

**Boston University**  
**College of Health and Rehabilitation Sciences: Sargent College**  
**Position Description: Dean of the College**

**Position:** Dean  
Boston University  
College of Health and Rehabilitation Sciences: Sargent College

**Location:** Boston, Massachusetts

**Position**

**Summary:** Reporting directly to the University Provost, the Dean provides academic, intellectual, and administrative leadership of Sargent College and promotes excellence in all aspects of the College's teaching, research, clinical, and service missions. The dean will lead the ongoing development of the vision and goals of the College, integrate the plans of the College with those of the University, and effectively communicate the vision and goals to constituencies within and external to BU.

The new Dean of Sargent College will be a dynamic leader who will guide the College in continuing its established trajectory of excellence in advancing, preserving, disseminating and applying knowledge in the health and rehabilitation sciences. BU Sargent College is increasingly recognized nationally and internationally for the quality of its educational, research, and clinical programs and for fostering innovative approaches to best serve the health care needs of society. We are especially eager to have join our ranks a colleague who supports Sargent College's commitment to ensuring BU is inclusive, equitable, diverse, and a place where all constituents can thrive.

**Responsibilities**

The following describe the primary duties and responsibilities of the Dean:

- Imagines, articulates and implements a vision for Sargent College; advocates for and drives strategies aimed at achieving the school's mission and vision; provides leadership in advancing the missions of excellence in education, research, clinical care and public service; establishes the Sargent College as the source of scientific advances and best practices in health and rehabilitation sciences, now and into the future.
- Demonstrates a high level of personal and professional commitment, enthusiasm, integrity and pride in the University and its values.
- Empowers and supports faculty and staff to achieve performance goals and objectives, consistently "raises the bar" with regard to performance expectations; inspires accomplishment of goals and objectives; models professional excellence.

- Selects and supports the selection and retention of highly qualified faculty, department chairs, administrators and other staff, and acts to ensure their professional success, maximizing their ability to contribute to Sargent College and Boston University.
- Effectively communicates with a wide audience of students, faculty, university administrators, alumni, community members, and potential benefactors.
- Engages in fundraising as part of the University's ongoing comprehensive campaign.
- Engages in strategic planning from inception to implementation; establishes specific, measurable goals and other performance expectations; employs a systematic review of progress toward goals and objectives.
- Assesses the institutional and external environments and judges support for initiatives, both from institutional leaders and from faculty and staff.
- Effectively manages numerous programs and activities within a complex organization, including coordination of curriculum, evaluation of teaching, promotion of pedagogical excellence, and encouragement and enhancement of research and clinical practice.
- Establishes and maintains effective relationships with all other deans and leaders within University.
- Creates a positive, diverse and inclusive work environment; ensures all faculty and staff are treated with dignity and respect.
- Determines, implements, maintains and leads an effective management structure.
- Oversees development and effective utilization of financial resources, human resources, and physical infrastructure.

### **Required Qualifications**

The ideal candidate will have:

- A distinguished record of scholarship, teaching and service in a field appropriate for appointment in one or more departments within Sargent College.
- An earned doctorate and an academic profile suitable for appointment at the level of a tenured, full professor at Boston University.
- A demonstrated track record of progressively responsible administrative experience and academic leadership, and a portfolio of professional successes.

- Strong and proven capabilities in complex organizational management including strategic planning, financial stewardship, budget creation, resource allocation, human resource management, risk management, and related decision-making.
- Experience and proven success in fundraising.
- The proven ability to work collaboratively with leaders across organizations.
- Exemplary interpersonal and communication skills.
- Impeccable integrity, sense of professionalism, and sound judgment.

## **Opportunities**

The position offers opportunities for a leader who can:

- Create a vision for the College that continues its established trajectory of excellence in advancing its mission to be a leader in 1) providing education with a focus on health care at the undergraduate level; 2) training clinicians who combine science and practice in order to be leaders in the area of clinical practice; and 3) educating researchers who will advance knowledge underlying the practice of rehabilitation disciplines through basic and applied research.
- Capitalize on the interdisciplinary environment at Sargent and strengthen collaborations with other colleges at Boston University including the Schools of Medicine and Public Health, and Colleges of Arts & Sciences and Engineering.
- Continue to increase the size and quality of the undergraduate student body and the breadth of the curriculum to attract students who are interested in a wide range of health-related careers.
- Continue to strengthen doctoral research programs and increase the production of knowledge by Sargent faculty through basic and applied research that will contribute to the evidence base of the health professions and the reputation of the College.
- Respond flexibly to the evolving health care environment, health care delivery, and education in the health professions in the United States.
- Continue to enhance Sargent's commitment to providing service to the City of Boston and Boston University communities, and its position as a leader in bridging academic and research programs with service to the community.

## **Required Education**

An earned doctorate in a field appropriate for appointment in Sargent College.

## **About the College of Health and Rehabilitation Sciences: Sargent College**

Boston University College of Health & Rehabilitation Sciences: Sargent College has been defining health care leadership for more than 140 years. Dr. Dudley Allen Sargent, a 19th-century educator, visionary, and inventor, founded the Sargent School of Physical Training in Cambridge, Massachusetts, in 1881 and in doing so, largely created the discipline of physical education. Dr. Sargent's college became part of Boston University in 1929, five years after his death. His son Ledyard transferred ownership to the University, establishing a relationship that has helped Sargent College expand and build its curriculum through the years. Today, Sargent College includes four departments: Health Science; Occupational Therapy; Physical Therapy; and Speech, Language and Hearing Sciences. The college offers basic and advanced professional degree programs in more than 12 specialized areas. The School proudly upholds Boston University's values of diversity, equity, and inclusion to help create a positive and welcoming campus climate.

Sargent College moved from Cambridge to BU's Charles River Campus in 1958, relocating to a new facility at 635 Commonwealth Avenue in 1990. Sargent's six-story building is equipped with outpatient health care clinics, research and practice laboratories, a media center, computer lab, classrooms, student lounges, and offices for faculty and staff. With 1057 undergraduate students, 767 graduate students, 79 full-time and 31 part time faculty, and 20,000 alumni in 72 countries, Sargent College is a vibrant and diverse community.

As knowledge about health and rehabilitation increases and society's health care needs become more complex, BU Sargent College continuously improves its degree programs to meet the needs of future health professionals. Sargent graduate programs are recognized among the nation's best – among the College's programs tracked by *U.S. News & World Report* (Occupational Therapy, Physical Therapy, and Speech-Language Pathology) all rank in the top 20 of their respective fields. Sargent's learning environment fosters the values, effective communication, and clinical skills that distinguish outstanding health professionals. The curriculum also includes an important fieldwork component, providing students in every degree program with substantive clinical experience. Clinical internships are available at more than 1,400 health care facilities across the country. The College also operates outpatient rehabilitation practices that offer a full range of services to the greater Boston community. More information is available on the website: <http://www.bu.edu/sargent/>

## **About Boston University**

Boston University (BU), a member of the Association of American Universities (AAU), is one of the leading private research and teaching institutions in the world, with two primary campuses in the heart of Boston and programs in more than 30 cities around the globe.

Founded in 1839 (in Newbury, Vermont) as a Methodist seminary, the University was incorporated in 1869 and emerged in the twentieth century as a Boston-area institution. Until the early 1970s, the University had a modest research profile and limited on-campus housing. The transformation into today's Boston University began with a conscious decision to raise the University's standing and quality by marshaling resources to build an infrastructure for basic and applied research and to improve the campus by adding residential facilities. Today, the University enrolls over 33,000 students and employs nearly 4,000 faculty members across 17 schools and colleges.

The University recently completed its first-ever comprehensive campaign with gifts and pledges totaling over \$1.85 billion. Boston University's transformation is perhaps most evident in the national and international recognition achieved by faculty in diverse fields on both campuses and in prestigious grants to distinguished programs or departments. U.S. News & World Report ranked BU #70 worldwide in their 2022-2023 list of Best Global Universities and #41 in their 2022-2023 rating of Best National Universities in the United States.

## **Compensation**

Boston University will provide a competitive compensation and benefits package appropriate for a position of this scope, stature, and responsibilities.

## **Contact**

Confidential review of applications will begin immediately and continue until the position is filled. For consideration, prospective candidates should submit a letter of interest and current curriculum vitae to [sargentdeansearch@bu.edu](mailto:sargentdeansearch@bu.edu). Candidates will be asked to provide references after preliminary review and screening.

While nominations and applications will be accepted until a new Dean is selected, interested parties are encouraged to submit their materials by **Friday, December 2, 2022**, to ensure full consideration.

*Boston University is committed to fostering a diverse University community within a supportive and respectful environment. We believe that the diversity of our faculty, students, and staff is essential to our success as a leading research university with a global reach, and that diversity is an integral component of institutional excellence.*

*Boston University is an equal opportunity employer and gives consideration for employment to qualified applicants without regard to race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, or because of marital, parental, or veteran status or any other characteristic protected by law. If you require a reasonable accommodation to complete the employment application, please contact the BU Equal Opportunity Office at 617-358-1796 or [eo@bu.edu](mailto:eo@bu.edu).*