**Department Chair**

**F. Joseph Halcomb III, M.D. Department of Biomedical Engineering**

**and**

**F. Joseph Halcomb III, M.D. (endowed) Chair in Biomedical Engineering**

**University of Kentucky**

**Position Summary**

The University of Kentucky seeks a dynamic, collaborative, and values-driven leader to serve as its next chair of the F. Joseph Halcomb III, M.D. Department of Biomedical Engineering (BME) and holder of the F. Joseph Halcomb III, M.D. Chair in Biomedical Engineering.

The chair has administrative responsibility for implementation of all BME research and academic programs and leadership responsibility for the department’s 11 core faculty and three staff members. The Chair reports to the Dean of the College of Engineering, is a member of the College of Engineering Executive Committee, and represents the department to university and extramural stakeholders. As holder of the F. Joseph Halcomb III, M.D. Chair in Biomedical Engineering, the department chair will have responsibility for effective use of funds generated from the underlying endowment for supporting research, education, salary and other expenses related to the position.

The chair will lead a department whose roots are a longstanding research center and graduate education program on a campus with one of the nation’s best healthcare enterprises. The department has an operating budget of approximately $1.5 million, and research expenditures that were $2.5 million in 2022. The BME department has distinguishing research strengths in imaging and biophotonics, nanomedicine, biomaterials, tissue engineering, cardiovascular dynamics, neural engineering, and musculoskeletal biomechanics. In 2016, through the generous support of Dr. F. Joseph Halcomb, III and his wife Mrs. Joan S. Halcomb, the department was endowed and named in Dr. Halcomb’s honor. Today, this endowment supports graduate and faculty fellowships, a departmental endowment, and a chair endowment. In 2020, BME launched an undergraduate degree program including a unique course sequence in product design. This affords students an opportunity to learn to put the principles of engineering and product design squarely behind the creation of tools and therapies for promoting human health and wellbeing. The new BS in Biomedical Engineering program has already grown to over 175 students in its first three years.

**The Role of the Chair**

[Governing Regulation, Part VII, University Organization, Section F.2.e.](https://www.uky.edu/regs/sites/www.uky.edu.regs/files/files/gr/gr7.pdf) articulates the role and responsibilities of department chairs at the University of Kentucky. The successful candidate will be expected to 1) provide a vision for the department within its college and university contexts that addresses research challenges and educational needs at the intersection of engineering and human health leading to programs that are recognized nationally for their excellence; 2) attract resources that expand impact within the land grant responsibilities of research, education, and service; 3) provide the steady academic leadership necessary to support the professional development and impact of faculty, promote collegiality among faculty and staff and the synergy that flows from it, and foster the ambitions and educational attainment of students; 4) actively work on behalf of those from diverse and underrepresented backgrounds in the field to assure inclusion and equitable access to the resources and benefits of associating with the department and the profession; and 5) ensure that personnel, budgets, facilities, equipment, and programs of the department are well-managed.

**Leadership Opportunities and Challenges**

**Provide Strategic Vision and Leadership.** The chair will develop and implement strategies that will advance the department’s research profile by building from existing strengths and leverage areas of expertise across the college and university into new domains of endeavor. The chair’s leadership will be needed to continue to grow enrollment while ensuring excellence in the new undergraduate education program and an evolving graduate education program. The chair works together with BME Advisory Board, comprising key industry partners and alumni to ensure that the department and its programs are aligned with the needs of its constituencies.

**Support excellence of undergraduate and graduate education.** The Department’s undergraduate and graduate students are outstanding. The chair must ensure that the department balances the demands for engineering training to support the growing biomedical industry and the desire of many BME students to pursue demanding careers as medical professionals. The department must be attuned to the divergent needs presented by this twofold approach and foster academic programming and program supports by which all students can pursue their professional goals. The chair will oversee the new BSBME program’s initial ABET accreditation and must ensure the department maintains careful documentation of student learning objectives and program outcomes.

**Support and grow research.** With an eye toward expanding the research funding base, the chair will nurture the research programs of both junior and more senior faculty members with an intentionality specific to individuals and their professional development needs. The chair will foster a culture of innovation and work to catalyze additional opportunities for departmental faculty with partners in Kentucky, across the country, and around the world, facilitating research collaborations to enable pursuit of large, multidisciplinary efforts.

**Recruit, retain and develop outstanding faculty.** The chair will lead efforts in the recruitment and professional development of exceptional faculty colleagues, aligned with the strategic priority areas for the department and the college. With strong enrollment growth already occurring, the chair will have an opportunity to recruit leading scholars and educators who span traditional fields and foster an environment and culture in which all faculty members can thrive and achieve their career goals. Leveraging existing relationships with other departments and colleges and units across campus, the chair will establish innovative and compelling approaches to retain talented faculty members. The BME department is fortunate to have a number of young and talented faculty. Ensuring the success of these individuals at the university will be a central responsibility requiring the Chair’s sustained attention.

**Champion Diversity, Equity and Inclusion.** The chair will provide leadership to advance the instiutional goals for creating a more diverse, equitable, and inclusive community across its student, faculty, and staff populations. This is a central aspect of the college’s strategic plan, which integrates diversity, equity and inclusion in all facets of its activity. The chair will champion and lead an inclusive culture that leads to an attractive and welcoming work and classroom environment for everyone. The recruitment of a diverse student body, faculty, and staff will remain a high priority. The chair will also serve as a voice and advocate for issues of diversity, equity and inclusion in the biomedical engineering profession more broadly.

**Manage a dynamic academic unit.** The chair has primary responsibility for the department’s fiscal, programmatic, research, teaching, and service activities and must ensure that they adhere to the highest standard. Meeting high expectations in this regard will require implementation of an effective pattern of internal communication, and utilization of mechanisms for shared governance. At the same time, the chair will foster a collective vision among the faculty and staff and inspire the team to make progress towards its ambitions. The chair is not only an academic leader, but also the chief administrator of the unit, its budget and endowment. The chair must possess a growth mindset and business sensibility to move the department toward its potential in undergraduate education, graduate education, scholarship, or engagement and service.

**Personal and Professional Qualifications**

The successful candidate will have experience, accomplishment and reputation consistent with intellectual leadership in the field and commensurate with expectations for appointment at the rank of Full Professor. The candidate will be able to demonstrate evidence of effectiveness in a current or previous administrative role. The candidate will have familiarity with policy and procedures related to faculty recruitment, promotion and tenure, endowed faculty appointments, faculty disciplinary procedures, faculty leaves, paid external consulting, and overload assignments. More generally, the candidate will possess an understanding of governance and decision-making in an academic environment and an ability to manage effectively the interpersonal dynamics that are often involved.

The chair will be expected to handle a range of sensitive matters, and the candidate must have a demonstrated ability to act discretely and dispassionately within the context of organizational values and institutional policy, procedure, and precedent. Strength in listening skills, interpersonal skills, and integrity are essential. Additionally, the candidate will be expected to provide advice and make recommendations on critical decisions to the dean and other college leaders. These matters can be complex, and the successful candidate will have demonstrated the understanding of what individuals or groups must be included in consequential dialog, be open to persuasion by compelling arguments, and have the ability to consider and synthesize diverse perspectives before arriving at a decision or making a recommendation.

The successful candidate will possess high emotional intelligence, ambitious vision, collegial style and the energy to inspire the Department and its collaborators. Other attributes of the successful candidate include:

• Evidence of an understanding of the importance of a diverse staff and the empowerment that comes from an inclusive work environment

• A demonstrated passion for the research, education and outreach mission of the Department

• An understanding of and visibility in the biomedical engineering research professional community

• An ability to recruit talented researchers and staff and the ability to form an effective administrative team

• An excellent collaborator who can partner with academic and research units and other research organizations and their personnel

• A strong communicator who can represent the Department and engage its various partners and stakeholders

• An ability to instill trust and confidence among others and a record demonstrating the highest degree of integrity, honesty and fairness.

**The College of Engineering**

The College’s 13 degree programs and 10 academic units are supported by 175 faculty and 160 staff members. Enrollment at the College of Engineering has experienced tremendous growth over the past decade, bringing the enrollment to nearly 4,000 students and research awards have surged over the past five years, doubling to exceeded $50 million in 2022. A diverse student population allows for a rich and broad educational experience. The college also contains an extended campus in Paducah, and multiple research institutes and centers that promote multidisciplinary research within the college and with other colleges across the university. The next chair will have the opportunity to expand multidisciplinary connections across campus and grow the BME research portfolio to address pressing issues in human health that engineers of today and tomorrow can solve.

To accommodate its growth, the College is in the design phase of its next capital project—renovation and expansion of the Funkhouser building, which will add 100,000 square feet to the College’s space inventory to support experiential education demanded by employers of engineering graduates and research and development to drive innovation in areas such as materials, manufacturing and engineering for human health.

The College revised its Strategic Plan in 2021 reflecting goals achieved and the emergence of new ambitions. From the revised Plan the College’s Mission, Vision and Values are:

**Mission.** The college’s mission is to provide education, research and service in a scholarly environment in a way that:

• Prepares our students for successful professional careers;

• Addresses the changing needs of our other constituents; and

• Responds to the technological challenges facing the Commonwealth and the nation.

**Vision.** The University of Kentucky College of Engineering will be internationally recognized for educating students to meet the global engineering challenges of the 21st century, for conducting pioneering research for the advancement of our society, and for serving the needs of the citizens of Kentucky and the nation.

**Values.** We support the values of the university, and in particular we value:

• Academic excellence and freedom.

• Assessment and continuous improvement of our programs/processes.

• Success of our students and seeking to know them personally.

• Professional development of our students and engineering practitioners.

• The personal and professional development of our faculty and staff.

• Diversity among our students, faculty and staff.

• Being a collaborative part of the University of Kentucky.

**The University of Kentucky**

Located in the vibrant city of Lexington, the University of Kentucky is a public, land-grant institution that plays a critical leadership role in the creating, transferring and preserving knowledge, promoting economic development, and human well-being in ways that are inclusive across Kentucky’s diverse demograhic and geographic profile. The campus is home to 33,000 students, 3,000 faculty, and 15,000 full-time staff. The University is one of just eight in the country with a major academic health center and a full spectrum of academic colleges and professional schools on one contiguous campus. As such, UK is an incubator for multidisciplinary research. These collaborations allow researchers to address the rapidly changing needs of a global society.

The state’s flagship institution consists of 18 academic and professional colleges, where students can choose from more than 200 majors and degree programs at the undergraduate and graduate levels. Supporting the scholarly community is a comprehensive research library system made up of nine facilities, including the world-class William T. Young Library.

UK’s student body is diverse, representing more than 100 countries, every state in the nation and all 120 Kentucky counties. UK students compete successfully for prestigious scholarships and awards, such as the Fulbright, Astronaut, Truman, Goldwater, Marshall, Udall, and Gates programs.

The university recently engaged in an effort to revitalize its student living and learning spaces. UK’s public-private partnership with EdR has yielded nearly 6,900 modern beds and 202 active learning spaces in 13 buildings. Over the last five years, UK has approved the construction of more than $2.5 billion in infrastructure to bolster the institution’s long-term health and success.

The university’s operating budget is $5.2 billion. More information is available from our University Budget Office.

UK received $450 million in research grants and contract awards in 2022 from federal and industry sponsors. The university’s dynamic research enterprise encompasses traditional scholarship, the humanities, health care, and emerging fields in technology. UK also recently received its largest research grant ever, an $87 million study aimed at reducing opioid deaths in the state by 40 percent.

**About Lexington**

The City of Lexington is a great place to live, work, and study. It recently appeared on USA Today’s list of the top cities to live in. With a population of roughly 515,000 in metropolitan Lexington-Fayette County, the city and its surroundings offer both the warmth – and lower cost of living – of a small city, along with some of the amenities you would enjoy in a larger city. The Bourbon Trail and the equine industry bring tourists from around the country and around the world adding vibrancy to the arts, cultural events, and an eclectic dining scene.

Lexington is also home to some great sporting traditions, including horse racing, Wildcat basketball and football, and a minor league baseball team, the Lexington Legends. In the spring and fall, spend a beautiful afternoon watching Thoroughbred racing at Keeneland Race Course with your friends and family. Our region also boasts some amazing parks and natural wonders, including Red River Gorge, for hiking and exploring.

Lexington’s food scene is filled with Kentucky originals, southern classics, and creative fusion. Lexingtonians benefit from a great local food environment. If you’re visiting Kentucky for the first time, you should try some of our specialties – hot browns, bourbon balls, benedictine sandwiches, Derby pie, burgoo, and many more.

The city also boasts a rich cultural diversity. Lexington is home to people who speak more than 154 languages, and who currently make up about 20 percent of its population. Unprecedented growth of the international population reached nearly 300 percent in just this past decade. International investment, international students, and international academics and visitors from around the world bring a wealth of economic and cultural diversity to Lexington.

<https://vimeo.com/302892787>

**To Apply**

The desired start date for this position is August 1, 2023. To apply, please visit the UK Jobs site at: <https://ukjobs.uky.edu/postings/450375> . Applicants should submit a cover letter, full curriculum vitae, statements on leadership experience (1-page limit), research (5-page limit), teaching (1-page limit), diversity equity and inclusion (1-page limit), plus contact information for 5 references. The requested statements should be combined into a single pdf and submitted via the UK Jobs site under “specific request 1”. Priority application deadline is March 20, 2023, but review of applications will begin immediately and will continue until the position is filled. For further information regarding application procedures contact Dr. Mike Johnson: [mike.johnson@uky.edu](mailto:mike.johnson@uky.edu).

The University of Kentucky is an Equal Opportunity University that values diversity and inclusion. Minorities, veterans, women, dual-career applicants, individuals with disabilities, and members of other underrepresented groups are strongly encouraged to apply.