



Provost and Chief Academic Officer Leadership Profile



BACKGROUND

Western University of Health Sciences' new President, Dr. Robin Farias-Eisner, started his official duties March 1, 2022, with a clear vision for the University and a bold agenda for the future. President Farias-Eisner is fully supported by the Board of Trustees to engage in a transformation of the University that begins with a significant reorganization including an increase to the scope of the Provost and Chief Academic Officer position. Western University of Health Sciences seeks an accomplished leader who will serve as Provost and Chief Academic Officer under the new organizational structure. The position includes increased responsibilities for financial, student services, and administrative operations. The national search for the Provost is being facilitated by [AGB Search](#) with interviews expected to begin in fall 2022.

UNIVERSITY OVERVIEW

For over 45 years, Western University of Health Sciences (WesternU) has had a special mission: Educating tomorrow's health care professionals with a combination of scientific excellence and a humanistic, caring approach to patient care.

WesternU has grown from humble beginnings into one of the largest graduate health professions universities in the nation. Alumni rank among the top leaders in health care and medicine throughout the country and the world. The University is home to more than 3,700 students in eight health sciences colleges offering 27 degree programs and has more than 1,100 employees.



The main campus in Southern California is one of the leading educational organizations in the thriving Pomona and Inland Valley region. The urban campus covers some 22 acres with 19 buildings. Upon the school's founding, a portion of the campus was extensively renovated from an outdoor shopping mall. Since that time, several buildings have been acquired and built, including a patient care center, a pet hospital, classrooms, and research facilities. See the [Pomona campus Ultimate Virtual Tour](#).

The University also operates two campuses in the Pacific Northwest, in Lebanon, Oregon that are known as [WesternU Oregon](#). The College of Osteopathic Medicine of the Pacific (COMP)-Northwest welcomed its inaugural class of 107 osteopathic medical students in July 2011 and has grown to more than 400 students today.

In December 2020, WesternU purchased a building in Lebanon to house a Doctor of Physical Therapy program through the WesternU College of Health Sciences (CHS)-Northwest. The first class of physical therapy students began courses in July 2021. The first occupational therapy students will begin at CHS-Northwest in 2023. A ribbon cutting ceremony was



celebrated in July 2022. WesternU is in the early stages of developing a new riverfront campus in Lebanon that will house a new WesternU College of Behavioral Health.



The University is accredited by the WASC Senior College and University Commission (WSCUC), an institutional accrediting body recognized by the Commission of Post-Secondary Accreditation and the U.S. Department of Education. All WesternU colleges and programs maintain profession-specific accreditation where applicable or undertake periodic external review to assure continuous

academic quality.

PROVOST OVERVIEW

WesternU's Provost and Chief Academic Officer will be responsible for the vision, leadership, administration, and oversight of all aspects of the University's academic operations such as faculty appointments/tenure/promotion, research enterprise, curriculum, and accreditation. The ideal candidate will have a terminal health professions degree or an earned doctorate from an accredited institution of higher education that qualifies for appointment as a WesternU faculty member and further credentials in education, research, clinical service, and administration. A minimum of 15 years of progressive administrative leadership experience within one or more large academic health organizations is preferred, and experience in a multi-site, multi-disciplinary system is highly desirable.

GENERAL RESPONSIBILITIES

The following list is a broad but non-exhaustive representation of the responsibilities of the Provost.

- *University Affairs:* Work collaboratively with the President and senior leadership to assure that the collective efforts of the University's academic and operating units meet the mission and vision of WesternU. The Provost will participate in the newly formed University Council and University Executive Operations Team to ensure those bodies fulfill their approved charters on behalf of the institution. President Farias-Eisner is committed to increasing operational effectiveness, efficiency, and transparency as the first steps toward transformational initiatives that will advance WesternU's leadership in health sciences education.
- *Academic Affairs:* Provide leadership for WesternU's academic mission. Academic leadership includes establishing an effective Office of the Provost that functions in close collaboration with the college deans and other designated individuals to ensure all academic, accreditation and related activities are strategically aligned and consistent with WesternU's vision and mission. Duties include facilitating appropriate communication between relevant internal and external parties; development and implementation of processes, policies, and procedures; and directing the creation and delivery of status reports. The resultant policies, procedures and reports will collectively guide the institution and inform decisions that position WesternU for the future in health sciences education.
- *External Engagement:* Serve as a representative of WesternU in the cultivation and maintenance of collaborative partnerships with external entities. Responsibilities will include effectively engaging relevant internal parties in the development of collaborative partnerships and/or donor relationships strategically aligned and consistent with WesternU's vision and mission. The Provost will be key in creating vital campus alignment and strategic partnerships with external agencies including community-based organizations, governmental bodies, professional associations, and peer academic and medical centers or health systems locally, regionally, nationally, and internationally.
- *Clinical Affairs:* The Provost and designees will serve as essential liaisons between University administration, the colleges, WesternU Health and the WesternU Pet Health Center, the patient/pet care centers and clinical education enterprise of WesternU. She/he will ensure all clinically-related activities are strategically aligned and consistent with the WesternU vision and mission. The Office of the Provost will facilitate appropriate communication between relevant internal and external parties to foster the development and implementation of an overarching approach to clinical education and patient/pet care services that support individual program outcomes as well as WesternU's mission and vision.



CORE LEADERSHIP CHARACTERISTICS

Communication: The Provost occupies a pivotal role in achieving institutional success and must therefore demonstrate excellent oral, written, and listening communication skills.

Focus on Humanity: The Provost will bring a humanistic perspective to the position, embracing and promoting the idea that the WesternU community must be focused on people and processes, individuals, and those we serve.

Building Trust: Trustworthiness is critical to the success of the Provost and those who represent the Office of the Provost. Shared governance must be respected as central to the academic vision that guides



teaching, creative scholarly activity, and service. The Provost will lead by example, listening and learning from colleagues and personally setting the tone for discourse. She/he will conscientiously promote stewardship of human and financial resources. The Provost will be a champion of the balance between effective teaching that embraces academic rigor, innovative scholarship, and impactful service.

Financial Acumen: Under the new organization, the Provost will have greater responsibility for building and maintaining the budgets of academic and student

services operations. The Provost will be expected to operate with a high-level of understanding of University finance and budget management. The Provost will establish the foundational collaborative working relationships with the Chief Operating Officer and Chief Financial Officer under the new organizational structure. The goal of their collective efforts will ensure that resources are employed to achieve WesternU's academic and operational success as well as meet appropriate fiscal requirements. See [WesternU Financial Insights for 2021](#).

Operations Management: Under the new organizational structure, the Provost will partner with the President to begin strategic planning which will position WesternU as a health care educator of national and international reputation. The Provost will hold primary responsibility for operationalizing and implementing that vision.

Diversity, Equity, and Inclusion: Service based on humanism requires that WesternU embrace diversity, equity, and inclusion as guiding principles in its operation. This requires a commitment to hiring diverse faculty and staff and a commitment to recruiting and retaining a diverse student body. The Provost will demonstrate this commitment every day in his/her actions and will actively engage with senior leadership and the WesternU community to build on this area of critical importance.

REQUIRED BACKGROUND AND EXPERIENCE

Education:

- The ideal candidate will have a terminal health professions degree or an earned doctorate from an accredited institution of higher education that qualifies for appointment as a WesternU faculty member and further credentials in education, research, clinical service, and administration.

Experience:

- A history of progressively responsible, successful experience as a faculty and an academic administrator;
- A minimum of 15 years of progressive administrative leadership experience within one or more large academic health organizations is preferred. Experience in a multi-site, multi-disciplinary system is highly desirable;
- Academic credentials consistent with the rank of professor, as demonstrated by a distinguished record of teaching, scholarly publications, and/or creative accomplishments that exhibit commitment to academic excellence is required; and
- Track record of research and funding.

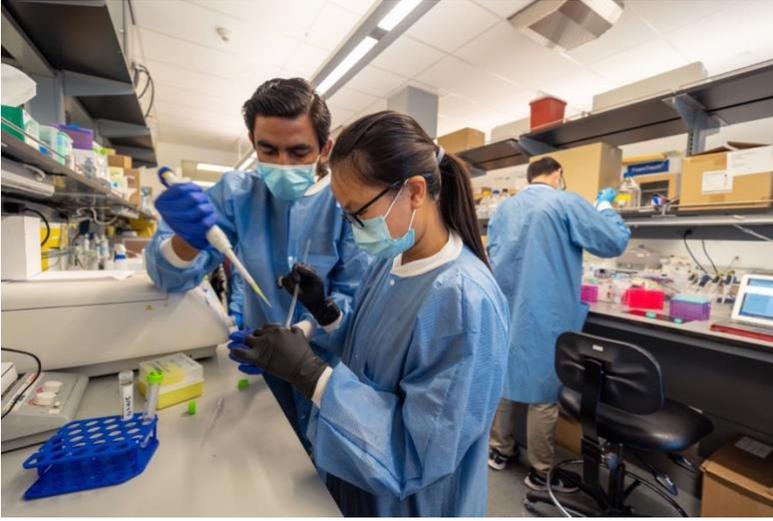
Knowledge, Skills, and Abilities:

Candidate should possess:

- A wide-ranging understanding of health professions education and contemporary health care practice environments;
- Ability to provide leadership to WesternU's research enterprise;
- Excellent communication skills (verbal, written, and listening);
- Proven ability to plan, organize, coordinate, and direct teams in teaching, research, clinical care, and administration;
- Strong analytical abilities and the capacity to work effectively under strict time constraints;
- The capacity to effectively interact with people from various levels within the organization, to work on multiple projects simultaneously with good organizational skills and judgment;
- Strong management, organizational, problem solving, and time management skills;
- A record of successful strategic planning and program development;
- A robust research portfolio and/or relevant experience as a clinician-educator, clinician-scientist, or scientist;
- Transformational leadership qualities that respect the University's unique history are highly desirable; and
- Working knowledge of interprofessional and online education.

Location:

- Based in Pomona, California with travel to Lebanon, Oregon.



WESTERN UNIVERSITY OF HEALTH SCIENCES

A Distinctive Institution

WesternU was founded with the intent to not be just another medical school, but to be distinctive. Underlying a regimen of scientific and technical course work is a strong moral, humanistic approach to education and health care.

Mission

To produce, in a humanistic tradition, health care professionals and biomedical knowledge that will enhance and extend the quality of life in our communities.

Vision

Transforming the Face of Health. We envision healthy people and a healthy society.

Values

Embody humanism through caring, respect, empathy, trust, and inclusion. Sustain a pioneering culture of bold innovation, courage, and passion. Display a collaborative mindset in how we operate, educate, and serve others. Achieve excellence in all we do.



WesternU [History](#)

WesternU Today

- About the [Office of the Provost](#)
- About the [Office of the President](#)
- Learn about [WesternU Governance](#)

Experience a [Pomona campus Ultimate Virtual Tour](#).

- Read [WesternU News](#).
- Learn about WesternU financials in the [Annual Report on Giving](#).

[WesternU at a Glance](#) (fact sheet)

Student Demographics

- **Enrollment:** 3,788 students in the 2021-22 academic year
- **Gender:** 63% female, 36% male
- **Average Student Age:** 27
- WesternU graduated about 1,000 students from all programs in 2022.
- WesternU has more than 20,000 alumni from all programs.

Student Ethnicity/Race

- Asian 40%
- White 34%
- Hispanic 15.7%
- Two or More Races 9%
- Black or African American 3%

University Impact

- WesternU has more than 1,100 full-time employees and is the fourth-largest employer in the Pomona Valley.
- WesternU has more than \$528 million in total assets.
- The University annually attracts about \$220 million in student financial aid and operates at less than a 1% default rate.
- WesternU was awarded \$5.8 million in scholarships and grants in 2021.

Academic and Research Centers

In addition to the degree-granting programs, the University has established other units that serve to expand its regional and national impact. These include:

[Office of Research and Biotechnology](#)

- \$5 million in sponsored research
- \$20 million sponsored research in the pipeline

WesternU Health-Pomona

- Medical Center
- Eye Care Institute
- Dental Center
- Foot & Ankle Center
- Pharmacy
- Travel Health Center



WesternU Health Oliver Station-Portland

- Primary Care Clinic



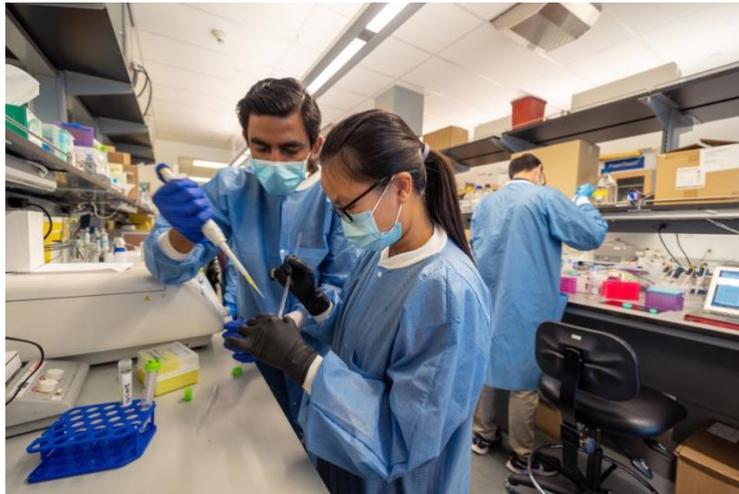
WesternU Pet Health-Pomona

- Pet Health Center



Academics

The University is home to more than 3,700 students in eight health sciences colleges and 27 degree programs.



Colleges and Degrees Offered

[College of Osteopathic Medicine of the Pacific \(founding college\)](#)

- Doctor of Osteopathic Medicine (DO)

[College of Osteopathic Medicine of the Pacific – Northwest](#)

- Doctor of Osteopathic Medicine (DO)

[College of Health Sciences](#)

- Doctor of Physical Therapy (DPT)
- Post-Professional Doctor of Physical Therapy (DPT)
- Master of Science in Health Sciences (MSHS)
- Master of Science in Medical Sciences (MSMS)
- Master of Science in Physician Assistant Studies (MSPA)

[College of Health Sciences - Northwest](#)

- Doctor of Occupational Therapy (OTD)
- Doctor of Physical Therapy (DPT)

[College of Pharmacy](#)

- Doctor of Pharmacy (PharmD)
- Master of Science in Biotechnology and Pharmaceutical Sciences (MSBPS)
- PharmD International Pathway Program (PIP)

[College of Graduate Nursing](#) (Online/Hybrid/In-Person)

- Associate Degreed Nurse (ADN) to Master of Science in Nursing (MSN)
- Doctor of Nursing Practice (DNP)
- Emergency Nurse Practitioner (ENP)
- Family Nurse Practitioner (Post Masters FNP)
- Master of Science in Nursing – BSN to MSN
- Master of Science in Nursing – Entry (MSN)
- MSN/Family Nurse Practitioner
- Master of Science in Nursing/Psychiatric Mental Health Nurse Practitioner (MSN/PMHNP)
- Psychiatric Mental Health Nurse Practitioner (Post-Maters PMHNP)

[College of Veterinary Medicine](#)

- Doctor of Veterinary Medicine (DVM)

[College of Dental Medicine](#)

- Doctor of Dental Medicine (DMD)
- Doctor of Dental Medicine International (DMD)

[College of Optometry](#)

- Doctor of Optometry (OD)

[College of Podiatric Medicine](#)

- Doctor of Podiatric Medicine (DPM)
- Doctor of Podiatric Medicine (DPM) Advanced Standing



OUR COMMUNITY PARTNERS

City of Pomona, California

On January 6, 1888, Pomona was incorporated as a city and became a charter city in 1911. Today, [the City of Pomona](#) is the seventh largest community in Los Angeles County, with a population of over 151,000 residents.

Pomona boasts a progressive economy, business opportunity and a strong workforce with attractive shopping, recreational and real estate offerings. With a vision to promote harmonious diversity and economic prosperity, Pomona is a vibrant community with progressive citizens leading, testing the limits of progress, and striving to provide a high quality of life for all of Pomona.

City of Lebanon, Oregon

The [City of Lebanon](#) was incorporated in 1878. With a population of 18,400 residents, Lebanon is known as “The City That Friendliness Built.” It is described as a friendly, welcoming, and inclusive community – a small town with a commitment to growth. WesternU Oregon faculty, staff, students, and the community truly care for one other and watch out for the others’ best interests. Through WesternU COMP-Northwest and WesternU CHS-Northwest community outreach, students engage directly with the local community through service learning opportunities that strengthen health education and care. [Lebanon’s vision](#) is dedicated to arts and culture, revitalizing its downtown, education, a healthy community, jobs and growth, safety, and small-town values. In March 2022, it was announced that a [WesternU \\$22.5 million gift](#) from FamilyCare, Inc. would launch a new WesternU behavioral health college in Lebanon.

Community-Based Partnerships and Sites

WesternU is dedicated to community outreach. Students engage directly with the local community through service-learning opportunities that strengthen health education, pet health, and patient care. WesternU has approximately 7,500 clinical agreements in place. Details vary college by college and program by program. These include hospitals, medical centers, dental offices, pharmacies, animal hospitals, eye clinics, and rehabilitation centers. The scope of sites varies from large healthcare companies like Kaiser Permanente and all of its locations to small practices owned by individual physicians and health care providers. Having partnerships with enough sites to accept our students is of critical concern to the colleges due to an increase in competition for those spots. The Office of the Provost provides leadership, guidance and logistical support for community partnerships and sites.

APPLICATION PROCESS

A complete Position Profile may be found at <https://www.agbsearch.com/active-searches>. Additional information about Western University of Health Sciences can be found at <https://www.westernu.edu/>.

Applications should be submitted electronically in Word or PDF format to:
WesternUHSProvost@agbsearch.com

The Western University of Health Sciences Provost Search Committee will begin reviewing and evaluating applications as they are received and will continue to accept and review credentials until a new Provost and Chief Academic Officer is selected.

To ensure fullest consideration, candidates are advised to submit their materials by **October 7, 2022**.

Application materials should include:

- A Letter of Interest that responds to the leadership characteristics and desired background sections of this profile.
- A current CV or resume.
- The names and contact information (telephone and email) for five references, none of whom will be contacted until a later stage of the search or without the formal permission of the candidate. All inquiries and applications will be received and evaluated in confidence.

Please direct inquiries and nominations to:

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WesternU is committed to providing a safe and nondiscriminatory educational and working environments for all members of the WesternU community. Consistent with state and federal and local laws, WesternU strictly prohibits discrimination or harassment in its programs and activities on the basis of race, color, national origin, ancestry, sex, gender, gender identity or expression, sexual orientation, disability, age, religion, medical condition, veteran status, or any other characteristic protected by law.

**AGB
SEARCH**