



Chair - Associate Professor or Professor

 San Antonio

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 Faculty

 School of Health Professions

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POSITION: Chair- Associate Professor or Professor
Department of Health Sciences

ORGANIZATION: The University of Texas Health Science Center at San Antonio (aka UT Health San Antonio)

REPORTS TO: David Shelledy, PhD, RRT, FAARC, FASAHP
Dean and Professor, School of Health Professions

LOCATION: San Antonio, Texas

University of Texas Health Science Center San Antonio: UT Health

The University of Texas Health Science Center at San Antonio (aka UT Health San Antonio) is one of the country's leading academic health centers. UT Health ranks among the top health sciences universities worldwide in receiving National Institutes of Health (NIH) funding and has provided outstanding health sciences education and training since its founding in 1968.

The mission of UT Health San Antonio is to make lives better through excellence in education, research, health care and community engagement. Strategies for achieving this mission include:

- Educating a diverse student body to become excellent health care providers and scientists.
- Engaging in research to understand health and disease.
- Providing compassionate and culturally proficient health care.
- Engaging our community to improve health.
- Influencing thoughtful advances in health policy.

In fulfillment of this mission, UT Health San Antonio seeks to provide the best in health careers education, conduct groundbreaking biomedical research, while also providing the best patient care and community service to San Antonio and the South Texas/Border Region. With undergraduate, graduate and postgraduate programs, UT Health San Antonio is a major academic health science university composed of five schools: School of Medicine, School of Health Professions, School of Nursing, Dental School, Graduate School of Biomedical Sciences and School of Public Health. For more information on UT Health visit our website at uthscsa.edu.

The School of Health Professions

As an integral part of UT Health San Antonio, the School of Health Professions (SHP) seeks to make lives better through excellence in teaching, research and scholarship, service and patient care. The SHP strives to educate a diverse student body in becoming outstanding health care practitioners, scientists and leaders; advance health research and scholarship; and provide health services and education to the community.

The SHP offers bachelor degree programs in Medical Laboratory Sciences, Emergency Health Sciences, Medical Sciences and Respiratory Care and master's degree programs in Imaging Sciences, Medical Laboratory Sciences, Physician Assistant Studies, Respiratory Care, and Speech-Language Pathology. Advanced training is available through a doctoral degree program in Occupational Therapy and Physical Therapy as well as a PhD in Health Sciences to prepare future faculty and researchers in allied health.

The Department of Health Sciences

The Department of Health Sciences (DHS) is comprised of four professional program areas – Medical Laboratory Sciences (MLS), Medical Sciences, Imaging Sciences and a PhD in Health Sciences. We provide students with intensive, hands-on clinical experience that prepares them to be outstanding practitioners and leaders in providing quality health care. In addition, as a core academic department within the SHP, the department makes significant contributions in research and

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scholarship, service and patient care. The vision set forth for the department is to be a recognized academic leader in education, research, service and practice. As such, the programs within the department seek to provide outstanding academic and clinical training and education, supervised opportunities for socially relevant service to the community, and research and scholarship activities that impact, advance, and support healthcare and health outcomes. Given the differences in the socioeconomic climate and healthcare access in South Texas, the department is also committed to service focused on the people of this region.

Currently, the department offers first-professional Master of Science (MS) degrees in Medical Laboratory Sciences and Imaging Sciences. The program offered in Medical Laboratory Sciences has ranked among the top 15 in the country. MLS is accredited by the National Accrediting Agency for Clinical Laboratory Science (NAACLS) and graduates of the program are eligible to take the national certification examination given by the Board of Certification (BOC) of the American Society for Clinical Pathology. The Imaging Sciences program recently completed site visit for accreditation by the Joint Review Committee on Education in Radiologic Technology (JRCERT).

The Position

The Chair candidate should be eligible for a tenure rank.

Reporting to the Dean of the School of Health Professions, the Chair will have a full-time, twelve-month tenure appointment with responsibility for developing and implementing a robust strategic plan focused on establishing a world-class department. The Chair's primary and central goal is to develop activities across all four components of the academic mission: educational excellence, research and scholarship, faculty practice and service. Supported by a well-qualified faculty, and administrative staff, the Chair will oversee all administrative, operational, research, and patient care functions of the department. To this end, the Chair will be responsible for the following activities:

Strategic Planning and Relationship Building

- Work collaboratively across UT Health in further developing and implementing an innovative and robust strategic plan for growth in the DHS. This plan should address each of the core missions of the academic health center: teaching, research, service, and patient care.
- Conduct on-going assessment and evaluation of the DHS; proactively address and ameliorate any issues based on those assessments.
- Serve as the face of the DHS both internally and externally.

Curriculum/Program Development, Teaching and Clinical Practice

- Stay abreast of evolving changes and advancements in education to ensure educational program excellence.
- Teach and perform other instructional duties as required.
- In concert with the program directors, ensure accreditation requirements are exceeded.
- Participate in clinical education and practice as appropriate.
- Demonstrate outstanding student and graduate outcomes as evidenced by excellent faculty course evaluations, outstanding graduate satisfaction with the quality of the educational program, pass-rates on national board and certification examinations, graduate employment, employer satisfaction and graduate assumption of leadership roles within the profession.

Faculty Development

- Recruit, train and mentor existing and newly hired faculty.
- Develop faculty in a manner that instills professionalism and encourages innovation in teaching and mentoring.
- Ensure tenure-track faculty members are well-prepared for successful promotion and tenure within the school and university.
- Assist faculty in advancing their skills across the academic mission of the department (i.e. teaching, research, service and patient care).

Operational and Financial Management

- Oversee that appropriate processes and procedures are in place to ensure efficient day-to-day operations within the DHS.
- With support from the Dean's office, ensure fiscal well-being of the DHS.
- Assist in developing and implementing strategies for growing enrollment and extramural funding.
- Develop and implement a financially sound and cost-effective faculty practice plan.
- Ensure adequate student enrollment and success to include program marketing and student recruitment.

Program Direction

The chair may also assume the role of program director for the program within a specific professional area (i.e., imaging sciences or MLS) or they may choose to appoint a qualified program director within the department's faculty.

Research and Scholarship

- Develop and promote departmental research and scholarship as evidenced by invited presentations based on original research, research publications, and production of other scholarly work.
- External grant submissions and success.
- Research awards and research expenditures.

QUALIFICATIONS

- Applicants should hold an earned doctorate (e.g. PhD, Ed.D.) in an area relevant to health professions education or practice.
- Teaching and administrative experience at the college/university level, preferably in an accredited health sciences professional program.
- Evidence of scholarly achievement including published research within peer-reviewed professional journals; applicants must be eligible for faculty appointment at the rank of Associate Professor or Professor with tenure, depending on qualifications.

- An emerging or established national or international leader in health sciences (e.g. MLS, allied health, etc.).
- A clear vision for the future of the department which includes achieving national recognition of its programs as among the best in the U.S.
- Experience with national accreditation standards and requirements and state agency licensure regulations; prior experience with accreditation processes in a leadership role is preferred.
- Experience managing finances and budgets.
- Excellent communication skills and a leadership based on developing and sustaining a consensus-driven, collaborative and team-building culture.
- A strong, progressive and facilitative leadership style which is proactive and forward thinking.

To Apply: Applicants should include a letter of interest, current curriculum vitae, and the names and contact information for three professional references. Submit applications through the UT Health Careers website

([https://uthscsa.ta\(https://uthscsa.referrals.selectminds.com/\)](https://uthscsa.ta(https://uthscsa.referrals.selectminds.com/)) or send materials directly to David Henzi, Ed.D., FASAHP, Senior Associate Dean, School of Health Professions, 7703 Floyd Curl Drive, MSC 6243, San Antonio, TX 78229-3900, 210-567-4818, henzi@uthscsa.edu.

All faculty appointments are designated as security sensitive positions. The University of Texas Health Science Center at San Antonio is an Equal Employment Opportunity/Affirmative Action Employer including protected veterans and persons with disabilities.

Benefits Overview

UT Health San Antonio offers an excellent benefits package for its employees. Employees who work at least 20 hours a week, with an appointment of at least 4.5 months, are eligible for benefits.

Medical- UT SELECT Medical insurance is offered free for employees and administered by Blue Cross and Blue Shield of Texas. Family members can be added to the plan through payroll deduction. Employees and their dependents can also receive discounted copays and coinsurance when using UT Health Physicians, a network of 800 premier physicians including more than 100 specialists.

Dental - Three dental insurance plan options are available for employees and their families through Delta Dental Insurance Company, two PPOs and one dental HMO plan. Both PPO plans allow employees to choose any licensed dentist.

Vision- Fully insured Vision Care benefits are offered by Superior Vision Services. Two vision plan options that offer either standard or enhanced vision benefits. Life Employees receive \$40,000 of group term life insurance and \$40,000 of basic accidental death and dismemberment insurance for free, with options to purchase additional employee and dependent coverage for both at group rates.

Retirement- Employees are eligible for either the Teacher Retirement System (TRS) or the Optional Retirement Plan (ORP). TRS is a defined benefit retirement plan which UT Health matches employee contributions. ORP is for eligible faculty staff employees. Voluntary retirement programs are also available to invest before- or after-tax dollars with the choice of five quality retirement plan providers.

Time Off- A generous leave program offers multiple paid leave options:

Front-loaded Paid Time Off: 128 to 208 hours (16 to 26 days) of Paid Time Off based on years of service, given at the start of each fiscal year. PTO may be prorated in year one based on date of hire.

Extended Illness Bank: 8 hours (1 day) accrued per month which can be used for illness or injury after one day of Paid Time Off is taken.

Paid Family Leave: Up to 240 hours (6 weeks) to care for a spouse, child, or parent after 6 months of consecutive employment.

Holidays: 12 set paid holidays each fiscal year.

FSAs- Employees can enroll in flexible spending accounts (FSAs) to set aside money from earnings before taxes for qualifying dependent day care expenses or out-of-pocket health care expenses.

Discounts- Employees enjoy a range of discounts on services, tickets, and gym membership.

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