An invitation to apply for the position of:
Dean, School of Pharmacy
University of Pittsburgh
Pittsburgh, Pennsylvania
THE SEARCH

The University of Pittsburgh (Pitt) seeks its next Dean of the School of Pharmacy. Opportunities abound for the School of Pharmacy, which is integrated into one of the largest academic medical centers in the nation, comprising six health sciences schools and the University of Pittsburgh Medical Center (UPMC), a $23 billion health care provider and insurer. The spirit of collaboration at Pitt is high and there is real opportunity for the Dean to inspire top-notch interdisciplinary research, interprofessional education, and team-based clinical care.

The School of Pharmacy (Pitt Pharmacy) is committed to improving health through excellence, innovation, and leadership in education of pharmacists and pharmaceutical scientists, in research and scholarship, in care of patients, and in service to its communities. The next Dean has a solid foundation to help Pitt Pharmacy realize that mission. In the latest rankings by U.S. News & World Report, the School of Pharmacy ranked 13th among 143 PharmD-granting institutions. In FY2021 the School ranked 10th among schools of pharmacy in National Institutes of Health (NIH) support and 14th in total federal funding. The next Dean will arrive at Pitt Pharmacy to find an excellent school that is ready to be energized towards bold and ambitious new goals.

Reporting to the Senior Vice Chancellor for Health Sciences, the Dean of the School of Pharmacy is responsible for the teaching, research, and clinical activities of Pitt Pharmacy, while having hiring authority and managing the School’s financial resources. With a responsibility-centered management budget model unfolding in 2023, the Dean will have considerable autonomy to advance the overarching strategy for Pitt Pharmacy through nimble investments.
in cutting-edge programs and initiatives. To elevate Pitt Pharmacy to its next level of eminence, the next Dean will be charged with:

• inspiring and implementing an ambitious vision for Pitt Pharmacy;
• assuring that Pitt Pharmacy is leading the field in cutting-edge teaching, research, and clinical activities;
• diversifying and growing revenues, including through fundraising;
• enhancing the School’s commitment to diversity, equity, inclusion, and health equity; and
• recruiting and retaining an excellent, diverse faculty, student body, and staff.

To succeed, the Dean will have a complex understanding of the landscape of the discipline – one that allows them to make bold decisions about the direction of the tripartite mission areas. While the University of Pittsburgh is large, the culture is one where close-knit partnerships are the norm, and the new Dean must embrace this tradition, proactively seeking collaborations and finding mutually beneficial outcomes where possible. The Dean will be a transparent, inclusive leader who engages faculty, staff, and students in the future direction and success of Pitt Pharmacy. Above all, the Dean will have a deep personal and professional commitment to diversity, equity, and inclusion, and creating a sense of community. Finally, the Dean should have administrative experience in an academic health setting, a record of scholarly accomplishment, and a passion for mentoring.

The University of Pittsburgh 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 Health Sciences at the University of Pittsburgh**

The Health Sciences Schools at the University of Pittsburgh comprise one of the most comprehensive clusters of health sciences schools in the country, boasting medicine, dental medicine, health and rehabilitation sciences, nursing, pharmacy, and public health (*a description of each school can be found in Appendix A*). Given their close physical proximity and their commitment to collaboration, there is incredible potential for interdisciplinary education and research, and for integration across the spectrum of research disciplines, from basic to applied research.

All six health sciences schools are highly ranked nationally, and Pitt is 9th in the nation for NIH funding (*Blueridge 2020 rankings*). In 2020, Pitt faculty had over $598 million in NIH grant funding; total research budgeted for 2021 is over $1 billion. **Chancellor Dr. Patrick Gallagher** and his entire leadership team see research integration with the health sciences schools as a high strategic priority for the University. (*Notable enterprise-wide research efforts at Pitt can be found in Appendix B.*)

**Dr. Anantha Shekhar, MD, PhD**, a nationally recognized educator, researcher, and entrepreneur, is the Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine at the University of Pittsburgh since June 2020. Dr. Shekhar’s top priority is building on Pitt’s exceptional record of health sciences education, innovation, clinical excellence, and research preeminence in partnership with UPMC.
THE SCHOOL OF PHARMACY

The School of Pharmacy has a rich history, with the first class of twenty students enrolling in 1878, making it the oldest of the University of Pittsburgh’s schools of health sciences and one of the oldest schools of pharmacy in the country. Originally named the Pittsburgh College of Pharmacy and affiliated with the Western University of Pennsylvania, it formally merged with the University of Pittsburgh in 1908. Since that time, the School of Pharmacy has emerged as the 13th ranked PharmD-granting institution in the U.S. Pitt Pharmacy’s mission is to improve health through excellence, innovation, and leadership in the education of pharmacists and pharmaceutical scientists, in research and scholarship, in care of patients, and in service to the community.

The School of Pharmacy is located in the heart of the Oakland neighborhood of Pittsburgh, adjacent to and affiliated with UPMC, one of the largest and most renowned academic medical centers in the United States (a description of UPMC can be found in Appendix C). The School of Pharmacy is in Salk Hall and Pavilion, which has just completed a transformational renovation into a state-of-the-art facility. For the first time the School of Pharmacy has the full range of space and technology needed to support in-person and online teaching for students in all programs. The newly designed facility is a destination building that will enhance the reputation of education and research programs.

Enrollment at the School of Pharmacy has continued to trend positively with great success in finding the best and brightest students to become the future innovators and leaders of pharmacy. The PharmD class of 2024 consisted of 118 students with an average GPA of 3.6 and PCAT scores of 81%. In 2020, the School of Pharmacy welcomed 51 incoming postdoctoral pharmacy residents coming from 26 schools of pharmacy across 18 states. Additionally, 45 PhD students and 25 Masters of Science students also matriculated.

The School of Pharmacy had expenses exceeding $34 million in FY2021, including $23 million in direct research expenses. As of September 30, 2021, Pitt Pharmacy’s endowment’s market value is $38.3 million. In FY2022, charitable gifts, pledges, grants, and endowment interest totals $4.2 million from individuals, foundations, corporations, and other organizations.
Education at the School of Pharmacy

Pitt Pharmacy is widely recognized for its outstanding and innovative education curricula, having received ten national and international awards for teaching or assessment since 2012. Pitt Pharmacy’s innovative curriculum integrates science and practice, emphasizing student-centered learning, and giving students the best possible preparation for pharmacy practice in any setting they choose. The School of Pharmacy students had a 98% completion rate with a 79% match rate for ASHP-accredited PGY1 residencies in 2020. The School of Pharmacy offers degrees in PharmD, PhD in Pharmaceutical Sciences, Master of Science in Pharmaceutical Sciences, Master of Pharmacy Business Administration, and residency and fellowship programs. Pitt Pharmacy has also been an early innovator in micro-credentials and continuing education offerings.

The Experiential Learning Program (ELP) at the School of Pharmacy is a critical component of students’ pharmacy education, accounting for approximately one-third of the entire curriculum. The School has affiliations with over 1,000 preceptors in sites both local and distant from the School. Sites include, but are not limited to: hospitals, community pharmacies, managed care organizations, pharmaceutical industry companies, and even international locations. The ELP allows students to learn and refine their patient care and pharmacy practice skills in a variety of actual practice sites, consisting of a progressive set of experiences that prepares a student to provide pharmaceutical care while also personalizing their education. The strength of the ELP is grounded on the multitude and diversity of available sites and the involvement of preceptors dedicated to the educational mission of the school who want to contribute to the development of the next generation of pharmacy practitioners.

Pitt Pharmacy is also home to the Pharmacy Innovation Lab (“The PILLab”). The PILLab is an association of the School of Pharmacy faculty and students, University of Pittsburgh partners, clinicians, retail chains, hospitals, long-term care pharmacies, and patients working together to identify problems and innovate solutions. The PILLab participants engage with core faculty to practice innovation methods, frame business problems, apply rapid iteration prototype, and develop leadership skills. The RxPlore program is also housed within The PILLab. This program was created for rising high school juniors and seniors as a professional summer camp that provides exposure to the critical role pharmacists play within healthcare.

Research at the School of Pharmacy

The overall goal of the School of Pharmacy’s research program is to advance human health through a portfolio of research that ranges from computational drug discovery to preclinical development and patient outcomes. Supported by diversified funding sources, the School of Pharmacy investigators are using state-of-the-art techniques to answer important questions that lead to new drug targets and improved drug therapy. Faculty are identifying sources of variability to improve patient outcomes and creating evidence-based guides for therapy. The quality of the science is shown through successful competition for NIH and other funding to support research. Pitt Pharmacy faculty are leading the way in combating substance abuse and overdose deaths, developing new therapies for COVID-19, implementing pharmacogenomics-based personalized care, applying PharmacoAnalytics to policy decisions,
discovering new drugs and supporting development, and using computational techniques to accelerate drug recovery.

In FY2021, Pitt Pharmacy ranked 10\textsuperscript{th} among schools of pharmacy in total research support with $30.1 million in funding. The school received $10.3 million in NIH support and ranked 14\textsuperscript{th} in total federal funding. The School of Pharmacy recorded 120 active research projects, 185 publications in peer-reviewed journals, five U.S. patents issued, fourteen U.S. patent applications, and two PCT applications filed. Research strengths include new medications and formulations for unmet medical needs, community health and wellness, clinical pharmaceutical sciences, and pharmacogenomics. Pitt Pharmacy also has eight centers where significant cutting-edge research takes place.

- **Center for Education and Drug Abuse Research (CEDAR):** CEDAR is a prominent legacy area for Pitt Pharmacy. Before 2015, funding from the National Institute on Drug Abuse (NIDA) enabled its mission to elucidate the etiology of substance abuse and substance use disorder using longitudinal research strategy.

- **Center for Pharmacogenetics:** The Center for Pharmacogenetics was established in July 1999, to advance research and training in pharmacogenetics and related disciplines. The Center has positioned itself to meet the challenge of the post-genomic era. In particular, it has been studying mechanisms of disease genesis, progression, and treatment, such as through gene therapy in transgenic mice to accelerate understanding of gene function.

- **Center for Clinical Pharmaceutical Sciences:** The Center for Clinical Pharmaceutical Sciences is committed to improving human health through innovative translational-, clinical-, and outcomes-based research and the training of future Clinical Pharmaceutical Scientists. Through core facilities and state-of-the-art methods in analytical chemistry, clinical pharmacology, pharmacogenomics, modeling, and molecular biology, Center researchers explore the key determinants that contribute to the variability in human response to disease and drug therapy.

- **Pharmacogenomics Center of Excellence:** This first-of-its-kind academic-industry partnership combines expertise and technology in genomics, bioinformatics, implementation science, medication response phenotyping, and education. The Center aims to discover and validate medication response predictors in patients, overcome clinical implementation barriers, and demonstrate the value of preemptive pharmacogenomic testing in routine clinical practice.

- **Community Leadership and Innovation in Practice Center (CLIP):** CLIP strives to advance pharmacy practice and the health of people in the community through discovery, innovation, training, implementation and collaboration with partners and patients. The CLIP team is dedicated to advancing the way pharmacy is practiced in communities, regionally, nationally, and across the globe, believing every person should have access to pharmacist-provided care in their communities.

- **Computational Chemical Genomics Screening Center (CCGS):** CCGS is a research, teaching and collaboration platform providing new exploratory computational tools, algorithms, and chemical libraries resources in a chemical genomics scale for in-silico drug design and discovery. CCGS has been part of the success of the Pharmacometrics and Systems Pharmacology Specialization MS Program, an
interdisciplinary science program to study drug actions and rational development of new drugs through network analysis, multitype-multiscale modeling, and simulations as well as data analysis.

- **National Center of Excellence for Computational Drug Abuse Research (CDAR):** CDAR is a joint initiative between the University of Pittsburgh and Carnegie Mellon University, funded by the NIH and National Institute on Drug Abuse (NIDA). The goal of CDAR is to advance and implement state-of-the-art computational chemical genomics technologies for facilitating drug abuse prevention and treatment research. CDAR also aims to centralize the newly developed drug abuse chemogenomic knowledgebase through a cloud computing/sourcing server platform. The goal is to enable efficient information exchange among drug abuse researchers and related scientific communities, and to accelerate the development of novel intervention methods for preventing and treating drug abuse and addiction.

- **Program Evaluation and Research Unit (PERU):** PERU is dedicated to meaningful work that facilitates each patient or community member’s ability to achieve optimal health, well-being, recovery, and choice. Since its founding in 2006, PERU has expanded its program development and research to four areas: substance use disorder education and research; opioid use disorder prevention, intervention, and treatment; medication adherence; and organizational health for healthcare systems.

In November 2021, the Richard King Mellon Foundation announced a $100 million gift for a bioresearch and development facility on Hazelwood Green. The sprawling former industrial site near Downtown Pittsburgh is being restored into a center for high-tech innovation and an engine for community growth. Pitt will create the University of Pittsburgh BioForge there as a highly specialized biomanufacturing facility that will help bring new cell and gene therapies and other novel treatments to patients and the marketplace. The Pitt BioForge will offer the University’s research teams as well as commercial and research partners high-tech manufacturing capabilities, wet lab, and other innovation and incubation space. The addition of the BioForge offers incredible opportunities for collaboration and innovation for the School of Pharmacy.

**Pharmacy Practice**

The School of Pharmacy aims to be a leader in standardizing the elements of practice so that pharmacists enhance the care of patients in the community, in institutions, and during transitions of care. In FY2020, 31 faculty provided direct patient care and pharmacotherapy decisions for over 45,000 patients. Additionally, Pitt Pharmacy provided individualized patient care and medication education to 500 patients receiving solid organ transplants and maintained pharmacotherapy services for over 1,000 active thoracic transplant recipients.

Recent clinical initiatives include the launching of the new Primary Care Precision Medicine Clinic that provides new pharmacogenomics services in a novel multidisciplinary clinic and the development of a pharmacokinetic urinary biomarker utilized to evaluate renal stress, being the first of its kind in the field. Most notably, Pitt Pharmacy faculty lead the PreCISE-Rx program, the clinical pharmacogenomics implementation program at UPMC. The program delivers superior, cost-effective patient care and advances the understanding of how genetic variation
affects medication response. The program has provided standard-of-care genotyping and clinical consultations to nearly 4,000 patients. PreCISE-Rx brings together stakeholders across many different disciplines to develop best practices in implementation pharmacogenomics in the clinic by offering guided decision support, cutting-edge genetic testing, and medical education. Through the new Pharmacogenomics Center of Excellence, the PreCISE-Rx team has now developed clinical guidance for clinical-grade testing, interpreting genotypes, and modifying drug therapy regiments for 14 genes.

The University of Pittsburgh School of Pharmacy offers pharmacy practice and specialized pharmacy residencies in conjunction with UPMC, the UPMC Health Plan, CVS, Caremark, Chartwell Pennsylvania, Giant Eagle, LP, RxPartners, Inc., and Rite Aid. It is through these partnerships that the Residency Program has grown in national reputation. Pharmacy residencies are 12-month postgraduate training programs that center on the development of knowledge, attitudes, and skills needed to promote rational drug therapy and direct patient care services. Specialized residency programs include an emphasis on optimizing patient outcomes in a focused area of healthcare and a commitment to prepare a new generation for leadership within the specialty area of the pharmacy profession.

COMMITMENT TO DIVERSITY AND INCLUSION

Building upon the Plan for Pitt, the University of Pittsburgh is committed to becoming an anti-racist institution and creating an inclusive and equitable campus environment—one that welcomes, values, and embraces the diverse perspectives of every member of our community. Closing the diversity gap in the health professions, ensuring health equity, and eliminating health disparities are priority objectives for the health sciences schools. The School of Pharmacy is committed to equity and justice in the classroom, throughout the school, and in its interactions with the patients, stakeholders, and communities it serves.

The School of Pharmacy believes that a special and powerful synergy evolves from a diverse community with an inclusive culture. Inclusion and diversity are the cornerstone of the School’s decision making. Pitt Pharmacy has an ongoing commitment to use a lens of equity as it reviews the curriculum, policies and procedures, and every aspect that makes up the School. Led by the Associate Dean for Equity, Engagement, and Justice, Pitt Pharmacy engages in ongoing processes of climate assessment and community dialogue through its Diversity and Inclusion Committee, and supports the justice, equity, diversity, and inclusion work of other committees such as Recruitment, Curriculum, Curricular Assessment, the Graduate Program Council, and academic departments and centers.

THE STRUCTURE AND GOVERNANCE

The Dean is supervised by and reports to the Senior Vice Chancellor for the Health Sciences (the hiring authority) for matters concerning budget, research, and teaching for the School of Pharmacy. The Dean is a member of the Health Sciences Cabinet, comprised of the deans of all health sciences schools and senior leadership in the Health Sciences. The Provost is the chief academic officer of the University and as such recommends all promotion and
tenure cases and approval of all academic programs to the Chancellor. The Provost convenes the Council of Deans, which is an integral governance and leadership body of the University consisting of all Deans, campus presidents, and the University Librarian.

Deans at the University of Pittsburgh are given considerable autonomy to advance an overarching strategy for their Schools; the Dean is responsible for the teaching, research, and clinical activities of Pitt Pharmacy, while having hiring authority and managing the School’s financial resources. The University is in the process of implementing a responsibility-centered management budget model, one that will give deans and chairs the maximum amount of budgeting responsibility and revenue generating possibility. The new financial model will go into full effect for FY23. The Dean will work closely with leaders at the School to ensure that this new model is utilized to propel the School forward. Pitt Pharmacy consists of the Department of Pharmaceutical Sciences and the Department of Pharmacy and Therapeutics, as well as eight centers. Direct reports to the Dean include:

- Senior Associate Dean
- Associate Dean, PharmacoAnalytics
- Associate Dean, Graduate & Postdoctoral Programs
- Associate Dean, Research & Sponsored Programs
- Associate Dean, Community Partnerships
- Associate Dean, Academic Affairs
- Associate Dean for Equity, Engagement, and Justice
- Assistant Dean, Students
- Associate Dean, Business & Operations
- Chair, Staff Leadership Team
- Chair, Department of Pharmaceutical Sciences
- Chair, Department of Pharmacy & Therapeutics
- Director of Communications
- Director of Finance

THE OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN

As a leader at a leading school of pharmacy in the nation, the Dean has the opportunity to continue to grow and distinguish Pitt Pharmacy in each of its mission areas; support faculty, trainees, and staff to reach new heights in their work; and foster an inclusive community that is strengthened by its diversity across many different dimensions. The Dean will set a high standard of excellence, assuring that Pitt Pharmacy’s programs are central to the University's mission and are responsive to the needs of the state, the nation, and the world. The Dean will lead the advancement of research, scholarship, education, and civic engagement, promoting initiatives within and outside of the School of Pharmacy. A successful Dean will address the following opportunities and challenges:

**Inspire and implement an ambitious vision for the next era of the School of Pharmacy**

The next Dean, working in close collaboration with Pitt Pharmacy’s many stakeholders, will be expected to outline a clear and ambitious vision for the School of Pharmacy’s future, building upon its strong reputation and visibility. The Dean will lead the creation and implementation of the School’s strategic plan and ensure that the School has the operational framework and resources required to succeed. This leader will be the School’s public voice, articulating its vision, its plans for the future, and its passion for precise therapeutics – as seen in its work from basic science to health policy. They will also ensure the School meets its mission, advances research and
scholarship, and delivers continually improving academic and patient care programs. Over the past decade, the School of Pharmacy has grown in nearly every metric, from research dollars to student enrollment, while the faculty, staff, and infrastructure support has stayed relatively level; the Dean will need to assure that the School can adequately support this exciting growth. The Dean will understand the future of pharmacy schools and their graduates and anticipate industry and scientific trends. To be successful in both creating and implementing a vision that keeps Pitt Pharmacy ahead of the curve, the Dean must collaborate with the other health sciences schools.

Assure that educational offerings are innovative, bold, and congruent with the needs of graduates for the next era of pharmacy

With enrollment declining in pharmacy nationwide, it is critical for Pitt to sustain and even grow enrollment, despite increased competition for new applicants. To date, Pitt Pharmacy has fared well during reduction of the national applicant pool and has continuously met target enrollment numbers. With reaccreditation coming up in 2024, the time is ripe for a new Dean to assess program offerings and inspire a commitment to excellence in teaching and learning through curricular and pedagogical innovation and new modes of course delivery and educational technology. This includes proactively seeking interprofessional educational opportunities as well as out-of-class learning opportunities for students that go beyond the breadth of the School’s current programs.

Foster the School of Pharmacy’s clinical discoveries and research excellence while advancing collaboration among Pitt Health Sciences

With over $30 million in support, Pitt Pharmacy has a healthy track record of securing support for research and scholarly endeavors. The next Dean will need to harness and elevate that momentum, assuring that the School stays abreast of funding trends, and proactively seeks out interdisciplinary research opportunities as the national funding landscape grows to favor team-based science. The newly renovated Salk Hall has a plethora of research space and is poised to support significant growth of the research enterprise. The incoming Dean should have a complex understanding of the funding landscape in pharmacy as well as innovative ideas for taking advantage of the tremendous research opportunities on campus. The School has a responsibility to the Pitt ecosystem; pharmacy and therapeutic interventions are increasingly critical to cutting-edge medicine. The next Dean will meet that challenge.

Be an excellent steward of the School’s fiscal resources

The new responsibility-centered management budget model gives the incoming Dean significant authority and resources to be judicious in investing in the most promising programs and initiatives. With tuition dollars and indirect funding from research staying within the School, the Dean and the Chairs will be able to work collaboratively to fund emerging areas as well as areas that are mission critical. The new funding model is designed to encourage nimbleness and innovation in investment. To do so, the incoming Dean must be astute when it comes to financial management as well as revenue generation and diversification of funding sources. The Dean will also eagerly engage in fundraising for everything from programming to endowed chair positions. Pitt Pharmacy ranked second in the University for overall alumni engagement in FY2020; the Dean will continue this trend and be an enthusiastic external representative of the School, actively seeking out and engaging the School’s alumni.

Enhance the commitment to diversity, equity, inclusion, and the School’s efforts to eliminate health disparities

Diversity, equity, and inclusion are priorities. It is critically important for the next Dean to build on Pitt Pharmacy’s ongoing efforts to diversify its faculty, staff, and student body. The Dean must actively foster an environment in
which all members of the community are respected, valued, and heard, creating space for open dialogue and an organizational structure that promotes cultural change in supporting these values. The Dean will support the work of the new Associate Dean for Equity, Engagement, and Justice in championing anti-racism at every level of the School’s mission. The Dean will be looked to as a leader who creates, fosters, and continually reinforces a climate of acceptance and inclusiveness where all members of the School and University community have the ability to reach their individual and collective potential. They will personally demonstrate a commitment to diversity and inclusion; maintain an environment that operates based on openness, civility, and respect; and enhance the School’s work in preparing culturally competent citizens and healthcare providers. Externally, the Dean will continue to support, encourage, and provide resources for research and practice that aim to eliminate health disparities and promote health equity in the community, which are important tenets in Pitt Pharmacy’s mission and values.

**Promote excellence in clinical practice**

With an eye towards growth, the Dean must remain attentive to the changing healthcare landscape to assure that Pitt Pharmacy is serving the community through cutting edge team-based clinical work. This requires building strong relationships with community providers and industry leaders while leveraging existing programs of excellence to advance the clinical mission. The new Primary Care Precision Medicine Clinic and the PreCISE-Rx project are just two great examples of opportunities for Pitt Pharmacy to advance this work. The Dean must take advantage of Pitt’s formal affiliation agreement and relationship with UPMC, which provides practice opportunities for students, can drive the growth in clinical reach of the School, and serves as a partner to create, test, and disseminate innovative models of clinical care.

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

The next Dean has an opportunity to grow the size of Pitt Pharmacy’s faculty in order to allow for increased productivity and collaboration, have more sustainable research funding, and continue to enhance the School’s reputation. Building on a tradition of excellence, the Dean will drive the recruitment, development, and retention of a diverse cadre of new faculty who are talented and committed to the mission and values of the School. Simultaneously, the Dean will ensure that resources are maximized to enable faculty to achieve their research goals. Working closely with faculty and department chairs, the Dean will maintain a supportive environment where faculty at all stages of their careers have the necessary resources for professional development. The Dean should have both the academic stature and broad talents to attract promising new faculty members and the interpersonal skills and style to ensure faculty retention.

**QUALIFICATIONS AND EXPERIENCE**

The ideal candidate will have demonstrated intellectual leadership in pharmacy, a substantial record of scholarly achievement, strong visibility in the pharmacy research community, and the capacity to engage in the progression of the discipline at the local, state, national, and international levels. Candidates must have qualifications commensurate with tenure at the rank of Professor in Pitt Pharmacy. In addition, the ideal candidate will possess the following qualities and qualifications:

- PharmD, PhD, or equivalent advanced degree
- Progressive administrative and operational experience in an academic health setting
- A deep understanding of the pharmacy landscape and thus the vision to anticipate trends and assure that Pitt Pharmacy is innovative in its approach across mission areas
A deep commitment to and concrete experience in fostering and supporting programs that address equity (including health equity), inclusion, and diversity

Strong acumen and judgment in managing financial resources and the ability to develop and implement budgets effectively, aligning resources with strategic priorities

Track record of and appetite for fundraising and engaging donors and alumni

Understanding of the value of pharmacy education and of the recent and emerging trends; proven support for innovation in health professional education programs

Success leading or supporting faculty recruitment, retention, and development efforts that enhance academic excellence, diversity, equity, and inclusion

A track record of partnering with a breadth of stakeholders to develop, inspire, communicate, and operationalize a shared vision and strategic plan

A history of strategic investment in faculty and their research; extensive experience in promoting interdisciplinary research

An eagerness and commitment to engage the University community broadly and to collaborate with deans and schools across the entire University system

Eagerness to engage external stakeholders to create partnership opportunities for students and faculty

Excellent listening, communication, and interpersonal skills, grounded in transparency and the spirit of shared governance and collaboration

ABOUT PITTSBURGH

Once a city known for its steel mills and heavy industry, Pittsburgh has been transformed into what has been described as one of America’s “Most Livable Cities” by The Economist. Now known for its exemplary educational institutions, health care facilities, and high-tech companies, Pittsburgh is a vibrant, mid-sized, and affordable city that has the feel of a small town with big city culture—including leading art, science, and history museums; a range of theater production companies; professional sports teams; and the world-renowned Pittsburgh Symphony Orchestra. For more, please visit: https://publichealth.pitt.edu/pittsburgh
TO APPLY

The University of Pittsburgh School of Pharmacy 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:

Ariannah Mirick - Partner
Randi Herrick - Managing Associate
Kristen Andersen - Senior Associate
Isaacson, Miller
(617) 262-6500

https://www.imsearch.com/search-detail/S8-223

The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity and diversity, EOE, including disability/vets. Title IX of the Education Amendments of 1972 protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance. Questions regarding Title IX may be referred to the University’s Title IX Coordinator, at titleixcoordinator@pitt.edu or to the U.S. Department of Education, Office for Civil Rights, 8th Floor, Five Post Office Square, Boston MA 02109-3921. Telephone: 617.289.0111, Fax: 617.289.0150, TDD: 800.877.8339, or Email: ocr.boston@ed.gov

APPENDIX A: ADDITIONAL HEALTH SCIENCES SCHOOLS AT PITT

School of Medicine Pitt Medicine is a rich environment in which to train and work and is consistently ranked as a top school by U.S. News & World Report (USNWR), ranking 13th in 2020. Ranking 12th in the nation for National Institutes of Health (NIH) funding with over $440 million in awards, the School of Medicine is living its mission to improve the health and well-being of individuals and populations through cutting-edge biomedical research, innovative educational programs in medicine and biomedical science, and leadership in academic medicine.

School of Dental Medicine Celebrating its 125th anniversary in 2021, the School of Dental Medicine today boasts general dental clinics and 11 specialty areas, offers outpatient craniomaxillofacial and oral surgical services, and contains the Multidisciplinary Implant Center and the Center for Patients with Special Needs—one of the few centers in the country dedicated to training future dental professionals in caring for patients with disabilities. According to the Blue Ridge Institute’s 2020 rankings, the School of Dental Medicine ranked 11th among American schools of dentistry in NIH/NIDCR research funding with $7 million in support, boasting research strengths in craniofacial genetics, craniofacial regenerative medicine, and public disparities in oral health.

School of Nursing Since 1939, the School of Nursing has prepared students for increasingly demanding practice and academic environments through degree programs that incorporate rigorous theoretical and practical course work with progressively complex clinical experiences. Consistently ranked among the top graduate schools in the nation by USNWR, Pitt Nursing ranks 6th in Best Nursing Schools: Doctor of Nursing Practice, 4th in anesthesia, and 4th in DNP Administration/Management. Pitt Nursing received more than $7.6 million from the NIH in 2020—ranking 6th in the nation among funding for nursing schools.

School of Health and Rehabilitation Sciences The School of Health and Rehabilitation Sciences (SHRS) is a global leader in rehabilitation and disabilities studies with particular research strengths in physical therapy, assistive technology development, and injury prevention and performance optimization. Its research, education, and training efforts focus on supporting children, adults, and seniors with disabilities; active members of the armed services;
veterans and others with limited functionality; and rehabilitation or therapy needs. In 2021 USNWR recognized SHRS graduate programs in physical therapy (1st), occupational therapy (3rd), audiology (7th), and speech-language pathology (3rd) as best in the nation.

**School of Public Health** Established in 1948 with a gift of $13.6 million from the Andrew W. Mellon Education and Charitable Trust, Pitt Public Health was the 13th accredited school of public health in the country. Today, the Graduate School of Public Health is among the country’s best public health programs, ranked 15th by USNWR and 7th in the nation in NIH funding with over $46 million in awards. Pitt Public Health is recognized for its contributions to public health practices and medical care in the Pittsburgh region and around the world.

**APPENDIX B: NOTABLE ENTERPRISE-WIDE RESEARCH EFFORTS AT PITT**

The University of Pittsburgh along with its clinical partner, UPMC, has a long history of team-based collaborative science that extends across six health sciences schools, the School of Engineering, other schools at Pitt, and the entire UPMC enterprise. Examples of interdisciplinary research centers include, but are not limited to:

- The Immune Transplant and Therapy Center, launched with an initial $200 million investment by UPMC, aims to dramatically accelerate the translation of immunotherapy research findings from the laboratory to the clinic—an effort that incent new initiatives and collaborations.
- The Pitt Clinical and Translational Science Institute, which has been continuously funded for 16 years with nearly $400 million of NIH funding, and has supported >7,000 research studies across the health sciences schools. In 2016, the NIH chose Pitt’s CTSI to build the foundational partnerships and infrastructure needed to launch NIH’s All of Us Research Program. This program aims to engage one million or more research participants to revolutionize how disease is prevented and treated based on individual differences in lifestyle, environment, and genetics. In collaboration with the Pharmacogenomics Center of Excellence at the School of Pharmacy, Pitt CTSI built on the foundation of the All of Us Program to create the Pitt+Me Discovery Biobank, which is collecting samples from >200,000 UPMC patients for pharmacogenomics research and is returning clinically actionable results into their electronic health records. These programs benefit all of the health sciences schools.
- The Pittsburgh Health Data Alliance is leveraging big data to revolutionize health care and wellness. This Pitt-UPMC-CMU collaboration advances technology and creates data-heavy health care innovations. It has obvious implications across the University and all of the health sciences schools.
- Early in 2015, Pitt and UPMC entered into an agreement designed to accelerate the commercialization of intellectual property arising from the research activity of University faculty. This partnership works to speed the commercialization of medical technologies and services, offering the dual benefit of bringing medical advances to the public more rapidly while supporting business startups and the accompanying economic benefits for the region. Pitt’s Innovation Institute, founded in 1996, has created 166 startups that are dependent upon the licensing of technologies developed at the University. A majority are life sciences companies.
- The University and UPMC have made a large commitment to ophthalmic research and care based on promising research that could alter our understanding of genetic conditions, glaucoma, and macular degeneration. UPMC will build an eye hospital with research facilities embedded. The emerging science points to promising therapies that could alter understanding of vision, blindness, and ophthalmic care.
- The Institute for Precision Medicine, established by Pitt and UPMC in 2013, aims to apply new knowledge in genetics, genomics, and other disciplines toward the advancement of evidence-based medicine and with
the ultimate goal of improving disease prevention and treatment models for individuals and the population at large.

APPENDIX C: ABOUT UPMC

The health sciences schools’ academic and research eminence relies on its close partnership with UPMC—a prestigious nonprofit health system that grew out of the University. UPMC leadership sprang from academic posts within Pitt and shared the University’s mission as its own system evolved. Now an independent entity, UPMC is operationally integrated at every level with the health sciences schools. UPMC is a $23 billion health care provider and insurer. Based in Pittsburgh, UPMC is inventing new models of patient-centered, cost-effective, accountable care. The largest nongovernmental employer in Pennsylvania, UPMC integrates more than 92,000 employees, 40 hospitals, 800 doctors’ offices and outpatient sites, and a more than 4 million-member Insurance Services Division, the largest medical insurer in western Pennsylvania. In the most recent fiscal year, UPMC contributed $1.7 billion in benefits to its communities, including more care to the region’s most vulnerable citizens than any other health care institution, and paid more than $900 million in federal, state and local taxes. With the exception of Kaiser, UPMC is the largest provider-payer organization in the nation. As UPMC turns vigorously to value-based care, all Pitt schools will have a rare opportunity for interprofessional education and new models of care giving.