



College of Public Health

Confidential Position Specification

Chair, Department of Health Services Research and Administration

January 2020





CONFIDENTIAL POSITION SPECIFICATION

Position	Chair, Department of Health Services Research and Administration
Company	University of Nebraska Medical Center College of Public Health
Location	Omaha, NE
Reporting	Ali S. Khan, MD, MPH, Dean, College of Public Health
Website	University of Nebraska Medical Center https://www.unmc.edu/aboutus/index.html College of Public Health https://www.unmc.edu/publichealth/about/index.html

THE OPPORTUNITY

The University of Nebraska Medical Center (UNMC) College of Public Health is seeking outstanding candidates for the next chair of the Department of Health Services Research and Administration. The new chair will be responsible for leading the department which may include developing new programs, strengthening existing programs, expanding the health services research and methodology profile of the department and growing collaborative relationships. The chair will also oversee the department budget, encourage excellence in teaching and leading the faculty in interdisciplinary efforts. The ideal candidate will encourage research and training opportunities for students, foster professional development for junior faculty and encourage leadership positions for senior faculty within the University, regionally and nationally.

DEPARTMENT OF HEALTH SERVICES RESEARCH AND ADMINISTRATION

The Department of Health Services Research and Administration (HSRA) is influential in providing content and implementation of public policies in ways that improve the health of Nebraskans and people everywhere, with a particular focus on rural residents.

The department engages extensively with the community and works with local, state and federal agencies to provide analytical support, rigorous methodology and consultation for policy development and program evaluation.

The department offers a PhD program in Health Services Research Administration and Policy. This program educates students to be scholars and health services researchers for careers in academia and in large corporations, insurance companies, government agencies, health care organizations and consulting firms. Incorporating the core



competencies of health services research, the program focuses on methods and application of health services research, health administration and health policy. Program graduates will be equipped to serve the public and private sectors in Nebraska, the Midwest region, the nation and the world. Students gain valuable experience by working closely with faculty whose research interests include health economics, health care finance, organizational behavior, medical geography, policy analysis, program & policy evaluation, health outcomes research, public health informatics, workforce, public health services research and underserved populations. Program faculty conduct research and service activities through the [Center for Rural Health Research](#) and the [Center for Health Policy](#), both located within the College of Public Health.

The Master of Health Administration (MHA) program provides recent college graduates and early to mid-career healthcare professionals multidisciplinary education in leadership, collaboration, and analytics to prepare for management positions in healthcare organizations. The program curriculum is 57 credit hours in length, is designed to be completed in either two or three years, depending on the preferences of the student. The department provides a competency-based, higher order learning environment, so that graduates will attain knowledge and skills in the following areas: leadership, communication and relationship management, professionalism, knowledge of the healthcare environment, and business and analytical skills. Training the MHA program also includes intensive but rewarding capstone and internship experiences in which students engage in hands-on, real-world applications of skills in healthcare settings.

HSRA is also the home department for the Master of Public Health (MPH) degree in Public Health Administration and Health Policy. The department also offers a number of joint dual degrees between MPH and other fields such as medicine (MD/MPH), pharmacy (PharmD/MPH), business (MBA/MPH), law (JD/MPH), and social worker (MSW/MPH). In addition, the department offers a course in Certificate in Public Health.

The College of Public Health's [Health Professions Tracking Service](#) (HPTS) has been at the forefront of healthcare workforce information monitoring systems since 1995. Headquartered at UNMC, the HPTS plays a key data management role by collecting, maintaining and disseminating primary source healthcare provider information. This rich repository of essential information on healthcare providers, spanning the continuum from undergraduate education through professional practice, includes demographic, training, expertise, languages spoken fluently, retirement plans, practice settings and arrangements for all practice site locations, including satellite offices. The database is continuously updated through extensive data collection and data exchange activities.



The department is focused on improving population health through research teams that study how health care and public health services are financed, organized, and delivered and how public policies affect the health and well-being of both rural, urban and international populations. The department's research improves the fairness of payment systems to both providers and consumers, helps health care providers find more cost-effective means of completing their work, contributes to improvement in care by studying the outcomes of care in the "real world" of practice and translates research into practice and policy to ensure adequate access to quality health care services for all.

COLLEGE OF PUBLIC HEALTH

The UNMC College of Public Health is a community of students, faculty, staff and partners dedicated to fostering innovative solutions to improve the nation's health. The college is putting knowledge into practice and implementing a new era of public health grounded in social justice, community engagement, innovative public health practices, and public health policies that support community health efforts.

The college offers a wide range of programs and degrees to provide students with a comprehensive, well rounded education in public health. The education programs are designed for students who wish to pursue different levels and approaches to public health education to include the following certificate programs: the Certificate in Public Health, the Master of Public Health, the Master of Science and the Doctor of Philosophy.

The college's professional certificate and degree programs emphasize solving public health problems by applying multidisciplinary approaches and methods in a professional environment such as local, state national and international public health agencies and health care organizations. These degrees are administered on a college-wide basis with specialization in a specific department.

The college's academic degrees are designed to prepare students for research roles and settings, with programs that emphasize understanding of theoretical issues and the application of disciplinary methods to the study of public health problems in settings such as academic institutions and research institutes. Academic degrees are offered and administered by each individual department and the University of Nebraska Graduate College.

The college's programs' curricula balance the key areas of education, research, and practice and are tailored to meet the professional development needs of students. Graduates from HSRA programs go on to become leaders in their chosen field, whether in research, academia, or as public health practitioners across the public and private sectors.



The Chair of the Department of Health Services Research and Administration will join four other academic unit heads serving the College of Public Health. Below is a list of the college's academic units:

- Biostatistics
- Environmental, Agricultural & Occupational Health
- Epidemiology
- Health Promotion
- Health Services Research & Administration

Research, along with education and service, is a vital part of the college's mission. Through innovative, interdisciplinary research the college is able to better understand the forces that affect public health, and they use that knowledge to improve the health of the communities in Nebraska, the nation, and the world.

Research efforts at the College are often multidisciplinary in their approach, bringing together faculty members from several COPH Centers and Departments, faculties from across the University campus as well as community partners. Faculty affiliated with College Centers and Departments offer courses in their field of interest and often provide opportunities for student involvement in research.

The College of Public Health is accredited by the Council on Education for Public Health and is the only College of Public Health in the state of Nebraska. In July 2017, the CEPH Board of Councilors acted to accredit the College for a seven-year term, extending to July 1, 2024.

UNIVERSITY OF NEBRASKA MEDICAL CENTER

As Nebraska's only public academic health sciences center, UNMC is committed to the education of a 21st century health care work force, to finding cures and treatments for devastating diseases, to providing the best care for patients, and to serving our state and its communities through award-winning outreach. UNMC also is committed to embracing the richness of diversity and is a major economic engine for the state of Nebraska.

Led by Chancellor Jeffrey P. Gold, M.D., UNMC has six colleges, two institutes and a graduate studies program, serving nearly 4,000 students in more than two dozen programs. UNMC's physician assistant program was recently ranked ninth in the nation by U.S. News & World Report, and its primary care program was ranked 17. The university's physical therapy, pharmacy and public health programs also are ranked among the top in the country.



Nearly 4,000 students attend UNMC, seeking degrees in allied health professions, dentistry, medicine, nursing, pharmacy, public health, and a number of graduate programs. Opportunities also abound in several postdoctoral programs and in medical residencies. Students at UNMC learn in an environment that embraces the innovation of tomorrow while maintaining low student-to-faculty ratios and small-group learning. The iEXCEL program is a transformative model for health care education, training and research providing interprofessional and experiential learning opportunities to our students and learners of all ages.

UNMC is committed to its statewide presence, as well. With brick-and-mortar nursing campuses in Omaha, Lincoln, Kearney, Scottsbluff and Norfolk – as well as an extensive array of distance learning opportunities – UNMC is reaching across the state and around the world. These efforts mean a better life and a stronger economy for all Nebraskans, no matter where they live.

SPECIFIC RESPONSIBILITIES

The Chair will play a leadership role within the College and will oversee the department's development by working with the Dean and other senior leadership to establish and enhance collaborations in research, education and practice. The candidate must be operationally astute, highly knowledgeable about opportunities in research and familiar with recent advances and challenges in all disciplines housed within the department. The Chair will have the opportunity to shape and expand the department through targeted recruitment of high impact faculty members, investments to support growth in extramural research grants.

Developing a Vision and Implementing a Strategic Plan

The College seeks a creative leader who can articulate the fit of health services research and administration within a public health paradigm. The ideal candidate will provide a strategic vision and manage the academic leadership of the department through shared governance with faculty, administration and other stakeholders. The Chair will lead and empower the faculty and staff to determine and implement the vision for the future of the department.

Building on Strengths in Research and Fostering a Collaborative Enterprise

The Chair will increase research and scholarship by leading by example and mentoring faculty to conduct more externally funded research, increase submissions to peer-reviewed journals, and regularly attend and present at national conferences. In addition, she/he will aggressively recruit and hire ambitious and productive early career and senior faculty who are eager to build on existing faculty strengths and develop new transdisciplinary directions.



QUALIFICATIONS AND EDUCATION

Qualified candidates will have a PhD and qualify for an academic appointment of Associate or Full Professor.

In addition, desirable attributes include:

- Demonstrated ability to obtain sustained external funding or high potential to receive and sustain external funding
- Energetic and has a strong desire to build new programs and the ability to create and articulate a vision
- Operational and financial management and leadership of an accredited college/school or program
- Demonstrated experience supervising and managing faculty and staff
- Track record as an advocate for faculty and students with a commitment to mentoring and training the next generation of health professionals
- Exceptional interpersonal and communication skills
- Demonstrated achievements in, and commitment to, a diverse and inclusive environment that supports academic and operational excellence.

COMPENSATION AND EQUAL OPPORTUNITY

Compensation arrangements are competitive and commensurate with both experience and achievement. UNMC is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran or disabled status, or genetic information.

PROCEDURE FOR CANDIDACY

Applications should include a detailed curriculum vitae and a letter of interest that highlight the applicant's personal vision and relevant leadership experience. The search committee will begin reviewing candidates immediately and will continue until the position is filled. To ensure full consideration, inquiries, nominations and applications should be submitted electronically in confidence, to: c/o: stormie.mcdevitt@kornferry.com



KORN FERRY CONTACTS

Maggie Cunningham

Managing Consultant, Professional Search
Academic Health Care Practice

Direct: 256-300-1050

maggie.cunningham@kornferry.com

Sarah L. Wheeler

Sector Leader, Professional Search
Academic Health Center Practice

Direct: 215.656.5304

Sarah.Wheeler@kornferry.com

Stormie McDevitt

Senior Recruiter, Professional Search
Academic Healthcare Practice

Direct: 215-870-2907

stormie.mcdevitt@kornferry.com

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