that it has received the full seven-year re-accreditation for 2022–2029.

RESEARCH AT THE SCHOOL OF PUBLIC HEALTH

Working across disciplines and with local, national, and international colleagues to make real and lasting change, the SPH is involved in research across the spectrum of public health, addressing the globe's most pressing problems. SPH received \$138 million in funding from research grants and contracts in fiscal year 2022. It holds the 2nd-largest research portfolio at UMN and has the highest average grant funding per faculty member (\$1.1 million) The school is home to 23 nationally and internationally recognized research [centers](#) and institutes, as well as [Global Health](#) and [Health Equity](#) Work Groups that provide high-caliber research, outreach, and training.

The School's research is highly collaborative within the health sciences, across the University, and throughout the state, nation, and world. Faculty, staff, and students (who are considered vital to SPH's research success) bring innovative thinking and concrete action to emerging and persistent challenges including structural racism, gun violence, the expanding aging population, and a changing climate. From conducting the first Ebola vaccine trial in West Africa to leading the largest global HIV/AIDS treatment study to confronting environmental pollutants in rural India and hunger in the United States, the School of Public Health's goal is to give everyone the chance for a healthy life. The [far-reaching positive impacts](#) of SPH's research are clear, and [today's projects](#) are addressing some of the most crucial issues our world faces.

PUBLIC HEALTH PRACTICE, HEALTHCARE DELIVERY, AND POLICY WORK

In working with communities, the SPH has long embraced the notion of "engagement" rather than "outreach," knowing that a multidisciplinary, multidimensional approach to public health can occur only through true partnerships. Nearly all of the SPH's research centers have a broader public mission, working to make real change within the Minneapolis-St. Paul region and beyond. Additionally, all Master's in Public Health students must complete a field experience, engaging students in critical work from the start. A long and close partnership with the state health department—one of the best in the country—gives students on-the-ground experience and allows faculty to work with colleagues in the field. As well, SPH has forged strong collaborations with the state's healthcare delivery systems. Minnesota is a leader in reshaping and improving the rapidly changing health care sector in the United States. While the School has national and international influence, it builds and innovates from a strong local foundation.

THE ROLE AND THE OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN

The Dean serves as the chief academic and administrative officer for the School. As a senior academic administrative leader for the University and as a member of the Twin Cities Deans Council, the Dean also plays a collaborative leadership role in campus-wide academic affairs. The deanship is a full-time administrative role, with the dean responsible for all areas of strategic planning and academic and administrative operations for the School. This includes management of faculty and staff; development of academic programs; delivery of student services; oversight of facilities; development of research; fiscal and budgetary management within the University's resource-centered management system; and external relations, including development. The SPH Dean also serves as a member of the Health

Sciences Deans Council and advances integrative academic health sciences collaborations with the deans of dentistry, medicine, nursing, pharmacy, and veterinary medicine.

The next Dean has an unparalleled opportunity to lead a world-renowned school of public health in these unprecedented and turbulent times during which the importance of public health has never been more center stage. With its deep and unwavering commitment to health equity and eliminating disparities, the SPH has the opportunity to further distinguish itself as a leader in public health education, research, and practice—supporting faculty, students, and staff to reach new heights in their work and further advancing SPH as an inclusive community strengthened by its diversity across many dimensions.

To do so, a successful Dean will address the following opportunities and challenges.

Inspire and implement an ambitious, outcomes-oriented vision for the next era of the SPH

The next Dean, working in close collaboration with its many stakeholders, will be expected to outline a clear vision for the School of Public Health's future as a preeminent institution of public health education, research, and practice, raising the visibility of SPH. The vision must reflect all aspects of the School's quadripartite mission—education, research, service, and practice—and address the public health challenges facing the State of Minnesota and beyond. The Dean must incorporate the deep expertise in and around the School to take advantage of this unique moment in time, both in terms of the pandemic response and the wealth of faculty expertise across numerous disciplines. In pursuit of the School's aspirations, the Dean will chart a direction for the SPH through a collaborative strategic planning process that engages all stakeholders and ensures alignment with the University's strategic priorities, including the commitments of the systemwide strategic plan MPact2025.

To be successful in both creating and implementing such a vision, the Dean must collaborate across the SPH, with the other health sciences schools, and broadly throughout the University of Minnesota. The Dean must work to close the gaps between the natural silos existing between the four SPH divisions, finding substantive ways for them to work together across research, education, and community engagement. The Dean must also proactively reach out to other schools and colleges at UMN, finding ways to leverage resources and create "win-wins." The Dean must be a champion for the School, serving as its advocate with University leadership, and work to ensure that its priorities and programs are supported and advanced for continued success.

Enhance the cultural and structural commitment to diversity, equity, inclusion, and the School's efforts to eliminate health disparities

As part of its commitment to inclusion and equity, it is critically important for the next Dean to build on the SPH's ongoing efforts to diversify the faculty, staff, and student body. The Dean must foster an environment in which all members of the community are valued and heard, creating space for open dialogue and an organizational structure that promotes cultural change in supporting these values. The incoming Dean will leverage the SPH's Office of Diversity and Inclusion, impressive Strategic Plan for Antiracism, and innovative Health Equity Work Group, guiding the former's implementation and championing its integration at every level of the School's work. Working with the new Center for Antiracism Research for Health Equity (CARHE), the Dean will be expected to identify ways to finance

action and inspire collaborations across not only the SPH, but also the other health sciences schools, the broader University, and external stakeholders to address these issues through a multifaceted approach.

The Dean is responsible for creating community, identifying avenues that draw people across roles together, creating organizational structures that are personal and responsive, ensuring transparency about critical decisions, messaging frequently and consistently to the community, and implementing best practices across the School.

Recruit, mentor, and retain an excellent and diverse faculty and staff

The Dean will work with division heads and center leaders to recruit, retain, and mentor talented faculty and staff while consistently focusing on diversity at all levels and, above all, creating an inclusive and equitable culture. The Dean must be a caring, supportive, and thoughtful leader with a generosity of spirit, focused on investing in the development of others. The Dean must identify and implement real pathways for growth and build structures for formal mentoring. The Dean must galvanize and inspire continued success across all missions, serving as a champion for faculty, staff, and students, and connecting their work to the broader missions of the School, the University, and the health of Minnesota (and beyond).

Promote innovative, forward-thinking educational offerings

The Dean must embrace the educational mission of the SPH as central to all that it does. To ensure the success of the School's academic offerings, the Dean must implement an academic program review process, ensuring that all programs are innovative, competitive, and leverage the resources of other offerings of the University where collaboration is possible. Course registrations at the SPH are increasingly online, making it necessary for the Dean to have a strong understanding of, and commitment to, investing in varied modalities of learning. In response to the changing needs of the public health workforce, SPH is standing up an undergraduate major in public health (to accompany its very successful undergraduate minor) with a matriculation target of fall 2023. The Dean will be expected to entertain and execute similar educational innovations that align with the ever-changing public health market, including non-degree offerings such as micro-credentials and short courses. Finally, the Dean should seek to build upon the career and professional development opportunities for students.

Grow resources and opportunities for scholarship, especially collaborative research

The research being conducted at the SPH is growing in its impact, but to both maintain and enhance this trajectory, the Dean must inspire collaborative research. The Dean will work to define opportunities for collaborative and interdisciplinary research, as well as program project and center grants. As the funding landscape becomes increasingly competitive, the Dean must find ways to support faculty and students in their scholarly endeavors through mentoring and development, as well as seeking additional funding support.

Expand the SPH's community engagement and practice opportunities

Faculty in the SPH have developed and nurtured strong relationships with a variety of community organizations as well as the Minnesota state legislature to increase the health and wellbeing of the

citizens of Minnesota. The University of Minnesota is a land grant institution and as such, the incoming Dean must prioritize these types of external relationships, viewing them as essential to advancing public health practice and providing opportunities for students and faculty to engage with the community. The incumbent must be familiar with public health policymaking and will work closely with state and local departments of health and the state legislature. The SPH Dean must also understand the organization, management, and financing of the healthcare delivery system in the U.S. and work closely with Minnesota's systems to improve value and to better align those systems with extant public health systems—a challenge and opportunity laid bare by the pandemic. The Dean should ensure that the excellent work being done by the students and faculty at the SPH is integrated in the community through public health practice and policy work and should continue to strengthen existing relationships and build new external partnerships to assure that the SPH's impact can permeate.

Provide strong stewardship of the SPH operations and infrastructure

As the leader of the School, the Dean must balance outward-facing responsibilities with an equally important commitment to the functioning of the School, including ultimate oversight of policies, procedures, School-wide administrative matters, strategic infrastructure needs, and, in particular, the well-being of staff and faculty. The faculty, staff, and students are inspired to engage with the Dean in open and transparent decision making across the many programs of the School. The Dean will be in a unique position to bring a fresh, holistic view of the School and to critically assess current practices and existing processes and systems employed in carrying out the work of this multi-faceted School.

Generate and manage new resources, especially through fundraising

The School and the University operate on a Responsibility Centered Management (RCM) model, giving the Dean real opportunity to grow resources. The incoming Dean should be astute in thinking about how to increase and diversify operational revenue by leveraging the School's strengths, developing educational programs that generate revenue, finding partnerships to create shared resource opportunities, and collaborating with institutional efforts to secure new government funding sources. In the last three years, SPH has grown its donor base by more than 40% and tripled gift production from prior years. Under the new Dean's leadership, the School has significant opportunity to grow transformational giving. More than 80% of SPH alumni are engaged with the School; some of the highest alumni engagement at the University. The Dean will continue to build on these strong relationships, creatively utilizing the expertise and commitment of the School's supporters.

QUALIFICATIONS AND EXPERIENCE

The ideal candidate will have demonstrated intellectual leadership in public health, a substantial record of scholarly or health policy achievement, strong visibility in the public health and/or healthcare delivery research community, and the capacity to exercise policy leadership at the local, state, and national and/or international levels.

Candidates must have an earned doctorate or other terminal degree from an accredited higher education institution and experience and accomplishments commensurate with appointment as a tenured professor at the University of Minnesota. Candidates with extensive experience in public

health practice and/or policy are encouraged to apply. In addition, the ideal candidate will possess many of the following qualities and qualifications:

- A track record of being action-oriented in partnering with a breadth of stakeholders to develop, inspire, communicate, and operationalize a shared, focused, and clear vision and strategic plan
- Commitment to excellence and innovation across the quadripartite mission: research, education, service, and practice
- Demonstrated record of excellence in leading complex organizational culture change, along with a demonstrated personal and professional commitment to antiracism, equity, inclusion, justice, and eliminating health disparities
- Experience in and an appetite for stewardship with donors and bolstering philanthropic support
- Excellent listening and interpersonal skills grounded in a direct and transparent style of communication
- Success leading or supporting faculty recruitment, retention, and development efforts that enhance academic excellence, diversity, equity, inclusion, and empowering others
- A track record of providing a meaningful and innovative educational experience; a commitment to nontraditional learning modalities
- Deep commitment to continuous learning about the international landscape of public health; the capacity to ensure that the School leads and/or participates in important national and international conversations on the future of public health
- The necessary skill set to be a strong advocate for the School of Public Health both internally within the University and externally
- A track record of leveraging shared resources and proactively seeking collaboration across institutions, departments, or divisions to create “win-wins”
- Ability to develop a strong leadership team and to delegate authority to streamline policies, processes, and procedures within a complex, evolving, and dynamic environment
- Demonstrated commitment to principles, practices, and outcomes of diversity, equity, and inclusion. Experience working with and engaging diverse staff and the ability to foster an environment that welcomes and respects people from all backgrounds
- Demonstrated competency with prevention measures and effective response to sexual harassment and interpersonal violence; a track record of fostering an environment that is safe, inclusive, and equitable for all
- Strong emotional intelligence, combined with nuanced listening and interpersonal communication skills
- Experience managing complex budgets and generating revenue
- A global lens of public health, and a strong vision for the future of the field with the ability to not only adapt to the changing landscape but define it

- Experience working with federal, state, and/or local policy makers to ensure strong connections with government leaders
- An authentic style coupled with humility, empathy, and curiosity

TO APPLY

The University of Minnesota has retained the national executive search firm Isaacson, Miller to assist in this search. All inquiries, nominations, referrals, and applications should be sent in confidence to Stephanie Fidel, Nicholas Strand, and Ellen Egitton via: <https://www.imsearch.com/open-searches/university-minnesota-school-public-health/dean>

The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

The University is committed to diversity, equity, and inclusion in supporting the academic mission and is committed to attracting and retaining employees of varying identities backgrounds, and perspectives. Candidates with backgrounds and identities underrepresented in public health are particularly encouraged to apply.

To learn more about diversity at the UMN: <http://diversity.umn.edu>