



**Chair, Department of Communication Sciences and Disorders**

*University of Texas Health Science Center at San Antonio*

The University of Texas Health Science Center at San Antonio is pleased to announce a search for the Department of Communication Sciences and Disorders Chair. Reporting to the Dean of the School of Health Professions, the Chair will have a full-time, twelve-month, tenured faculty appointment, depending on education, experience, and related qualifications. 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 department administrative, operational, research, and patient care functions.

The department currently houses an accredited Master of Science degree program in Speech-Language Pathology (MS-SLP) and a Graduate Certificate program in Communication Sciences (SLP Leveling Program).

We seek an innovative leader with strong program management skills who can mentor and lead a team of dedicated faculty members in a distinctive and widely respected program that produces skilled practitioners in the field. Responsibilities include:

Program Direction

Qualifications for this position include meeting the ASHA-CAA accreditation criteria to serve as program director of the speech-language pathology graduate program.

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 Communication Sciences and Disorders department. This plan should address each of the core missions of the academic health center: teaching, research, service, and patient care;
- Conduct ongoing assessment and evaluation of the department; proactively address and ameliorate any issues based on those assessments;
- Serve as the face of the department internally and externally.
- Further develop and expand the programs offered within the department.

Curriculum/Program Development, Teaching, and Clinical Practice

- Stay abreast of evolving changes and advancements in communication sciences and disorders/speech-language pathology to ensure educational program excellence;
- Teach and perform instructional duties as required;
- Ensure program accreditation requirements are exceeded;
- Participate in clinical education and practice as appropriate.

- Participate in research and scholarship within the department, including supervising student research, where needed and appropriate.

#### Research and Scholarship

- Develop a strong research program within the department, including collaboration with researchers across the institution and achievement of federal research funding.
- Ensure faculty engagement and success in research and scholarship as demonstrated by the national /international invited scientific presentations and publication of their work in peer-reviewed journals.
- Support grant development, submission, and success as demonstrated by grant awards and research expenditures.

#### 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 department's academic mission (e.g., 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 department;
- With support from the Dean's office, ensure the fiscal well-being of the department;
- Assist in developing and implementing strategies for growing enrollment and extramural funding;
- Develop and implement a financially sound and cost-effective faculty practice plan.

### **The Department of Communication Sciences and Disorders**

The Department of Communication Sciences and Disorders (CSD) is a core academic department within the School of Health Professions designed to provide students with intensive, hands-on clinical experience that prepares them to be outstanding practitioners with a medical focus and leaders in providing quality healthcare. The department offers two graduate programs: the Master of Science in Speech-Language Pathology (MS-SLP), which is designed to prepare outstanding, medically focused speech-language pathologists, and the Graduate Certificate in Communication Sciences and Disorders (SLP Leveling Program), which provides the coursework and prerequisites needed for individuals to make competitive applications to SLP graduate programs.

The department's development has been marked by key milestones: the MS-SLP program was approved by the Texas Higher Education Coordinating Board in Spring 2016 and received ASHA approval during the 2016-2017 academic year. The first cohort of students for the MS-SLP program began in 2018, and the Graduate Certificate program launched in 2020. The MS program has a strong student applicant pool with an average cohort size of 45 students admitted annually, while the Graduate Certificate program enrolls approximately 30 students per year.

The academic and research programs are supported by five full-time faculty members, alongside adjunct faculty, all contributing to the department's strong program outcomes, including board exam pass rates, employment rates, and graduation exit surveys. Additionally, the department has

a presence in clinical practice, particularly in collaboration with otolaryngology and neurology.

The department also contributes significantly to research, scholarship, service, and patient care. It is part of a \$1.2 million Department of Education Office of Special Education Program grant, in collaboration with the Department of Occupational Therapy. The department's vision is to be a recognized academic leader in communication sciences and disorders education, research, service, and practice. As such, the department seeks to provide outstanding educational and clinical training, supervised opportunities for socially relevant service to the community, and research activities that advance healthcare and health outcomes. Given the unique socioeconomic climate and healthcare access challenges in South Texas, the department is also deeply committed to serving the people of this region.

### **School of Health Professions:**

The School of Health Professions is one of six schools within the institution, proudly leading in student enrollment with over 1,000 students. Comprising seven dynamic academic departments, the school offers 16 comprehensive academic programs ranging from certificates to Ph.D. levels. Supported by strong leadership, the school consistently achieves outstanding results, with board exam pass rates averaging 97% and a job placement rate of 95%. In addition, the school is experiencing significant growth in its research portfolio, securing \$6M in new federal grants in 2024, further advancing its mission of excellence in education, research, and service.

### **University of Texas Health Science Center at San Antonio**

The University of Texas Health Science Center at San Antonio (UT Health San Antonio) is designated as a Carnegie R1 Research Institution, the highest level of research activity recognized by the Carnegie Classification of Institutions of Higher Education. This distinction reflects its significant research expenditures, doctoral degree programs, and faculty resources. UT Health Science Center San Antonio is set to merge with The University of Texas at San Antonio (UTSA), pending approval by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). UTSA, also a Carnegie R1 university, is nationally recognized for its strengths in AI, data science, cybersecurity, and engineering. Once approved, the merger will create the third-largest research university in Texas, further elevating the region's academic and research impact. San Antonio, a \$44.3 billion bioscience and healthcare hub, offers a dynamic environment with year-round recreation and a favorable cost of living.

### **Qualifications**

- An academic terminal degree in an area relevant to health professions education or practice (e.g., Ph.D., Ed.D.);
- Full-time experience in a Communication Sciences and Disorders higher education program;
- Previous leadership experience in a similar role is preferred;
- Applicants must be eligible for faculty appointment with tenure at the rank of Associate Professor or Professor in an accredited Communication Sciences and Disorders education program;
- ASHA-CCC in Speech-Language Pathology;
- A license to practice Speech-Language Pathology in the state of Texas (or ability to gain licensure within 6 months of hire);
- Meeting the ASHA-CAA requirements to serve as program director of the Master of Science in Speech-Language Pathology degree program;

- Experience with national accreditation standards and requirements and state agency licensure regulations; prior experience with accreditation processes in a leadership role is preferred;
- Evidence of scholarly achievement, including published research within peer-reviewed professional journals;
- Emerging or established national or international leadership in communication sciences and disorders;
- 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 managing finances and budgets is preferred;
- Excellent communication skills and leadership based on developing and sustaining a consensus-driven, collaborative and team-building culture;
- A strong, progressive, facilitative, proactive, forward-thinking leadership style.

### **Application Process**

The University of Texas Health Science Center at San Antonio invites nominations and applications or expressions of interest to be submitted to the search firm assisting the University. Applications must include a cover letter, resume or curriculum vitae, and list of references. For full consideration, application materials should be submitted to Parker Executive Search. Applications will be accepted until the position is filled. Confidential review of materials will begin immediately and continue until the appointment is made.

For additional information, please contact:

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*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.*