



Idaho State  
University

# L.S. SKAGGS COLLEGE OF PHARMACY & HEALTH PROFESSIONS

**DEAN**

Position Profile





# ABOUT IDAHO STATE UNIVERSITY

Idaho State University is a Carnegie-classified R2 high spending, doctorate-granting research university. ISU offers academic opportunities in more than 250 programs across seven colleges, and its faculty and students break new ground in fields ranging from health, to technology, to the performing arts. Founded in 1901 on the traditional lands of the Shoshone and Bannock peoples in Pocatello, the University extends educational access to a wide spectrum of students, and strives to build an welcoming community among those drawn to its five campuses from around the region and the world. ISU engages students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of its communities.

ISU enjoys extensive partnerships that extend its research and academic presence across Idaho and the intermountain region. For example, the Idaho Falls campus supports the Critical Materials and Energy Innovation Center at the Idaho National Laboratory in Idaho Falls. ISU is an academic and research partner with the private Idaho College of Osteopathic Medicine, Idaho's only medical school, which is adjacent to ISU's Meridian campus (home of the Sam and Aline Skaggs Health Science Center). ISU is the state's designated lead institution in health professions, medical education, and biomedical research. The Twin Falls campus partners with the College of Southern Idaho to prepare career-ready graduates, and a campus in Anchorage, Alaska, extends the reach of ISU's pharmacy program. ISU's main campus in Pocatello serves as an academic and research hub for national and global students while also serving local schools and tribes to extend the educational horizons of local youth.

Centers, institutes, and several core research facilities support research and academic programs on the main Pocatello campus. These include facilities such as the Center for Ecology Research and Education (CERE), the Idaho Accelerator Center, the Molecular Research Core Facility, the GIS Training and Research Center, the ISU Animal Care Facility, a number of college-supported labs for water, structure and cybersecurity, to name a few. ISU is also home to a 5-watt AGN-201 reactor in the Nuclear Engineering Laboratory.



To read about ISU in the news, go to [isu.edu/news](https://isu.edu/news)



# ABOUT IDAHO STATE UNIVERSITY



**13:1 STUDENT-TO-TEACHER RATIO** allows students to enjoy personal connections with faculty. As a state leader in health sciences, ISU offers hands-on experiential learning for students and widespread health services to the community at more than a dozen clinics across the state.



Education at Idaho State is augmented with **REAL-WORLD EXPERIENCES**; the \$2.3 million Career Path Internship program advances the career goals of hundreds of students by pairing them with paid on- and off-campus internships and research experiences.



As an **NCAA DIVISION 1 SCHOOL**, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf and soccer.



**WITH SO MUCH TO EXPLORE**, students can get involved in more than 150 student organizations or explore Idaho with whitewater rafting and backcountry experiences led by the Outdoor Adventure Center. Quick day trips to Craters of the Moon National Monument or Yellowstone National Park are a short drive away.



**THE L.E. AND THELMA E. STEPHENS PERFORMING ARTS CENTER** on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals and art performances.

## UNIVERSITY TRADITIONS

From an annual day of service to a weekly showcase of school spirit, Idaho State proudly celebrates a number of University traditions. We encourage all faculty and staff to join our students and alumni in taking part in all of our longstanding University traditions.

One tradition that we widely encourage is Bengal Wednesday. Walking across campus, or wherever Bengals are in the world, we stand united as fellow Bengals and proudly wear orange and black on Wednesdays.

# ABOUT IDAHO STATE UNIVERSITY



## ACCREDITATION

The Northwest Commission on Colleges and Universities (NWCCU) is ISU's institutional accreditor. The NWCCU is an independent, non-profit membership organization recognized by the U.S. Department of Education as the regional authority on educational quality and institutional effectiveness of higher education institutions in the seven-state Northwest region of Alaska, Idaho, Montana, Nevada, Oregon, Utah, and Washington. It fulfills its mission by establishing accreditation criteria and evaluation procedures by which institutions are reviewed.

### Specialized Accreditation for Colleges and Programs

Many undergraduate and graduate programs maintain specialized professional accreditation. The Office of Institutional Research maintains the most up-to-date list of over 80 ISU programs with specialized accreditation.



To learn more about accreditation, go to [isu.edu/accreditation](https://isu.edu/accreditation)

## RESEARCH AT IDAHO STATE

Trending upward year after year, research at ISU is a driver of growth and development, and solidifies Idaho State's classification as a Carnegie-classified High Research Activity institution.

In FY25, ISU received over **\$47 million** in external research awards. This represents a **45%** increase in research awards and a **200%** increase in research funding since 2018.

Last year, ISU students also received just under **\$5 million** in externally-sponsored wages, fellowships and stipends to participate in research and creative scholarship activities.



To learn more about research at ISU, go to [isu.edu/research](https://isu.edu/research)

# STRATEGIC PLAN



## MISSION

We engage students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of our communities.

## VISION

We inspire a passion for knowledge and discovery.

## VALUES

- Integrity:** Honesty in our actions and words
- Community:** Fostering connections
- Inclusivity:** Valuing all and building a culture of belonging
- Teamwork:** Collaborating with compassion and respect
- Shared Responsibility:** All contributing to our success
- Learning:** Continuous growth and development

## GOALS

- Increase** student access, opportunity, and success
- Strengthen** programmatic excellence
- Cultivate** external partnerships
- Expand** research, clinical and creative activities
- Energize** the Bengal community



To learn more about accreditation, go to  
[isu.edu/strategicplan](http://isu.edu/strategicplan)

# CAMPUS LOCATIONS



## **POCATELLO**

*Idaho State's main campus is located in Pocatello. This campus is home to administrative offices, student housing, and Bengal athletics. The University has been located on this site since it was founded in 1901.*

**921 S. 8th Avenue  
Pocatello, Idaho 83209**

**[isu.edu/about](http://isu.edu/about)**



## **MERIDIAN**

*Idaho State's Meridian campus offers more than 30 undergraduate and graduate programs in the Sam and Aline Skaggs Health Science Center. Approximately 1,000 students take classes in Meridian and support community-facing health clinics.*

**1311 E. Central Drive  
Meridian, Idaho 83642**

**[isu.edu/meridian](http://isu.edu/meridian)**



## **IDAHO FALLS**

*Located adjacent to the Snake River, the Idaho Falls campus provides opportunities for students to complete associate's, bachelor's, master's and doctoral degrees. The campus is jointly operated with the University of Idaho.*

**1784 Science Center Drive  
Idaho Falls, Idaho 83402**

**[isu.edu/idahofalls](http://isu.edu/idahofalls)**



## **TWIN FALLS**

*Located on the College of Southern Idaho campus, Idaho State's presence in the Magic Valley offers a number of bachelor's- and doctoral-level programs, mostly through the College of Education.*

**315 Falls Avenue  
Twin Falls, Idaho 83303**

**[isu.edu/twinfalls](http://isu.edu/twinfalls)**

The University also operates outreach centers in American Falls, Blackfoot, and Anchorage, Alaska.

# UNIVERSITY LEADERSHIP

Robert W. Wagner, Ph.D., began serving as Idaho State University's fourteenth president in January 2024. Before coming to ISU, he served as the Executive Vice President and Chief Operating Officer at Utah State University. He also previously served as the Vice President for Academic and Instructional Services, a unique organizational blend of student, faculty, operational, innovation, and academic programming responsibilities.

President Wagner has positioned ISU for a bold future, driving growth, innovation, and impact, to push boundaries and expand institutional reach, focusing on five key areas:

1. Enrollment Growth and Student Success
2. Academic and Research Enterprises
3. Advancing/Enhancing Physical Infrastructure
4. External Relations and Partnerships
5. Employee Engagement, Empowerment, and Connection

President Wagner is committed to driving meaningful impact through a dedication to research, creative works, and community engagement. Under his leadership, Idaho State University is focused on affordability, relevance, and collaboration to deliver high-caliber education that opens doors to transformational opportunities.



## UNIVERSITY LEADERSHIP



Rex W. Force, BSPHarm, Pharm.D., FCCP is Vice President for Health Science and Senior Vice Provost at ISU. Previously he served as Associate Dean for Clinical Research in the Division of Health Sciences at ISU and holds a tenured professorship in the Department of Family Medicine and directed clinical research programs in that department. He also holds an appointment as Professor of Pharmacy Practice.

Dr. Force earned his B.S. in Pharmacy from Oregon State University and his Doctor of Pharmacy (Pharm.D.) degree from the University of Texas and the University of Texas Health Science Center in San Antonio, after which he completed a two-year clinical research fellowship at Ohio State University. He is a Fellow of the American College of Clinical Pharmacy, and has an additional certification in healthcare quality improvement.

Dr. Force was instrumental in developing the Bengal Pharmacy telepharmacy program at ISU which provides much-needed access to medications to rural Idahoans in Adams, Butte and Custer Counties. He also established the pharmacotherapy and community pharmacy residency programs at Idaho State, providing innovative post-graduate opportunities to pharmacists.

Heavily involved in clinical research, he served as a Board Trustee of the Research Institute of the American College of Clinical Pharmacy and a member of the Steering Committee of the WWAMI-region Practice and Research Network. In addition, he served as the ISU liaison to the Mountain West Clinical Translational Research Infrastructure Network, a multi-state, multi-institution consortium designed to improve health research in the western US.

Dr. Force also serves on the Board of Trustees of the Idaho College of Osteopathic Medicine. He has been on the faculty at Idaho State University since 1993.

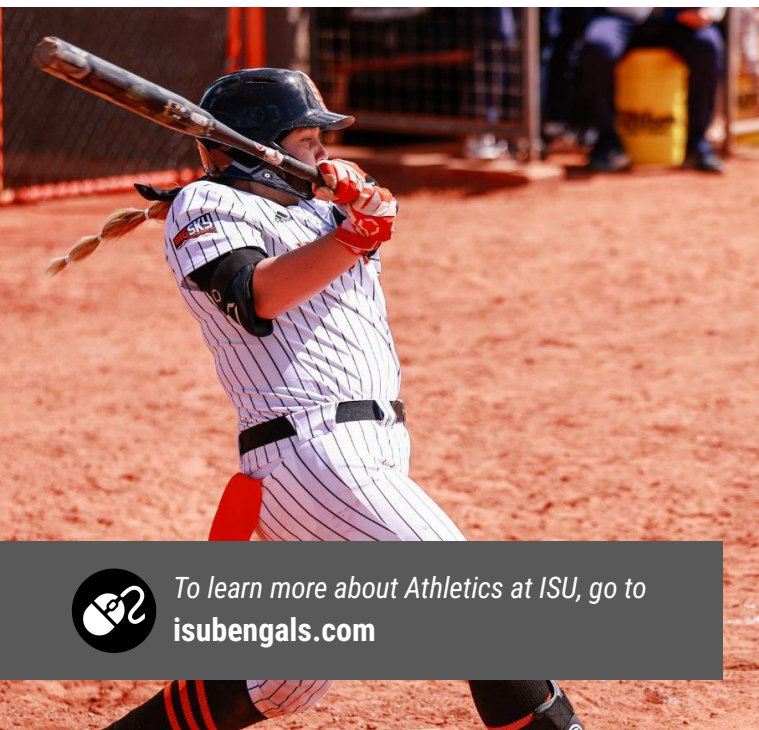
# UNIVERSITY CULTURE



At Idaho State, we strive to serve our students through an intentional focus on energizing our Bengal community and enhancing our University culture. We are committed to building a University culture where positivity, productivity, and job satisfaction all intersect.

We are on a journey to integrate strengths-based philosophies into our work environment, designed to celebrate individual contributions and promote growth and development for each member of our campus communities, based on their innate talents. Building on the strengths of our faculty, staff, teams, and institution, we want others to hear us ROAR!

- Strengthening our Bengal communities through access, impact, collaboration, and bold action.
- Celebrating individuals by valuing talents, individual perspectives, backgrounds, experiences, and ideas in an environment where growth and development is supported.
- We believe in leading through shared governance. Listening to problems and concerns and then seeking collaborative solutions with our faculty, staff, and students makes Idaho State stronger.



## ATHLETICS AT IDAHO STATE

As a member of the Big Sky Conference (BSC), Idaho State has 15 NCAA Division I sports. As of 2023, full member institutions are located in the states of Arizona, California, Colorado, Idaho, Montana, Oregon, Utah, and Washington.

### Women's Sports:

Basketball  
Cross Country  
Golf  
Indoor Track and Field  
Outdoor Track and Field  
Tennis  
Soccer  
Softball  
Volleyball

### Men's Sports:

Basketball  
Cross Country  
Golf  
Indoor Track and Field  
Outdoor Track and Field  
Tennis  
Football



To learn more about Athletics at ISU, go to [isubengals.com](https://isubengals.com)

# L.S. SKAGGS COLLEGE OF PHARMACY & HEALTH PROFESSIONS

## ***History of Excellence***

The L.S. Skaggs College of Pharmacy and Health Professions at Idaho State University is a premier institution that has been preparing pharmacists to serve Idaho and the country since its first class of students began in 1920. Being a leader in innovative pharmacist education for over 100 years, the college is incorporating a new portfolio of academic programs to fulfill ISU's mission as the leading health science institution for Idaho starting in the Fall of 2026. The total comprehensive portfolio of programs will include biomedical sciences, (pharmaceutical sciences, anatomy and physiology; biochemistry and microbiology); clinical psychopharmacology; pharmacy practice and administrative sciences; and the School of Health Professions, which includes community and public health, dental hygiene, emergency services, medical laboratory science, nutrition and dietetics, radiographic sciences, and physician assistant studies.

In order to meet the growing demand for competent and caring pharmacists in Idaho, the College of Pharmacy expanded its classrooms and labs to the Treasure Valley in 2000. That commitment deepened in 2009, when the College established its home at the Sam and Aline Skaggs Health Science Center at ISU Meridian. With thriving locations in both Meridian and Pocatello, the College continued to build its reputation for exceptional pharmacist training—but the story didn't stop there.

In 2011, faculty at the University of Alaska Anchorage recognized a pressing need for additional educational pathways to prepare pharmacists in their state. They turned to ISU for support. After years of collaboration, planning, and partnership-building, the UAA–ISU College of Pharmacy welcomed its first cohort of students in 2016, extending ISU's reach and impact across the Pacific Northwest.

Idaho is a national leader in forward-thinking pharmacy practice legislation, granting pharmacists in both Idaho an exceptional level of prescribing and billing autonomy. This progressive environment has positioned Idaho at the forefront of pharmacist-driven care. A recent article, [Pharmacist Prescriptive Authority: Lessons from Idaho](#), that was published in the journal *Pharmacy* highlights Idaho's advanced practice landscape and underscores the remarkable opportunities it creates for pharmacist education, innovation, and research. Together, these developments showcase Idaho as a model for expanding the clinical impact of pharmacists nationwide.

Just recently, the Alaska legislature has passed pharmacist prescriptive authority which was championed by ISU College of Pharmacy faculty, pharmacy students and local pharmacists. Both Idaho and Alaska now allow pharmacist to practice at the top of their education but more importantly increased access to much needed healthcare to rural and underserved populations in their states.



To learn more about the College of Pharmacy and Health Professions go to [isu.edu/pharmacy](https://isu.edu/pharmacy)

# THE OPPORTUNITY

The L.S. Skaggs College of Pharmacy and Health Professions (COPHP) has a rich history that is steeped in tradition from all of their programs which makes it strongly positioned to lead Idaho/Alaska and the nation in innovative health professional education, research, and practice. The Dean will serve as the chief executive and academic officer of the College, leading a comprehensive portfolio of programs including biomedical sciences, (pharmaceutical sciences, anatomy and physiology; biochemistry and microbiology); clinical psychopharmacology; pharmacy practice and administrative sciences; and the School of Health Professions, which includes community and public health, dental hygiene, emergency services, medical laboratory science, nutrition and dietetics, radiographic sciences, and physician assistant studies.

The Dean of the COPHP will report directly to the Vice President for Health Sciences and Senior Vice Provost and be a member of the Academic Deans Council. The Dean will provide academic leadership and executive management of the COPHP, and supervise a staff of 42, including an Associate Dean for Academic Programs, an Associate Dean for Student Affairs, an Assistant Dean of Assessment and Accreditation, an Associate Dean of Experiential Education and Interprofessional Education, Associate Dean for Health Professions, the Alaska Programs Coordinator, the CAPPRE Director, the Director of Events and Engagement, the Director of Bengal Pharmacy, and a Management Assistant.

Of ISU's nearly 13,000 students, over 2,200 are enrolled in programs in the COPHP which are taught and mentored by its nearly 100 talented faculty and many practicing preceptors. The Dean will oversee the training of caring, collaborative healthcare professionals and scholars who improve health outcomes through transformative research, interprofessional education, and patient-centered care. The Dean will provide strategic leadership and oversight for all operations, academic programs, clinical services, research initiatives, and stakeholder engagement across the College's campuses and program delivery sites. This role will encompass academic and administrative leadership, operational stewardship, and external advocacy, ensuring excellence in teaching, research, clinical practice, and service while maintaining accreditation and compliance across a diverse portfolio of health professions programs. The successful candidate will be eligible to receive a faculty appointment as a tenured Full Professor.

The successful candidate will articulate and establish a clear, forward-thinking strategic vision to leverage the unique strengths and advantages of each of the academic disciplines in the college's new iteration. They will champion the University's mission to be the leading health sciences institution in the state of Idaho and will advance interprofessional education and collaborative practice across both Idaho and Alaska. The new dean will cultivate and advance new and existing relationships with professional organizations, community stakeholders, regulatory boards, healthcare systems and legislative bodies to serve this mission.

## KEY RESPONSIBILITIES

### Strategic Leadership and Vision:

- Develop and execute a comprehensive strategic plan aligned with university priorities and workforce needs across healthcare and health sciences disciplines.
- Lead strategic growth and innovation across all academic units, including pharmacy and health professions programs.
- Advance interprofessional education and collaborative practice models across disciplines.
- Represent the College at local, regional, and national levels to enhance its reputation and partnerships.
- Cultivate relationships with professional organizations, regulatory boards, healthcare systems, and legislative bodies.

**Academic and Student Success Leadership:**

- Oversee development, implementation, and continuous improvement of academic programs across all departments and the School of Health Professions.
- Ensure compliance with accreditation standards across multiple disciplines and programs.
- Provide leadership in student success initiatives including progression, appeals, wellness, and professional development.
- Support faculty in curriculum innovation, research, and interprofessional education.
- Serve as liaison with Academic Affairs, Curriculum Council, and Graduate Council for program development and approvals.

**Operational Oversight and Facilities Management:**

- Ensure operational efficiency and parity across all program delivery sites.
- Oversee facilities, space allocation, equipment planning, and infrastructure to support diverse health programs.
- Provide executive oversight of clinical and experiential learning environments.
- Develop and implement policies and procedures to support seamless multi-site operations.

**Budget and Fiscal Management:**

- Provide strategic oversight of the College's budget, including financial planning, resource allocation, and compliance.
- Develop capital, operational, and equipment budgets to support program growth and sustainability.
- Secure and manage external funding, including grants, contracts, and philanthropic contributions.

**Faculty and Staff Leadership:**

- Recruit, develop, and retain high-quality faculty and staff across diverse disciplines.
- Support faculty through promotion, tenure, and professional development processes.
- Foster a collaborative, inclusive, and high-performing work environment.
- Conduct performance evaluations and ensure alignment with institutional goals.

**External Relations and Advocacy:**

- Engage with healthcare partners, industry, community organizations, and alumni.
- Serve as a liaison to professional associations and advocate for health professions education and workforce development.
- Lead fundraising, advancement initiatives, and donor engagement.
- Represent the College in legislative and policy discussions relevant to healthcare and education.

**College Administration and Program Oversight:**

- Provide leadership for associate deans, assistant deans, department chairs, and program directors.
- Oversee delivery of instruction, research, service, and clinical education across all programs.
- Ensure alignment of resources and strategic priorities across pharmacy and health professions units.
- Monitor workforce trends and adapt programming to meet state and regional healthcare needs.

## PROFESSIONAL QUALIFICATIONS

### Minimum Qualifications:

- Doctoral degree in pharmacy or a related discipline
- Eligible for licensure as a pharmacist in Idaho
- Eligible for appointment with tenure at the level of Professor
- Minimum of one year of residency, specialty residency, fellowship, PhD or other advanced degree (MS, MPH EdD, etc.), or equivalent experience
- 5 years of progressive, strategic operational leadership experience in an academic setting
- Evidence of responsible budget management and planning
- Experience with advancement, development, and alumni relations
- Familiarity with specialized health professions accreditation standards and processes
- Evidence of effective teaching
- Evidence of sustained scholarship
- Evidence of a collaborative management style
- Effective communication, oral and written

### Preferred Qualifications:

- Experience in efficient and innovative multi-site health professions program management.
- Experience in developing collaborative partnerships and training opportunities across disciplines and/or stakeholders, including examples such as health systems, Veterans Affairs, Tribal Health, etc.
- Legislative and advocacy experience in healthcare policy and law.
- Experience in experiential teaching.
- Demonstrated success in interprofessional education and collaboration.
- Willing to become or already an enthusiastic and successful fundraiser, working closely with University Advancement as well as College and University advisory boards.
- A leadership style that invites engagement and information sharing, with the ability to welcome new ideas and graciously accept criticism.
- Experience operating successfully with a wide variety of stakeholders across multiple campuses.
- A commitment to the use of leading-edge methods and technology as it applies to teaching and learning, academic research, and operations.

## PRIORITIES AND EXPECTATIONS FOR LEADERSHIP

- Develop and communicate a unifying vision for the newly structured College while fostering stability, transparency, and trust across all programs and campuses.
- Advance Idaho State University's leadership position in healthcare education, particularly in rural health, community outreach, and innovative pharmacy practice models.
- Build and sustain strong statewide clinical affiliations, experiential learning opportunities, and partnerships with healthcare systems, community colleges, and organizations such as the Idaho College of Osteopathic Medicine.
- Lead organizational change thoughtfully by balancing innovation with continuity.
- Support faculty, staff, and student success through accessible leadership, shared governance, mentorship, professional development, and a student-centered culture.
- Expand research, scholarship, and grant activity across all College disciplines.
- Promote enrollment quality and long-term program vitality while strengthening recruitment pipelines into pharmacy and health professions careers.
- Ensure equitable support and visibility for all academic programs within the College across all campuses.
- Enhance operational effectiveness through strong budgeting, strategic resource management, and coordination across campuses and programs.
- Continue developing the College's physical and technological infrastructure, including new facilities, telehealth capabilities, and laboratory environments.
- Cultivate a collaborative, emotionally intelligent leadership culture capable of navigating change, and maintaining strong morale during periods of transition.

## PROCEDURE FOR CANDIDACY

Review of applications for the Dean of the College of Pharmacy and Health Professions will begin immediately and continue until an appointment is made. To assure full consideration, applications should be received by **July 30, 2026**, and must include:

- A letter of interest addressing the strategic objectives and qualifications identified in the profile;
- A current curriculum vitae; and
- The contact information (email and phone) for five professional references, including their relationship to the candidate. The references will not be contacted without first notifying the candidate and only if the candidate is invited to progress in the consideration process.

Idaho State University is being assisted by AGB Search. Application materials should be submitted through the AGB Search portal system here: [Idaho State University Dean of Pharmacy & Health Professions](#)

Please direct nominations and expressions of interest or any questions regarding the application process to: [ISUDeanPharmHealthProf@agbsearch.com](mailto:ISUDeanPharmHealthProf@agbsearch.com)

### **Cody Futch**

Principal

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### **Andrew Bowen**

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(802) 345-1279

**AGB  
SEARCH**

*Idaho State University is an Equal Employment Opportunity employer, including Veterans and individuals with disabilities.*

*ISU follows Executive Order 11246 Pay Transparency Nondiscrimination Provision. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities. Please call Disability Services at (208) 282-3599 or email [disabilityservices@isu.edu](mailto:disabilityservices@isu.edu).*

# POCATELLO & SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, and Jackson, Wyoming. Eastern Idaho is frequently ranked as one of the nation's best locations for outdoor recreation, providing opportunities for mountain biking, hiking, kayaking, fishing, camping, skiing, and rock climbing.

The City of Pocatello is located along the historic Oregon Trail in the western foothills of the Rocky Mountains. At an elevation of 4,448 feet, Pocatello has an unusually desirable four-season climate where clear, sunny, and dry weather is the norm. Known as the "Gate City," Pocatello is home to more than 55,000 residents, and the metropolitan area of Pocatello-Chubbuck has a population of about 80,000. ([visitpocatello.com](http://visitpocatello.com))

Pocatello's economy is centered around education, healthcare, energy, and high-tech manufacturing. Pocatello is home to Portneuf Medical Center, a regional Level II trauma center with state-of-the-art cardiology and neurosurgery programs. Fifty miles away, Idaho National Laboratory employs over 6,000 scientific, engineering, and other staff. Residents of Pocatello enjoy the city's 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica, golf courses, a swimming complex, over 1,000 miles of bike and hiking trails, Pocatello Junction, a skate park, Zoo Idaho, and ISU's Stephens Performing Arts Center.

Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho's cost of living is ranked one of the lowest in the nation. The FBI ranks Idaho's crime rate as the lowest in the West.

