



Position Specification

**Chair, Department of Social, Behavioral, and  
Population Sciences**

**School of Public Health and Tropical Medicine**

December 2020



## POSITION SPECIFICATION

<b>Position</b>	Chair Department of Social, Behavioral, and Population Sciences School of Public Health and Tropical Medicine
<b>Institution</b>	Tulane University
<b>Location</b>	New Orleans, Louisiana
<b>Reporting Relationship</b>	Thomas A. LaVeist, PhD Dean, School of Public Health and Tropical Medicine Professor and Weatherhead Presidential Chair in Health Equity
<b>Institutional Websites</b>	<a href="http://www.tulane.edu">www.tulane.edu</a> and <a href="http://www.sph.tulane.edu">www.sph.tulane.edu</a>
<b>Department Website</b>	<a href="https://sph.tulane.edu/department-social-behavioral-population-sciences">https://sph.tulane.edu/department-social-behavioral-population-sciences</a>

## THE OPPORTUNITY

Tulane University seeks an exceptional leader to serve as the inaugural Chair of the Department of Social, Behavioral, and Population Sciences within the School of Public Health and Tropical Medicine. On July 1, 2021, the existing Department of Global Community Health and Behavioral Sciences will transition to two departments, the Department of Social, Behavioral, and Population Sciences and the Department of International Health and Sustainable Development. Reporting to and working with the Dean, the Chair of Social, Behavioral, and Population Sciences will advance the distinguished reputation of the faculty, staff, and students within the Department for excellence in research, teaching, and professional service.

The successful candidate will be an established and recognized scholar, educator, and leader in social, behavioral, or population health with a demonstrated potential for collaborative administrative leadership and a strong commitment to scholarship, education, and service. The Chair must possess the strategic, inspirational, and consensus-building skills needed to advance the Department and its mission. The Chair will provide leadership in all aspects of the Department's operations. These responsibilities include academic affairs, research administration and planning, student recruitment, enrollment, and career advising, faculty recruitment and mentoring, financial management, fundraising/development, and advancing equity, diversity, and inclusion.

## BACKGROUND INFORMATION

### About Tulane University

Tulane University, founded in 1834, is one of the most highly regarded and selective independent research universities in the United States. Tulane's schools and college offer degrees in the liberal arts, science and engineering, architecture, business, law, social work, medicine, and public health.



The University is a member of the prestigious Association of American Universities, a select group of the 62 leading research universities in the United States and Canada with “preeminent programs of graduate and professional education and scholarly research.” Tulane is also ranked by the Carnegie Foundation for the Advancement of Teaching as a university with “very high research activity.” Of more than 4,300 higher educational institutions rated by the foundation, Tulane remains in that prestigious category that includes only two percent of universities nationwide.

Located in New Orleans, a city with tremendous diversity of culture and community, Tulane traces its origins to the Medical College of Louisiana, the Deep South’s second-oldest medical school, which was founded in 1834. By 1847, the Medical College was part of the newly established public institution, the University of Louisiana. Tulane moved to its present campus on St. Charles Avenue in 1894. The Tulane University Health Sciences Campus in downtown New Orleans includes the School of Public Health and Tropical Medicine, the School of Medicine, and the Tulane Medical Center. Tulane’s School of Social Work has also recently moved downtown, just two blocks away from the School of Public Health and Tropical Medicine. The Tulane National Primate Research Center is located in Covington, LA. Tulane also has 40 major academic programs operating in 20 countries.

In July 2014, President Mike Fitts was named the 15<sup>th</sup> President of Tulane. President Fitts has ushered in a new era at Tulane focused on creating the most meaningful student experience anywhere and greatly increasing and deepening the university’s level of interdisciplinary teaching and research and with a renewed commitment to the University’s efforts to advance equity, diversity, and inclusion. His efforts are establishing Tulane as a place where the best minds from the widest array of fields seek solutions to the world’s most pressing problems through cross-disciplinary collaboration and innovation.

### **About the School of Public Health and Tropical Medicine**

The School of Public Health and Tropical Medicine was founded in 1912, making it the first school of public health in the United States. The School remains the only American combined school of public health and tropical medicine. The School has steadily improved its longstanding excellent rankings among schools of public health over the past several years and is currently ranked 13<sup>th</sup> among 62 American schools of public health according to *U.S. News and World Report*. The School has a diverse faculty and student body with more than 120 faculty engaged in research and teaching activities spanning 76 countries, and has students coming from 38 countries. The School is accredited by the Council on Education for Public Health and offers degrees in six academic departments.

The School cultivates independent thinkers, innovative leaders, fierce advocates, and accomplished scholars. From the neighborhoods of New Orleans to communities worldwide, the School conducts research and collaborates with partners to ensure that all of humanity has an equitable opportunity to be healthy and pursue optimal well-being. The School strives to: Prepare culturally competent graduates to address and prevent public health problems, decrease health inequities, and manage health-related programs; advance public health knowledge through rigorous evidence-based scientific investigation and the dissemination and application of results; and improve the health of communities, through leadership and collaborative partnerships across health sectors. The School’s vision is *Optimal health and well-being for all*.

A commitment to improving the health of residents of New Orleans and surrounding communities,



to better understanding and preventing the diseases that afflict them, and providing them with essential health services has been an integral part of the mission of Tulane University for over 180 years. Tulane also makes major contributions to the economy of the city, state, and region.

### **About the Department of Social, Behavioral, and Population Sciences**

The Department of Social, Behavioral, and Population Sciences will prepare future generations of highly skilled, socially conscious, and culturally savvy public health professionals for careers in program development, research, evaluation, and community-based health. The Department will be comprised of a broad array of social scientists who focus on public health in New Orleans and around the world. Faculty provide its diverse students rigorous grounding in social, behavioral, and population science theory and methods, so that students can apply this knowledge to health interventions and etiologic research at the individual, community, and societal levels. A major focus will be on the behavioral and structural underpinnings of health inequities, and potential solutions to address them. Through coursework, discussions, and fieldwork, Social, Behavioral, and Population Sciences Faculty will guide students as they pursue a deeper understanding of health as it relates to individual decision-making; economic, social, and cultural stratification; and power, place, and history.

Department faculty are committed to interdisciplinary research, teaching, and practice and represent many of the central disciplines in the social sciences, including psychology, sociology, anthropology, economics, and demography. Social epidemiology and urban planning are also represented.

Clusters of faculty focus on the following content areas:

- **Fundamental causes / social determinants of health and health equity** — including poverty, racism, neighborhood conditions, and violence
- **Health promotion and prevention science** — including m-health and multilevel intervention development as well as social innovation
- **Public health demography** — including migration, displacement, and mobility
- **Community engagement and participatory research** — including asset-based, strengths-based, and human-centered design

Other topical areas pursued by faculty in the Department and throughout the School of Public Health and Tropical Medicine include research and training in nutrition, maternal and child health, and sexual and reproductive health.

The majority of students in the department will pursue a two-year MPH degree in Social, Behavioral and Population Sciences. Students fulfil requirements from a broad public health curriculum, a more focused program in the social, behavioral, and population sciences; and a customized set of courses tailored to each specific student's interests.

The Department will also offer two doctoral degrees. The DrPH program in Social, Behavioral, and Population Sciences will provide advanced training for professionals in applied public health program development, evaluation, and program-relevant research in promoting community health in a global context. The PhD program will train experts who will advance the field of social, behavioral, and population sciences through research, development and application of theory, and teaching. Graduates from the doctoral programs will pursue careers in academia, research organizations, foundations, and organizations that implement public health programs globally.



## KEY RESPONSIBILITIES OF THE CHAIR

The Chair will:

- Lead the Department during its first transition year (2021–2022) and subsequent years;
- Maintain academic excellence in established courses and programs and provide leadership on innovative curriculum development, teaching and training, and new academic initiatives;
- Lead by example with regular publication in the most competitive outlets and research awards from the most competitive funding agencies/donors;
- Support, enhance and promote faculty professional advancement and productivity;
- Work with the faculty to attract and retain promising scholars and instructors of excellence with particular focus on the recruitment of colleagues from under-represented groups;
- Work with faculty and School leadership in pursuit of both School and broader institutional goals, and to spearhead the formulation and implementation of a departmental strategic plan;
- Advance equity, diversity, and inclusion initiatives that ensure the departmental climate is supportive of diverse faculty, staff, and students and align the department's equity, diversity, and inclusion initiatives in tandem with broader school and university goals;
- Maintain the quality of the students entering the Department, nurture and enable them to successfully graduate, and support them with career guidance;
- Maintain and enhance the student experience within the Department;
- Enhance systems and norms for mentoring faculty, students, and staff to maximize their potential;
- Manage the financial and human resources of the Department efficiently and effectively through an annual operating budget and strategic long-term financial plan;
- Foster and expand the Department's relationship with alumni, funding agencies, corporations, and other private-sector entities, non-profit organizations, and non-governmental organizations; and
- Take up additional tasks and responsibilities, as appropriate and as necessary, in consultation with the Dean of the School of Public Health and Tropical Medicine.

## PROFESSIONAL EXPERIENCE / QUALIFICATIONS

The successful candidate will be a scholar and leader with a recognized reputation that includes a demonstrated potential for collaborative, credible administrative leadership, and a clear commitment to social, behavioral, and population health scholarship, education, service, and a demonstrated commitment to equity, diversity, and inclusion.

Requirements include:

- An exceptional record of distinguished scholarly accomplishment in a relevant area of study;
- A strong track record in obtaining extramural research funding and publications in quality peer reviewed journals;
- A demonstrated ability to mentor junior faculty as they establish a research and education programs;
- The capacity and experience to be successful in administrative leadership, particularly the



- ability to balance the modalities of teaching, research, and public health service;
- An entrepreneurial, creative, and collegial outlook that inspires and realizes the ambitions of the faculty to foster the Department's national and international prominence;
- Evidence of a firm demonstrated commitment to the values of equity, diversity, and inclusion in all aspects of research, education, and service;
- Enthusiasm to engage in fundraising and development activities with foundations, corporations, and individual supporters; and
- Evidence of sound judgment, creative strategic thinking, and integrity.

## EDUCATION

The Chair should possess an earned doctoral degree that includes extensive doctoral-level training in the social, behavioral, or population sciences: Ph.D. (including Ph.D./M.D), Dr.PH, Sc.D.). The Chair must also have an appropriate record of scholarship, teaching, and service to meet the requirements for Full Professor at Tulane University.

## COMPENSATION

Tulane University offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience.

## NOMINATIONS AND APPLICATIONS

Tulane University has retained the services of the executive search firm Korn Ferry to conduct this important search. All inquiries, nominations, and applications should be submitted to Korn Ferry at the e-mail address below. Initial applications should consist of two documents. First, a full-length curriculum vitae. Second, a letter of interest describing why you are interested in both the role of Chair and Tulane, why you are a good fit for the position based on your experience, and why is now a good time for you to consider the opportunity. For priority consideration, please submit application materials in confidence by **January 11, 2021**.

[Josh.Ward@KornFerry.com](mailto:Josh.Ward@KornFerry.com)

## KORN FERRY CONTACT

**Josh Ward, PhD, MPhil**  
Principal  
Education and Academic Medicine  
(405) 640-3994  
[Josh.Ward@KornFerry.com](mailto:Josh.Ward@KornFerry.com)

*Tulane University is an Equal Employment Opportunity/Affirmative Action institution committed to excellence through diversity. Tulane University will not discriminate based upon race, ethnicity, color, sex, religion, national origin, age, disability, genetic information, sexual orientation, gender identity or expression, pregnancy, marital status, military or veteran status, or any other status or classification protected by federal, state, or local law. All eligible candidates are encouraged to apply. We welcome applications from BIPOC (Black, Indigenous, People of Color), women, people living with disabilities, LGBTQ+ people, and other people from historically underrepresented groups.*