



Position Specification

Lehigh University
Dean, College of Health

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Lehigh University

Founded in 1865, Lehigh University is a premier coeducational, nondenominational, private residential research university that offers a distinctive academic environment for undergraduate and graduate students from across the globe. Firmly rooted in its mission of teaching, research, and service, Lehigh prepares students to become leaders through outstanding teaching by internationally recognized faculty who also perform groundbreaking research to meet the needs and challenges of society. Through academic rigor, an entrepreneurial mindset, and collaborative opportunities, Lehigh challenges its students to become the leaders of the future.

Today, Lehigh University is among the most selective, premier private research universities in the U.S. Academic programs are offered through five colleges – the College of Arts and Sciences, College of Business and Economics, P.C. Rossin College of Engineering and Applied Science, College of Education, and College of Health. Graduate and doctoral programs are offered in all five colleges.

In 2022, *US News & World Report* ranked Lehigh 49th among national universities, 29th when measured by “value proposition,” and 13th in undergraduate teaching. *US News* also ranks Lehigh’s College of Business and College of Engineering among the top undergraduate business and engineering programs in the country and ranks Lehigh’s online MBA as a top 10 program.

Lehigh University’s research strengths span its five colleges and are supported by approximately \$40 million in externally sponsored funding in 2021. Lehigh has made targeted investments in research with the recent founding of the College of Health and the construction of the new Health, Science, and Technology Building (HST). The University has invested in new faculty hires, especially for the College of Health, and provides competitive start-up support for key faculty hires. The additional open and flexible lab space in the HST provides a valuable opportunity to accelerate research success with key allocations of space and appropriate investments.

Lehigh employs more than 550 full-time faculty, including more than 460 tenured or tenure-track faculty, nearly 100 non-tenure track faculty, and approximately 1,200 full and part-time staff who support the academic, research, and administrative functions. Lehigh has more than 85,000 active and engaged alumni. The University enrolls approximately 5,450 undergraduate and 1,800 graduate students. A small student-faculty ratio (9:1) allows students to work closely with their professors. First and second-year undergraduate students live on campus in residence halls and specialty housing options. Students engage in leadership development activities and participate in more than 200 clubs and organizations around social, academic, cultural, and intellectual activities. Lehigh participates in NCAA Division I sports, fielding 25 teams for men and women, as well as 40 intramural and club sports. The varsity football, men’s and women’s basketball, men’s lacrosse, golf, tennis, and softball teams have all won Patriot League Championships, and some sports have reached the NCAA tournament championship level.

Located in the city of Bethlehem (population 75,000), Pennsylvania, Lehigh is 50 miles from Philadelphia and 75 miles from New York City. Lehigh is situated on more than 2,300 acres on four campuses in Pennsylvania’s scenic Lehigh Valley, making it one of the largest (by land) private universities in the country. Three of Lehigh’s four campuses are contiguous: The Asa Packer Campus is the original and predominant campus; the Mountaintop Campus, a former Bethlehem Steel facility, is home to the College of Education, Iacocca Hall, several academic departments, and major research facilities; Murray H. Goodman Campus houses Lehigh’s athletic complex, the Murray H. Goodman football stadium, Stabler Arena, and other sports facilities. The Stabler campus, on 755 acres in nearby Upper Saucon Township, provides an opportunity for the long-term advancement of the University’s academic mission. The

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University's corporate entity, LU Properties LLC, manages the finances, maintenance, and any future development of this property.

Lehigh strives to enhance diversity, inclusion, and equity. The University's ongoing goal is to ensure that all members of the community feel safe, valued, and welcome. Lehigh University is first and foremost an educational institution, committed to developing the future leaders of our changing global society. To that end, Lehigh is committed to The Principles of our Equitable Community.

In 2016, Lehigh laid out a plan for growth in faculty, students, programs, and facilities entitled "Path to Prominence." Guided by that plan, much was accomplished, including the establishment of the College of Health; the addition of new buildings on the Mountaintop Campus; the creation of new residential facilities using public-private partnerships; and a formal diversity, equity, and inclusion plan that provides more structure, visibility, and accountability to the institutional commitment to inclusive excellence. Under Lehigh's new leadership, the University is engaged in developing a new strategic plan that will guide Lehigh over the next decade. The University is currently in the midst of a \$1 billion fundraising and engagement initiative, "[Go: The Campaign for Lehigh](#)," designed to strengthen efforts to attract the best students, develop new facilities and programs, and support faculty research. Launched in 2018, the campaign has raised more than \$700 million to date.

Lehigh University's [annual report from 2021](#) provides an overview of the intellectual activity across campus as well as a financial report.

The University is incorporated in the Commonwealth of Pennsylvania as a non-profit corporation and is an organization described in Section 501(c) (3) of the Internal Revenue Code of 1986, as amended, as a tax-exempt organization under Section 501(a) of such Code. Lehigh is accredited by the Middle States Association of Colleges and Schools. The calendar for the academic year consists of two semesters—Fall and Spring, and two Summer Sessions.

The College of Health

Founded in 2019, the Lehigh University College of Health is Lehigh's first new college in five decades. The investments and planning to date, including faculty lines, space, staffing, and incorporation into Lehigh's reputation and brand, represent one of the biggest investments that the University has made in its history. The College is one-third of the way toward its goal of hiring 50 tenure-line faculty. The College has defined a clear trajectory for its recent and immediate growth, but the longer-term direction of the College remains malleable and decisions about this direction will depend heavily on the next dean. The success of the College is critical to the success of the University, therefore finding the right leader for the College is critical to the University.

The mission of the College of Health at Lehigh University is to understand, preserve, and improve the health and well-being of populations, communities, and individuals through excellence and innovation in education, research, and service. With a focus on improving health equity, the College cultivates highly skilled and diverse scientists and leaders in health through novel and interdisciplinary coursework, experiential learning, and integrated career development. The College of Health occupies a unique space within the Lehigh University ecosystem, which enables the College to tap into the expertise of faculty in Lehigh's four existing colleges.

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At a time of change in the world of health, the demand for professionals with expertise in health data science is growing at a rapid pace. The fields of population health, precision medicine, and health innovation and technology seek to advance our understanding of the multiple determinants of health, from a cell to society, and how they interact to produce health outcomes. The College of Health is committed to developing students to succeed and lead in these emerging fields. Lehigh alumni enter the world prepared to make an impact in the private sector, nonprofit organizations, and government institutions.

Access to impactful experiential learning opportunities is one of the cornerstones of the College of Health's mission. Through partnerships within and beyond the University, students can pursue a rich set of experiences in health. For instance:

- Health technology/entrepreneurship: Ben Franklin Technology Partners, an incubator on Lehigh's campus for tech-based start-ups.
- Community and global health: Pennsylvania Department of Health's Office of Health Equity, which addresses health disparities and public health issues.
- Data analytics: IQVIA, a multinational leader serving industries in health information technology and clinical research.
- Social enterprise: The Global Good Fund, an organization founded by Lehigh alumna Carrie Rich, provides leadership development for social entrepreneurs, including those in the healthcare sector.
- All students majoring in the College have the opportunity to apply for a paid internship, a funded experiential learning project, and/or study abroad experience.

The College of Health works closely with Lehigh's Office of International Affairs to connect students with international experiences through traditional semester abroad programs, international internships, or global opportunities on Lehigh's campus.

Health, Science, and Technology (HST) Building

The new home of Lehigh's College of Health—the largest academic facility built at Lehigh in more than a decade and the first new building in 50 years—is the nexus for innovation in population health education, research, and partnerships.

Opened in January 2022, the 195,000-square-foot facility houses College of Health faculty, administrative and programmatic staff, wet and dry labs, and community resources. Along with the College of Health faculty, the building houses engineering and science faculty from Lehigh's other colleges who work on health and energy. The building's open, collaborative design fosters an atmosphere of constant innovation and change. Interdisciplinary teams rotate in and out of the space while undergraduates engage in high-impact, hands-on learning experiences working alongside graduate students and faculty researchers. This community-facing space redefines innovation by providing a home for Lehigh to forge important new partnerships with local organizations, schools, and churches.

The Role

Reporting to the Provost and Senior Vice President for Academic Affairs Nathan Urban, the Dean will provide visionary leadership to propel the College of Health forward and build its national reputation. The Dean's primary objective is to provide foundational and visionary leadership to the newly created College in all aspects of operation, including

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academic affairs, administration and planning, student recruitment and career placement, enrollment management and financial aid, financial management, and institutional advancement.

Key Priorities:

- Provide an inclusive, innovative vision that leverages the interdisciplinary strengths of the College, builds on its [current strategic goals](#), and aligns with the [University's strategic themes](#).
- Provide vision and leadership to strengthen existing programs and advance the College's reputation.
- Demonstrated commitment to equity, diversity, and inclusion. Must understand and value the importance and benefits of a diverse student body, staff, and faculty.
- Create impactful undergraduate and graduate education programs.
- Oversee the preparation for the upcoming CEPH accreditation process in 2024.
- Develop a distinctive and impactful area of research strength that builds on the mission of the College and addresses the needs of specific populations.
- Develop and integrate collaborative relationships with partners within and beyond Lehigh.
- Establish strategic partnerships to expand the College's clinical capacity for teaching and research.
- Drive the College's growth and diversity by supporting focused student, staff, and faculty recruitment efforts.
- Lead a range of strategic initiatives to assess and structure administrative functions, policies, and operations in collaboration with College faculty and staff and University leaders.
- Promote faculty participation in shared governance and establish strong consultative relationships and a culture of cooperation.
- Develop the financial resources of the College, especially through fundraising and external relations.

The next Dean of the College of Health will have multiple responsibilities in these core areas:

- **Strategic Vision** – Provide leadership in determining the vision and overall direction of the College of Health. The Dean will hold a vision that establishes the College as a progressive and innovative leader among such colleges, with a focus on impact and excellence. Provide leadership in establishing the College's strategic objectives and develop and manage all resources essential to the achievement of these objectives. Work with faculty, academic leadership, and University leadership in pursuit of broader institutional goals.
- **Academic Leadership** – The Dean will stimulate, guide, and support the development of high-quality academic programs and pedagogies and implement initiatives to improve the Baccalaureate, Master's, and Doctoral programs and graduate certificates. Foster an academic culture of inclusive excellence. Recruit and retain top faculty who will further the College's research and academic mission, attain high standards of excellence, and enhance the diversity of the College and University. Evaluate faculty for appointment, tenure, and promotion. Develop an outstanding multi-disciplinary research program supported by external funding. The Dean will provide guidance and support and assure that an adequate research infrastructure is available to support the growth of research programs.
- **Administrative Leadership** – Provide administrative leadership for the College in all aspects of fiscal and personnel management for both staff and faculty. The Dean is responsible for maintaining a leadership team capable of supporting and implementing the College's vision and strategies.
- **Diversity** – Demonstrated commitment to equity, diversity, and inclusion. Must understand and value the importance and benefits of a diverse student body, staff, and faculty.
- **Collaboration and Strategic Partnerships** – Enhance administrative, academic, research, and clinical relationships with other entities internal and external to the University. The Dean will leverage and enhance

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relationships through effective communication with internal and external constituencies, including staff, local and regional organizations/associations, members of senior leadership, and academic communities.

- **Financial Management** – Ensure a strong financial future for the College. Manage the financial resources of the College through an effective annual operating budget and long-term financial plan. Oversee College-wide resource acquisition and utilization.
- **Development Activities** – Enhancing the external relations and public profile of the College in collaboration with other University programs, generating financial support and meaningful opportunities for the newfound College. The Dean will personally engage in fundraising and participate in the ongoing “GO: The Campaign for Lehigh” campaign.

Qualifications

Lehigh University's College of Health seeks the following experiences and attributes in the Dean of the College of Health:

- **Visionary Leadership** – An established record of strong, collaborative, and forward-looking leadership. An inclusive, equity-minded leader who is interested in and enthusiastic about leading a new college, while collaborating with internal and external constituents to continue to develop a shared vision for the College of Health. Demonstrated experience in leading a growing academic department, unit, or program. The capacity to formulate and articulate a shared vision, to persuade a wide range of audiences of its value, and to engage others in its implementation. Ability to recruit diverse, outstanding new faculty as well as retain the College's current faculty. Ability to motivate and inspire others to strive continuously for academic excellence. Demonstrated academic management skills and the ability to recognize excellence in others and facilitate their success. Evidence of leadership in and demonstrated commitment to equity, diversity, and inclusion. Must understand and value the importance and benefits of a diverse student body, staff, and faculty.
- **Appreciation of Academic Mission** – Possess administrative and management experience. Proven leadership experience in addressing the disparities and significant issues facing health outcomes for communities, populations, or individuals. Genuine commitment to teaching, scholarship, and research. Deep understanding of the critical importance of knowledge production and scholarship, as well as the importance of providing students with the highest quality educational experience.
- **Academic Qualifications** - Content expertise in and a diverse, multi-disciplinary understanding of public health. Candidates from academia will have credentials for appointment at the Full Professor level, including a terminal degree in a field congruent with broad interdisciplinarity of the COH and a record of success in research in that field. Candidates from outside academia who demonstrate requisite experience and skills are also encouraged to apply.
- **Fundraising and External Engagement** – Genuine appetite and aptitude to lead fund-raising efforts for the College and participate collaboratively in fund-raising efforts for the University. Naturally connects and builds strong relationships with others, promoting and marketing the College internally and externally.
- **Personal Qualities** – The highest standards of personal and academic integrity and ethical and professional conduct. Strong interpersonal, oral, and written communication skills, with a focus on openness and transparency. Experience working within a multidisciplinary environment. Innovative and creative problem-solver, with a willingness to take risks. Entrepreneurial drive and strong organizational skills. Ability to foster a collegial and respectful work and educational environment. Possess emotional intelligence, intellectual curiosity, and listening skills.

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Nomination and Application Procedure

Lehigh University invites inquiries, nominations, and applications for the position of Dean of the College of Health. Interested candidates should confidentially submit a curriculum vitae and letter of interest (Adobe PDF files preferred) to Lehigh.CH@russellreynolds.com.

For fullest consideration, materials should be received as soon as possible and preferably by January 16.

Lehigh University upholds The Principles of Our Equitable Community and is committed to providing an educational, working, co-curricular, social, and living environment for all students, staff, faculty, trustees, contract workers, and visitors that is free from harassment and discrimination on the basis of age, color, disability, gender identity or expression, genetic information, marital or familial status, national or ethnic origin, race, religion, sex, sexual orientation, or veteran status. Such harassment or discrimination is unacceptable behavior and will not be tolerated.

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