



University of  
Pittsburgh

School of Health and  
Rehabilitation Sciences

# Position Specification

**University of Pittsburgh**

Dean, School of Health and Rehabilitation Sciences

## Our Client

Since 1787, the University of Pittsburgh has never stopped pushing the edge of what's possible. From research achievements to the quality of its academic programs, Pitt ranks among the best in higher education. As one of the largest institutions of higher education in Pennsylvania and one of the oldest in the United States, the University is a state-related public institution and a member of the Association of American Universities. With a total enrollment of nearly 30,000 students on the Pittsburgh campus, Pitt is internationally respected as a center for learning and research that is consistently ranked by the Wall Street Journal/Times Higher Education College Rankings as the top public university in the Northeast.

Faculty members have made notable advances in the humanities and sciences, earning such prestigious honors as the National Medal of Science, the John D. and Catherine T. MacArthur Foundation "genius grant," the Lasker-DeBakey Clinical Medical Research Award, and election to the National Academy of Sciences and the National Academy of Medicine. Alumni have won Nobel and Pulitzer Prizes; led corporations and universities; served in government and the military; pioneered in areas such as MRI and television; conquered Hollywood and The New York Times best sellers list; won Super Bowls, NBA championships, and Olympic medals; and been inducted into Halls of Fame. Students come to Pitt from all 50 states, three territories, the District of Columbia, and more than 100 countries.

The University of Pittsburgh's six schools of the health sciences - Dental Medicine, Health and Rehabilitation Sciences, Medicine, Nursing, Pharmacy, and Public Health - are among the nation's best, known for both their research and educational missions. With a legacy that includes the development of the first effective polio vaccine and groundbreaking work in organ transplantation, neuroscience, immunology, and cancer treatment, Pitt's health sciences programs have consistently advanced the frontiers of medical knowledge and patient care. The health sciences at Pitt have seen significant growth over the past two decades. In fiscal year 2024, Pitt ranked among the top institutions in National Institutes of Health (NIH) funding, with its health sciences schools accounting for the majority of these funds. In 2024 alone, Pitt received nearly \$700 million in NIH funding, with the School of Medicine receiving the largest share. All six health sciences schools are ranked in the top 15 nationally by *U.S. News & World Report*, a testament to their research productivity and academic strength. Additionally, Pitt was ranked in the top 30 in patents granted to universities worldwide in 2024, as recognized by the National Academy of Inventors (NAI).

With four regional campuses in Bradford, Greensburg, Johnstown and Titusville, Pitt offers a vast array of opportunities and more than 490 degree and certificate programs. More than 13,900 faculty, research associates, and staff members are employed on the Pittsburgh campus, and another 700 work at the University's four regional campuses. Pitt offers generous health and retirement benefits and values work-life balance. The 132-acre Pittsburgh campus, in the vibrant and beautiful Oakland neighborhood, is home to all of the University's schools and colleges and is proximate to the highly ranked UPMC (formerly University of Pittsburgh Medical Center). Pitt has served as an integral partner and key player in driving the growth of the education and health services sector in the Pittsburgh metropolitan region.

## The School of Health and Rehabilitation Sciences

The University of Pittsburgh School of Health and Rehabilitation Sciences (SHRS) is a nationally renowned leader in the field of health care education, research and clinical practice preparation. Built on a legacy of academic excellence and innovation, SHRS is fueled by passionate educators and researchers who are shaping the future of health care and rehabilitation. With 14 different disciplines related to health and rehabilitative care, SHRS shapes future generations of health care professionals—therapists, counselors, advocates, scientists, providers and practitioners—trained to serve the needs of all people regardless of background, levels of health or mobility. SHRS is built on a legacy of academic excellence and innovation and fueled by passionate educators and researchers, allowing the School to meet the health care and rehabilitation needs of today and drive meaningful change in the future.

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With 182 full-time faculty, 358 part-time faculty and 200 staff, SHRS is organized into 9 Departments serving 2,000+ graduate and undergraduate students through 30+ online, hybrid and residential programs. SHRS has the largest student body and gross tuition revenue of the six Health Science Schools at the University of Pittsburgh, with an annual operating budget of almost \$50 million. SHRS is a growing, thriving school, having seen a 40% increase in students and an 80% increase in faculty and staff over the last decade.

SHRS is dedicated to: (1) primary, secondary and tertiary prevention of injury and disability through health promotion and wellness initiatives that are tailored to susceptible populations and (2) treating, rehabilitating and advocating for the growing number of people living with disabling conditions. As such, much of the academic and research attention at SHRS is focused on uncovering best practices and optimal solutions to quality-of-life concerns related to activity and participation, function, mobility and independence. SHRS strives to do its part contributing to health care reform's triple aim of improving patient care, improving the health and well-being of all populations and reducing/controlling costs.

SHRS doesn't just educate health care professionals, the School shapes trailblazers. SHRS graduates lead, innovate and push boundaries, practicing at the top of their licenses as agents of change who revolutionize patient care. They are providers, practitioners and scientists driven by a singular mission: to serve everyone, everywhere—not just the privileged few. SHRS stands as a powerhouse of excellence, with high certification and licensure pass rates, from athletic training to speech-language pathology. Graduates are equipped to lead at the pinnacle of their professions, securing impactful roles in their industries with remarkable speed and confidence after graduation. No other health science school matches the unparalleled dedication and rigor woven into every program's curriculum. Students are relentlessly supported by world-class faculty and staff, empowering students to exceed their professional and educational aspirations. Surrounded by groundbreaking research and cutting-edge clinical technology, students are positioned to thrive as leaders in their fields.

SHRS students have access to an extensive network of clinical and community partners, and dynamic interprofessional opportunities to engage directly with their surrounding communities to gain an abundance of hands-on experiences. With a reach extending far beyond the Greater Pittsburgh Region, SHRS students enjoy transformative experiences, applying their expertise through diverse avenues and a wide variety of clinical rotations, independent studies or research opportunities. Through these experiences, SHRS students make an impact in their fields before they even graduate.

SHRS programs stand among the best in the country, nationally ranked by U.S. News & World Report, including:

- #3 Occupational Therapy
- #5 Audiology
- #26 Physician Assistant Studies
- #5 Speech-Language Pathology
- #9 Physical Therapy

## SHRS Departments:

- **Communication Science and Disorders** - Offers undergraduate and graduate programs (including AuD, MA/MS, PhD) in speech-language pathology, communication science and audiology, recognized for high-impact research and clinical training
- **Community Health Services and Rehabilitation Science** – Offers undergraduate degree tracks in Rehabilitation Science and Emergency Medicine, as well as a Doctor of Chiropractic (DC) program newly launched in fall 2025
- **Counseling and Behavioral Health** - Houses the Clinical Mental Health Counseling (MS) program, covering case conceptualization, evidence-based interventions, and required practicum/internships and the Rehabilitation Science (PhD) program

- **Health Information Management** - Offers both undergraduate and graduate education and leads in health informatics, including online and hybrid MS and certificate pathways
- **Occupational Therapy** - Provides entry-level OTD and post-professional MS and doctoral programs; nationally ranked and focused on research in pediatrics, stroke rehab, musculoskeletal care, and health promotion across the lifespan
- **Physical Therapy** - Delivers the DPT degree—including a hybrid format—and post-professional MS options. Frequently top-ranked nationally and engaged in neuromuscular and musculoskeletal research
- **Physician Assistant Studies** - Manages both the traditional and hybrid MS Physician Assistant programs, blending remote learning with required on-site clinical rotations, as well as an online doctoral degree program
- **Rehabilitation Science and Technology** - Hosts the MRT and specialization programs in assistive technology, biomechanics, rehab engineering, prosthetics and orthotics, and innovation
- **Sports Medicine and Nutrition** - Offers MS-level programs in sports medicine, athletic training, sports science, and the Dietitian Nutritionist track as well as an undergraduate program in nutrition science; emphasizes both clinical training and research aimed at whole-body health

SHRS also offers a PhD in rehabilitation science open to all disciplines in the School.

## Research

The School of Health and Rehabilitation Sciences (SHRS) is internationally recognized for the excellence and innovation of its research programs, spanning a wide range of health and rehabilitation disciplines and areas of focus. Fiscal year 2024 annualized actual research expenses for the School were \$25,158,885.

SHRS research programs examine mechanisms, strategies and systems to improve the health, activity and wellness of people across the lifespan at risk for or experiencing chronic conditions or disabilities. This research spans the full translational research continuum, comprising studies in basic science, clinical science, measurement and intervention research, health services research, implementation and dissemination research.

At SHRS, research groups and labs aim to address two major foci:

- **Health, Activity and Wellness** - Research that examines how people execute meaningful activities and participate in community and social settings while examining domains of health and function:
  - Mobility, Activity and Participation
  - Cognition, Mental Health and Communication
  - Personal and Caregiver Training, Health and Wellness
  - Physiology of Injury, Repair and Function
  - Assistive Technology and Adaptation
- **Health System Optimization** - Research that examines how clinical and community systems can improve health care delivery to optimize outcomes for all populations:
  - Learning Health Systems Research with a focus on Equity and Disparity in Access and Quality
  - Care Provider Training, Health and Wellness
  - Innovation and Commercialization

As part of a leading R-1 research University, SHRS offers Pitt undergraduate and graduate students a multitude of opportunities to engage in diverse research experiences across its departments and programs. SHRS is a leader among its peers when it comes to developing and translating key technologies that advance innovation in rehabilitation science. These accomplishments are a natural extension of SHRS' highly successful and extensive applied research activities. Faculty, staff and students aim to accelerate the pace of innovation in rehabilitation to have an even greater impact on the lives of people served by SHRS disciplines.

## Online and Hybrid Learning

The University of Pittsburgh's School of Health and Rehabilitation Sciences (SHRS) is a recognized leader in online and hybrid education for rehabilitation and health sciences. SHRS offers innovative, high-quality programs that blend academic rigor with flexibility for today's and tomorrow's learners. Through its visionary leadership and dedicated Office of Digital and Continuing Education, SHRS has developed nationally recognized online and hybrid programs, including its Physician Assistant Studies Hybrid and Doctor of Physical Therapy Hybrid options, that integrate evidence-based online instruction with immersive, hands-on clinical experiences. Faculty experts, including pioneers in telerehabilitation and distance learning, collaborate with instructional designers to ensure each program meets the highest educational standards. With robust student support services, a commitment to accessibility, and a strong focus on learner success, SHRS has been a pioneer and sets the benchmark for excellence in remote health sciences and rehabilitation education.

## SHRS Vision

To be a catalyst for a world free of barriers and disparities that allows all people, regardless of health, to have opportunities to participate in life to the fullest; to be accomplished through education, research and service.

## SHRS Mission

To advance health, rehabilitation and reintegration service delivery through teaching, research and professional service.

SHRS advances the Mission and pursues its Vision by:

- Providing an unparalleled environment for education and training
- Supporting an interprofessional approach to research to address challenges of people with acute and chronic conditions and disabilities
- Collaborating with local, national and international partners to address and improve integration of rehabilitation services in health care delivery systems, community engagement and models of care

## SHRS Values

**Advocacy** - for those less fortunate or with limited access seeking greater independence.

**Excellence** - in all endeavors and facets of our work.

**Integrity** - through uncompromising adherence to ethical principles, truthfulness, dignity and respect in all that we do.

**Innovation** - in teaching and educational curricula, research, technology and product development.

**Inclusion** - in student, faculty and staff composition, recruitment, retention and advancement with a major focus on inclusion of all people regardless of race, culture, gender, age, ethnicity, socio-economic experience, ability, disability, religion, gender identity and expression or sexual orientation.

**Service** - to all, including the disabilities community, in regard to rehabilitation and health services with a commitment to social responsibility.

For more information about SHRS please visit <https://www.shrs.pitt.edu/>.

## The Role

Pitt seeks an innovative, visionary, and collaborative leader to serve as the next Dean of the School of Health and Rehabilitation Sciences (SHRS). Reporting to the Senior Vice Chancellor for the Health Sciences, Dr. Anantha Shekhar, the Dean will shape the strategic, academic, and operational priorities for SHRS. The Dean is responsible for academic leadership, financial stewardship, organizational effectiveness, faculty and staff recruitment and retention, development and alumni engagement, and student success. As a member of both the Health Sciences

Cabinet and the Provost's Council of Deans, the Dean plays a critical role in cross-school collaboration and strategic advancement.

This is a transformational moment for SHRS. With a strong entrepreneurial spirit, SHRS has rapidly expanded its impact in the last decade, growing student enrollment by more than 40%, launching the country's first chiropractic program at a research-intensive, public institution, and pioneering the use of online and hybrid models to increase access and reach underserved communities. The school boasts a strong financial foundation, significant extramurally funded research, a growing commercialization portfolio, and an expansive offering of academic programs that span a broad spectrum of the healthcare workforce. In fall of 2025, SHRS will move into a brand new facility at Fifth and Halket that has been specifically and strategically designed to meet SHRS' immediate and future needs with modernized teaching facilities and clinical training facilities where students will work with state-of-the-art equipment.

The next Dean will be a bold and dynamic leader who can harness the school's momentum and shape a unifying vision for its continued growth and next era of excellence in education, research, innovation, and community engagement. The ideal candidate will be a nationally recognized scholar or educator with a deep commitment to student-centered education, faculty development, and interdisciplinary collaboration. A strong track record of leadership in rehabilitation or health sciences is essential, as is experience navigating complex clinical-academic environments.

This leader will build on SHRS's strengths, including a culture of innovation, strong financial performance, and deep ties to the UPMC health system. The Dean will guide the School in optimizing and integrating a diverse and growing portfolio of academic programs, fostering a collaborative and transparent culture, and expanding the School's national reputation as a leader in health and rehabilitation sciences.

This is a singular opportunity to lead one of the nation's most dynamic schools of health and rehabilitation sciences at a time of growth, innovation, and transformation. SHRS faculty, students, and staff are energized and proud of their work. With new state-of-the-art facilities, a collaborative academic culture, and deep community and health system partnerships, SHRS is positioned to define the future of health and rehabilitation sciences education and research.

## **Key opportunities for the next Dean include:**

- Leading with an entrepreneurial mindset to build on SHRS's nationally recognized online and hybrid education infrastructure, commercialize innovations, and expand enrollment.
- Aligning and integrating a diverse portfolio of programs with a shared mission, while preserving the uniqueness and strengths of individual departments.
- Amplifying interdisciplinary research collaborations across Pitt, especially in rehabilitation technology, product development, and commercialization.
- Expanding interprofessional education and community-based health initiatives that center the learner and reimagine healthcare delivery beyond traditional models.
- Fostering shared governance and inclusive leadership while addressing barriers to access, equity, and advancement among faculty, staff, and students.

## **Reporting Structure and Key Relationships:**

**Reports to:** Anantha Shekhar, MD, PhD Senior Vice Chancellor for the Health Sciences & Dean of the School of Medicine

**Direct reports:**

- Vice Dean
- Department Chairs (9)
- Associate Dean for Academic Outreach and Advising
- Associate Dean for Academic Partnerships

- Associate Dean of Business and Finance
- Associate Dean of Clinical Partnerships
- Associate Dean of Commercial Translation
- Associate Dean of Community Engagement and Global Health Initiatives
- Associate Dean for Faculty Affairs and Development
- Associate Dean for Graduate Studies
- Associate Dean for Interprofessional Studies
- Associate Dean for Research
- Associate Dean for Technology and Innovation
- Associate Dean for Undergraduate Studies
- Total Team: 182 full-time faculty, 358 part-time faculty (35 FTEs), 198 staff

**Relates to Internally:**

- Peer Deans of Health Sciences
- Senior Vice Chancellor & Provost
- Associate Vice Chancellors
- Assistant Vice Chancellors
- University of Pittsburgh Leadership
- Students, Faculty & Researchers

**Relates to Externally:**

- UPMC
- Clinical and research partner organizations
- Community & Donors
- Government funders, regulators and agencies
- Relevant professional associations
- Other schools of rehabilitation and health sciences

## **Major Responsibilities**

### **Setting Strategy**

- Set a strategic vision and direction for continued leadership and growth; Provide visionary leadership that positions SHRS as a national and international leader in health and rehabilitation sciences education, research, and community-engaged practice.
- Develop and implement an inclusive, forward-looking strategic plan that builds on SHRS's strengths while adapting to rapid changes in healthcare delivery, workforce needs, education technology, and the broader academic landscape.
- Define a distinctive identity for SHRS that integrates its pioneering spirit in online education, innovation, and community-based care with its deep commitment to academic rigor and student-centered learning.
- Evaluate and refine programmatic offerings and research focus areas to prioritize and invest in those with the greatest potential for societal impact, growth, and distinction.
- Anticipate and respond to shifts in the healthcare, technology, and policy environment, ensuring SHRS prepares students and faculty to lead in a dynamic, evolving landscape.

### **Education**

- Lead and evolve a forward-thinking educational portfolio that contributes to the continued growth and impact of SHRS.
- Ensure a robust, innovative, and high-quality educational portfolio that reflects the breadth of SHRS disciplines and prepares graduates for leadership across the healthcare and rehabilitation sciences workforce.



- Conduct a strategic assessment of existing academic programs, identifying opportunities to optimize, expand, and align offerings with emerging industry needs, student interests, and national trends.
- Advance the use of technology and learning innovation, including digital platforms, hybrid delivery models, simulation, and AI-supported tools to enhance access, equity, and excellence in education.
- Invest in faculty development and curricular innovation to support cutting-edge pedagogy, interprofessional education, and evolving clinical and community-based learning environments.
- Foster meaningful student engagement across all elements of SHRS's mission, including opportunities for research, entrepreneurship, service, and community impact.
- Promote continued enrollment growth and student success by ensuring high-quality academic support, advising, wellness resources, and accessible pathways to graduate and professional programs.

## Research & Scholarship

- Enable impactful faculty research, scholarship, commercialization, and innovation.
- Champion interdisciplinary research initiatives across SHRS and the broader University to accelerate translational science, rehabilitation innovation, and technology-enabled health solutions.
- Ensure full compliance with internal research policies, federal regulations, and funding agency requirements, while promoting a culture of research integrity and responsible conduct.
- Strengthen external research partnerships, including with UPMC, foundations, industry, and government agencies, to expand and diversify research funding, community impact, and real-world application of discoveries.
- Define strategic research priorities for SHRS and align them with institutional investments in infrastructure, space, personnel, and core facilities; lead development of a long-range plan to support sustained research growth and commercialization capacity.
- Foster a culture of academic excellence and innovation, emphasizing faculty success in grant acquisition, impactful publications, applied research, product development, and leadership in national and international professional organizations.
- Advance commercialization pathways and support faculty in translating research and intellectual property into scalable tools, technologies, and practices that improve health outcomes and extend SHRS's societal impact.

## Faculty & Staff Excellence

- Recruit, support and develop an exceptional faculty and staff, and foster a culture of academic and professional excellence.
- Lead a high-performing leadership team to advance SHRS's strategic vision and create a cohesive, inclusive, and forward-thinking academic community.
- Cultivate a culture of excellence and shared accountability across SHRS, empowering faculty and staff through collaborative leadership, clear communication, and transparent decision-making.
- Ensure robust faculty development and mentorship, including systems of support that guide faculty at all stages of their careers through the tenure and promotion processes, interdisciplinary collaborations, and leadership opportunities.
- Foster an inclusive, student- and mission-centered academic culture that values innovation, collaboration, teaching excellence, and community impact alongside scholarly achievement.
- Partner with the Senior Vice Chancellor and other leaders at Pitt to provide effective leadership in new and evolving shared governance models.



## Collaborative Engagement

- Drive the development of new and innovative multi-disciplinary and interprofessional programs in collaboration with the other schools in Health Sciences and across Pitt.
- Identify, nurture and develop innovative and unique partnerships and ventures with industry or other local, national, or international business partners and foundations.
- Act as a local and national thought leader in health and rehabilitation sciences as well as a leader in one's own professional area.
- Represent SHRS and Pitt to internal and external constituents, as well as national and international groups to enhance engagement with the healthcare community to inform educational and research programs and engage support.
- Partner closely with the Health Sciences leadership, UPMC and other clinical partners to align on institutional goals and to drive collaborative initiatives that advance clinical training, research translation, and the commercialization of health technologies.

## Financial & Administrative Leadership

- Be accountable for the financial performance of the School, and contribute careful oversight to budgetary planning, resource allocation, and research funding. Ensure financial health and sustainability to allow the academic mission to thrive.
- Build and maintain effective working relationships with all internal and external stakeholders and possess an institutional approach to leadership to build trust among critical stakeholders.
- Cultivate positive, productive relationships with the alumni community.
- Represent SHRS to donors and the philanthropic community, leading fundraising and resource development for the School.
- Think creatively about and approach unconventional fundraising sources, such as industry, venture capital, and commercial entities.
- Serve as a leader and active champion for alumni engagement, while being an enthusiastic and convincing advocate with donors and alumni to broaden and deepen SHRS' fundraising efforts.

**Location:** University of Pittsburgh is located in Pittsburgh, PA. Relocation to the Pittsburgh area is required for this role.

## Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

- The new Dean of the School of Health and Rehabilitation Sciences (SHRS) will be nationally recognized, with a history of success in leadership roles in a relevant health or rehabilitation sciences field.
- An experienced health or rehabilitation sciences executive with an outstanding track record of scholarship and/or teaching. A strong academic record including recent, relevant experience in funded research and/or teaching.
- Demonstrated success leading an educational portfolio and developing, fostering and growing excellent programs at the undergraduate and/or graduate degree levels.
- Track record of success in environments receiving NIH and other extra-mural research funding.
- Administrative and leadership experience at an academic institution, serving as Dean, Associate/Assistant Dean, Department Chair, Vice Chair, Director of a major program, or similar.
- Experience in leadership and career achievement, commensurate with appointment to the faculty at the rank of Tenured Full Professor.
- Able to grow research programs and to continue the tradition of academic excellence.
- Commitment to innovation, commercialization, and future-facing approaches to healthcare.

- Demonstrated experience recruiting, retaining and cultivating an inclusive team and culture.
- Experience developing and mentoring academic and clinical leaders; demonstrated ability to identify, recruit and retain high-performing leaders and faculty at all levels.
- Proven ability to lead through complexity, growth, and organizational change
- Success in driving faculty engagement and alignment and change management.
- Strong financial acumen and fiscal management. Proven experience in budgetary and organizational leadership in a complex academic environment.
- A visionary and strategic leader with a track record of innovation and an entrepreneurial spirit.
- Strong interpersonal, communication, and coalition-building skills; able to unite and inspire a diverse group of faculty and staff members.
- Collaborative relationship-building skills, with an ability to successfully partner and build consensus with key internal and external stakeholders at all levels of the organization.
- Experience working across clinical and academic environments is highly desirable, as is experience with interprofessional education and large-scale research collaborations.
- A compelling and collaborative leadership style with a deep understanding of health and rehabilitation sciences.
- A visionary and creative approach to strategy, innovation, and interdisciplinary partnerships.
- The ability to engage and inspire students, faculty, and staff and act as a visible and vocal ambassador for the School.

## Setting Strategy

- The ability to create and articulate an inspiring vision for the organization, not only for the areas they are directly responsible for, but the enterprise as a whole.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.

## Executing for Results

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act transparently and consistently while always taking into account what is best for the organization.

## Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

## Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.

- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

## Relationship with UPMC

The health sciences schools' academic and research eminence relies on its close partnership with UPMC—a prestigious nonprofit health system that grew out of the university. UPMC leadership sprang from academic posts within Pitt and shared the university's mission as its own system evolved. Now an independent entity, UPMC is operationally integrated at every level with the health sciences schools and shares its clinical, managerial and technological skills worldwide through its innovation and commercialization arm, UPMC Enterprises and UPMC International.

A \$28 billion health care provider and insurer, Pittsburgh-based UPMC is a world-renowned, nonprofit health care provider and insurer committed to delivering exceptional, people-centered care and community services. UPMC is shaping the future of health through clinical and technological innovation, research, and education. Dedicated to advancing the well-being of its diverse communities, UPMC provides nearly \$2 billion annually in community benefits, more than any other health system in Pennsylvania. Its 100,000 employees — including more than 5,000 physicians — care for patients across more than 40 hospitals and 800 outpatient sites in Pennsylvania, New York, and Maryland, as well as overseas. UPMC Insurance Services covers more than 4 million members, providing the highest-quality care at the most affordable price. As UPMC turns vigorously to value-based care, all Pitt schools will have a rare opportunity for interprofessional education and new models of care giving.

## The City of Pittsburgh

The University views the city as an extension of its campus, and Pittsburgh is no ordinary college town. This city is transforming from an industrial capital to a center of education, research and innovation. Pitt is actively integrated into the surrounding community through its Community Engagement Centers, community-driven partnerships, and volunteer service. The University was recently awarded the Carnegie Foundation's Classification for Community Engagement in recognition of its institutional commitment to community engagement.

The city of Pittsburgh hosts a high concentration of influential nonprofits and, as an international center of emerging information technology, is home to companies such as Duolingo, one of Google's national offices, a Meta Reality Lab, and multiple autonomous vehicle development efforts. Pittsburgh was recently ranked 13th among emerging global startup ecosystems (and 5th in North America). The city also has a long history in banking and manufacturing and is becoming a leader in advanced manufacturing technologies and nanotechnology.

While still a work in progress, the city's reinvention since its days as a smoky steel town has received national acclaim. Known as the City of Champions, LinkedIn named Pittsburgh a top city to launch a career, and U.S. News & World Report lists it as a top place to retire. With an extensive network of urban parks, as well as world-class arts and cultural intuitions, Pittsburgh feels like a big small town. It has all the advantages of a large city, along with Midwestern friendliness and East Coast vibrancy.

Pitt aims to forge new paths to mold brighter futures and embrace change as fuel for something greater. Through excellence in teaching, research, and service, the University of Pittsburgh is committed to making lives better and to the relentless pursuit of change, for good.

## Nomination and Application Procedure

Russell Reynolds Associates welcomes inquiries, nominations, and applications. To receive full consideration, interested individuals should electronically submit a Curriculum Vitae and a letter of interest to Russell Reynolds Associates. The letter of interest is a two-page cover letter detailing your experience and key achievements related to this position and your thoughts on how you see yourself contributing to the programs and responsibilities described in this position specification. Letters should be addressed to the University of Pittsburgh Dean, SHRS Search Committee and submitted electronically. Materials will be reviewed immediately and will continue to be reviewed until the position is filled.

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2506-277NA

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