



## ASSOCIATE DEAN FOR FACULTY AFFAIRS

At a time when public health has never been more important, Temple University's College of Public Health is working to solve health's complexities for a better tomorrow. As one of the largest colleges of public health in the country, we are home to faculty who specialize in 20 health disciplines and conduct novel research and prepare researchers, practitioners and educators to collaborate across disciplines to understand community needs, create evidence-based solutions, and deliver effective, compassionate care. We invite applications for an Associate Dean for Faculty Affairs to join the college in Summer or Fall 2021 to guide faculty development, continue an ambitious agenda for faculty hiring, and lead college efforts in diversity, equity and inclusion.

**The College.** Devoted to an interprofessional environment for academic programming and research, the College of Public Health, a CEPH-accredited school of public health, is a constellation of academic units of public health, social work and health profession disciplines, enrolling 4,200 students. The College's research aims to understand the fundamental factors that affect the health and well-being of individuals and populations by examining health problems through practice, policy and interventional work. We focus on social determinants of health and social justice with strengths in cancer, HIV, obesity, substance abuse, mental illness, organ transplantation and aging. CPH research is funded by the National Institutes of Health, Department of Defense, National Science Foundation, Gates Foundation, and other major private foundation, state and federal agencies. The College is home to an Office for Community Engaged Research and Practice, the Center for Obesity Research and Education, and the Collaborative on Community Inclusion. We are harnessing the collective energies of our disciplines through an emerging, innovative framework for interprofessional education. The college is staffed by a robust complement of seasoned professionals including, among other areas, Communications and Marketing, Information Technology, Sponsored Research and Academic Affairs.

**The University.** Temple is an urban, research-intensive Carnegie R1 university located in historic and culturally rich Philadelphia, the nation's 6<sup>th</sup> largest city. The city was ranked 3<sup>rd</sup> by the *New York Times* as a world tourist destination. The National Science Foundation ranks Temple among the top 100 universities in the country for research expenditures. Temple is the 6<sup>th</sup> largest provider of professional education in the nation and includes Schools of Medicine, Pharmacy, Podiatry, Law, and Dentistry and research centers.

**The Position.** The Associate Dean for Faculty Affairs guides all efforts for the College of Public Health related to faculty development from hiring to retirement. CPH is home to about 170 full-time faculty, including accomplished researchers of all ranks on the tenure track, talented nontenure track faculty of all ranks dedicated to classroom and clinical instruction as well as more than 100 part-time adjunct faculty who contribute their professional expertise in classroom and clinical settings. The Associate Dean for Faculty Affairs will work closely with the Assistant Director of Faculty Recruitment to continue an aggressive campaign that has brought 50 research active faculty to the College in the past five years. In the area of faculty development, the Associate Dean for Faculty Affairs guides annual processes related to promotion, tenure, and merit review. When faculty performance concerns arise, the Associate Dean serves as a resource and conduit for improvement as well as linkage to campus resources, including the Center for Advancement of Teaching, Equal Opportunity Compliance, and Human Resources.

CPH is particularly interested in candidates with experience in leading efforts among faculty in diversity, equity and inclusion. As a college with 27 accreditations preparing future generations of health and social service providers and researchers, the ability to work with multiple disciplinary faculty and understand each discipline's culture is critical. Moreover, the college acknowledges its responsibility to foster diversity within the health disciplines. Thus, a

demonstrated commitment to diversity and inclusion is exceedingly important. Candidates who can articulate their commitment, talents and demonstrated involvement in diversity, equity and inclusion are highly desired.

Reporting directly to the Dean, the Associate Dean for Faculty Affairs is a member of CPH's executive team which also includes a Vice Dean for Finance and Administration, and Associate Deans for Academic Affairs, Clinical Affairs and Interprofessional Education, Faculty Affairs and Research. This team collaborates on all aspects of the college's vision. The Associate Dean for Faculty Affairs works closely with eight department chairs to support the management of their faculty, including orienting new faculty and supporting efforts to recognize faculty accomplishments for internal and external awards.

Beyond the College, the Associate Dean for Faculty Affairs must maintain a close working relationship with the Vice Provost for Faculty Affairs and Development, University Counsel, Equal Opportunity Compliance, Human Resources, and Institutional Diversity, Equity, Advocacy and Leadership (IDEAL). In addition, the Associate Dean for Faculty Affairs engages with an active faculty union.

Two staff report directly to the Associate Dean for Faculty Affairs. The Assistant Director of Faculty Affairs manages processes related to hiring, contract renewals, merit review, and retirements/resignations. The Assistant Director of Faculty Recruitment designs and executes strategies for identifying robust pools of candidates for faculty positions, including networking, sourcing, and advertising and then oversees interviewing.

In addition to the duties described above, the Associate Dean for Faculty Affairs has these responsibilities:

- Monitor faculty teaching performance using University systems and work with chairs to enhance performance and develop ongoing strategic teaching improvement initiatives.
- Oversee and advise on the interpretation of University and faculty union policies regarding faculty.
- Monitor faculty compliance with mandatory internal reporting and review outside compensation disclosure.
- Establish annual timelines for faculty personnel actions to assure compliance with the University.
- Coordinate nominations for Graduate Faculty Status submissions for each academic year.
- Attend administrative meetings for the College and University.
- Work with Collegial Assembly to solicit faculty representation on key committees.
- Solicit applications for teaching, research, creative achievement and other awards.
- Maintain updated Faculty Affairs information on the CPH website and CPH-specific policies and procedures.

**Qualifications.** Experience in faculty affairs, human resources, and/or diversity, equity and inclusion is highly desired, but candidates with experience in management and supervision as department chairs or program directors will be considered. We seek individuals committed to collaborative, interdisciplinary education and research prepared to join us in our commitment toward prioritizing sustainable, inclusive, and anti-oppressive practices. Candidates should be eligible for tenure on appointment at the rank of associate professor or professor and hold a doctorate or relevant advanced terminal degree with preference for disciplines represented within the College. The Associate Dean for Faculty Affairs will have a disciplinary home in one of the College's seven departments or its School of Social Work.

For more information about this position or to make nominations, contact Ms. Abbigail Ametrano, Assistant Director of Faculty Recruitment at [abbigail.ametrano@temple.edu](mailto:abbigail.ametrano@temple.edu). To apply, submit a detailed CV, a cover letter explicating your qualifications and experiences with diversity, equity and inclusion, and a list of 5 references to [cphsearch@temple.edu](mailto:cphsearch@temple.edu). Application review begins immediately and will continue until position is filled.

*Temple University is an equal opportunity/affirmative action institution.  
People of color, women, veterans, and persons with disabilities are encouraged to apply.*