Dean, School of Pharmacy
Position Description

Executive Summary

West Virginia University invites nominations and applications for the position of Dean of the School of Pharmacy, who will hold the Gates E. Wigner Endowed Deanship. Reporting directly to the Chancellor and Executive Dean for Health Sciences, the Dean serves as the chief administrative officer and academic leader of the School and a key member of the WVU Health Sciences leadership team.

The University seeks a servant leader who pairs an aspirational vision for the profession with disciplined, effective execution, invests in the success of others, and builds leaders at every level of the School. The next Dean will lead one of the few pharmacy schools in the nation embedded in a comprehensive academic health sciences center, at a flagship, R1, land-grant university whose health system is the largest in the state. The School can draw on a fast-growing clinical research enterprise that is bringing trials to rural hospitals and practices, a new provider-sponsored health plan built around value-based care, and a health sciences leadership team in which many senior leaders are pharmacists by training, and researchers that are aligned with major WVU Healthcare institutes. The Dean will join a talented and committed community of faculty, staff, students, and alumni.

The School of Pharmacy

Pharmacy education at West Virginia University began in 1914, and the School of Pharmacy was founded in 1936, making it the oldest school of pharmacy in the state. Located at the WVU Health Sciences Center in Morgantown, the School is one of a small number of pharmacy programs nationwide embedded in an academic medical center that integrates the education of pharmacy, medical, dental, nursing, and public health students and brings team-based care to life. The Health Sciences Center is home to an adjacent tertiary teaching hospital with more than 800 beds, well-established cancer, neuroscience, cardiovascular, and translational science institutes, along with clinics that serve as the central node of WVU Medicine's rapidly growing 30-hospital network. The School also operates a secondary experiential campus in Charleston, West Virginia.

The School is organized into three departments, Clinical Pharmacy, Pharmaceutical Sciences, and Pharmaceutical Systems and Policy, and offers a range of professional and graduate programs, including:

- Doctor of Pharmacy (Pharm.D.), fully accredited by the Accreditation Council for Pharmacy Education (ACPE) through June 2033
- Graduate programs in Pharmaceutical and Pharmacological Sciences
- Graduate programs in Health Services and Outcomes Research
- Continuing pharmacy education, as the main provider of pharmacy continuing education in West Virginia

The School is ranked 49th by the 2026 U.S. News & World Report, counts approximately 4,000 alumni, and holds approximately $16 million in endowments, including three endowed chair positions. It also provides statewide outreach and leadership through the:

- West Virginia Poison Center
- West Virginia Drug and Health Information Center
- West Virginia Rational Drug Therapy Program
- Wigner Institute for Advanced Pharmacy Practice
- WVU Cook-Hayman Pharmacy Museum

The Position

Reporting directly to the Chancellor and Executive Dean for Health Sciences, the Dean of the School of Pharmacy holds a full-time, 12-month administrative faculty appointment and provides strategic, academic, research, operational, and financial leadership for the School. The Dean is responsible for ensuring that the School effectively performs its teaching, research, and service missions within available resources, and for establishing an atmosphere of fairness, trust, and optimism across the School.

As the chief administrative officer, the Dean oversees all academic, research, and service programs; budget and resource allocation; fundraising, alumni engagement, and external development; accreditation; and representation of the School to its many constituencies. The Dean chairs the School's Executive Committee, serves as the School's hiring official, and appoints department chairs and other School administrators. The Dean's direct reports include the associate and assistant deans, the department chairs, the Director of Development, the Director of Continuing Education, the Director of Marketing and Communications, the Senior Business Planning Officer, and the Senior Administrative Assistant.

Key Responsibilities

The Dean of the School of Pharmacy will:

- Oversee the formulation and execute a shared vision and strategic plan congruent with the missions of the School, the Health Sciences Center, and the University, and ensure adequate resources for its implementation
- Establish formative and summative metrics of achievement and report data to all constituents in a continuous and systematic process
- Chair the School's Executive Committee and actively participate in leadership meetings and committees of the Health Sciences Center and the University
- Lead through collaboration with stakeholders, delegating authority and pushing decisions to the people closest to the work, and build leadership capacity at every level of the School
- Ensure the integrity, high standards, and continuous improvement of every academic program and curriculum in the School, and facilitate program and curricular development
- Maintain compliance with accreditation standards and oversee the development of self-study reports to accrediting bodies
- Foster an environment in which excellence in teaching is valued and rewarded, and encourage innovation in teaching, scholarship, and interprofessional education
- Work with department chairs and other administrators to elevate faculty research and scholarly activity in critical areas of School emphasis, and support faculty development in research

- Position the School at the forefront of integrating artificial intelligence and emerging technologies into pharmacy education, research, and practice
- Attract external funding and develop new partnerships that generate revenue streams
- Actively participate in fundraising and development activities with alumni and friends of the University and the School
- Build lasting relationships with alumni and engage them as partners in the School's teaching, research, and service, beyond philanthropic giving
- Manage the School's budget, including foundation accounts, to ensure sufficient resources for program excellence, responsible fiscal management, and operational efficiency, allocating resources to support strategic priorities
- Lead the planning, development, and effective use of the School's physical facilities, ensuring that space and technology meet the needs of the School's mission
- Recruit and retain outstanding faculty in conjunction with department chairs, serve as the School's hiring official, and appoint department chairs and other School administrators
- Support faculty development, promotion, tenure, and succession planning; evaluate the performance of all direct reports annually and assist department chairs and associate and assistant deans in evaluating faculty and staff
- Ensure high-quality student recruitment, retention, and graduation, and promote student wellness, leadership, and professional development
- Develop positive relationships with students and student organizations and facilitate communication among administration, faculty, and students to ensure a culture of mutual respect and professionalism
- Collaborate with the Chair of Clinical Pharmacy to ensure experiential rotations meet the program's expected learning outcomes
- Provide leadership for the School's service entities, including the West Virginia Poison Center, the West Virginia Drug and Health Information Center, the West Virginia Rational Drug Therapy Program, and the Wigner Institute for Advanced Pharmacy Practice
- Promote and nurture a culture in which service to the institution, community, and patients is valued and rewarded
- Promote collaboration with the other schools of the Health Sciences Center, West Virginia University, educational and practice organizations in West Virginia and surrounding states, and the community
- Oversee the development and maintenance of all School policies, guidelines, and procedures, and ensure adherence to University policies and regulatory requirements
- Represent the School at local, state, national, and international meetings and functions, and develop collaborative relationships with other universities, industry, experiential sites, and professional societies
- Complete other duties as assigned by the Chancellor and Executive Dean for Health Sciences

Vision for the Role

The next Dean will have a unique opportunity to build on more than a century of pharmacy education in West Virginia and to position the School as a national leader in pharmacy education, research, and service to the state. West Virginia is the only state located entirely within Appalachia, and its rugged, rural geography makes pharmacists essential to healthcare access; in many communities, the local pharmacy is the nearest source of prescriptions, vaccines, and health advice. In a state where pharmacists are legally recognized as providers, the state is actively exploring how pharmacists can practice at a broader scope in their communities, and the School is positioned to help shape that future.

The Dean will also join a health sciences enterprise with deep respect for the profession. Many senior leaders across WVU Health Sciences and WVU Medicine, including the chief executive of the health system, have degrees in pharmacy.

Key opportunities include:

- Developing and advancing a shared strategic vision, with clear measures of success, that aligns with the priorities of the Health Sciences Center and the University
- Elevating the School's research profile and growing extramural funding in areas of School emphasis, in current partnership with other well-established WVU biomedical research programs and a growing clinical research enterprise and pharmaceutical or medically related companies
- Engaging WVU's practice-based research network of approximately 195 group practices, federally qualified health centers, and critical access hospitals, a national leader in bringing clinical trials to rural communities
- Leveraging implementation science, health system data, and artificial intelligence tools integrated with the electronic medical record
- Contributing to WVU Medicine's new provider-sponsored health plan, a model for value-based care in which pharmacists can play a central role
- Building new revenue-generating partnerships and expanding philanthropic and alumni engagement with friends of the School
- Advancing interprofessional education and collaboration across the schools of the Health Sciences Center
- Strengthening the School's statewide impact through its service entities, experiential sites, and practice partners, and helping shape an expanded role for pharmacists in communities across West Virginia and surrounding states
- Investing in faculty development, leadership succession, and the recruitment and retention of outstanding faculty and students, and building leaders at every level of the School

Qualifications

The successful candidate must possess an earned doctoral degree in pharmacy, a pharmaceutical science discipline, or another appropriate specialty area; significant leadership experience in higher education, healthcare, and/or research; and a record of sustained educational and scholarly achievement commensurate with appointment at the rank of full professor, with either tenure or a clinical appointment. In addition, the University prefers candidates who bring the following:

- Commitment to excellence in education, research, scholarship, and service
- Prior experience in fiscal responsibility, budget management, and strategic planning
- Prior experience in personnel management
- A deep understanding of the evolving landscape of healthcare, the practice of pharmacy, and biomedical research
- Experience working in an academic health sciences environment
- Experience as a funded researcher and/or experience building a successful research team
- Experience in fundraising, philanthropy, and alumni engagement
- Experience with, or a clear vision for, integrating artificial intelligence and emerging technologies into education, research, and practice

The successful candidate will also possess the following leadership and personal qualities:

- A demonstrated record of servant leadership and a commitment to serving the faculty, staff, and students of the School
- Excellent interpersonal and communication skills and the ability to be an effective spokesperson for the School
- A strong commitment to developing people and building leaders at every level, with a record of success among those they have led
- The ability to foster teamwork, shared purpose, and psychological safety to accomplish programmatic objectives
- The ability to pair a compelling vision with disciplined execution
- Authenticity, transparency, and openness to discussion, with a willingness to work alongside the team
- Comfort pushing decisions to the people closest to the information, and the adaptability to lead in a changing environment

West Virginia University

Founded in 1867, West Virginia University is the state's flagship public, land-grant, R1 research university. WVU is one of only about a dozen institutions in the nation that combine land-grant status and doctoral research activity with a comprehensive health sciences center, and one of only five flagship, R1, land-grant, community-engaged universities in the country.

The WVU System enrolled more than 26,000 students in fall 2025, including more than 23,500 on the main campus in Morgantown, with additional campuses at WVU Tech in Beckley and WVU Potomac State College in Keyser. The WVU Health Sciences Center in Morgantown brings the Schools of Dentistry, Medicine, Nursing, Pharmacy, and Public Health together alongside J.W. Ruby Memorial Hospital, giving the School of Pharmacy a rich environment for interprofessional education, research, and patient care. As the state's largest health system, WVU Medicine gives the School a scale and statewide reach that few peers can match.

Application Process

The Search Committee invites letters of nomination and applications (letter of interest, full resume/CV, and contact information of at least five references) to be submitted to the search firm assisting the University. Review of materials will begin immediately and continue until the appointment is made. It is preferred, however, that all nominations and applications are submitted before **January 26, 2027**. Please submit electronic applications directly to Parker Executive Search. For additional information, please contact:

Porsha Williams, Vice President and Managing Director, Higher Education
Jacob Anderson, Senior Principal
Scott Gaffney, Associate
Parker Executive Search
Five Concourse Parkway, Suite 2875 | Atlanta, GA 30328
(770) 804-1996 ext. 111
pwilliams@parkersearch.com || janderson@parkersearch.com || sgaffney@parkersearch.com

West Virginia University is an Equal Opportunity Employer. We invite all qualified applicants regardless of race, color, religion, sex, national origin, age, disability, genetic information, or Veteran status.