

Senior Vice President for Research and Innovation

The Opportunity

Texas Tech University Health Sciences Center (TTUHSC) seeks a dynamic, effective, and forward-thinking leader to serve in the newly created role of Senior Vice President for Research and Innovation (SVPRI). The SVPRI will have the extraordinary opportunity to join TTUHSC at an exciting period of transition and growth under a shared vision to Transform Health Care through Innovation and Collaboration. Reporting to the President, the SVPRI will play a collaborative role as an energetic leader who will build upon the University's previous research and clinical successes to inspire and support the faculty toward increasing TTUHSC's research productivity and impact while balancing its commitment to preparing health care professionals for successful careers and service in the field.

The successful candidate is...

The kind of person who sees clearly what must be done, collaborates with critical stakeholders, takes decisive action and communicates transparently.

The kind of person who sees everything through the prism of core values and who strives to live up to those values in every aspect of work and life.

The kind of person who never sees other people as merely an expedient means to one's own career success and who earns the trust and love of those they lead.

The kind of person who, by virtue of servant leadership, commits to a cause larger than oneself, inspires others to achieve Big Hairy Audacious Goals that stimulate progress.

The Role

The SVPRI will lead the Office of Research at TTUHSC and be responsible for the strategic and operational leadership of research and innovation by providing creative, efficient research administrative operations; promoting a bold, collaborative, innovative research environment; increasing opportunities for engaging with funding agencies, industry partners, and other constituencies; supporting intellectual property and technology transfer; and providing strategic guidance and decision making on matters relative to resource planning, policy development, promotion of research and scholarly activity, exploration of innovative

funding opportunities, and coordination of interdisciplinary and cross-disciplinary collaborations.

Working closely with the university President, Provost, Deans, and other executive officers and directors of schools, institutes, and departments within TTUHSC, the SVPRI will work to align research with the overall strategic plan of the University across its five schools and five campuses. To accomplish this, we seek a leader who will leverage all of their experience to support a culture for creative growth of quantity and quality of research and scholarship that aligns with the TTUHSC values of One Team, Kindhearted, Integrity, Visionary, and Beyond Service.

Strategy and Vision

- Advance TTUHSC's research and innovation portfolio in support of TTUHSC's mission and strategic plan.
- Serve as TTUHSC's advocate on research activities and as a representative in efforts to produce major new research programs within the scientific community as well as to expand the University's reputation in research and innovation.
- Champion, support and develop ways to catalyze the research and innovation pipeline through education, awareness, and utilization of resources.
- Develop a research and innovation strategy that builds on current assets, supports the regional needs of the community, and positions the institution for scholarly excellence.

Collaboration

- Serve on the Texas Tech Research Park Inc. Board by an appointment from the TTUHSC President.
- Advise, mentor, and collaborate with TTUHSC leadership and faculty to strengthen output and success rate of high-quality publications, extramural grant proposals and research initiatives.
- Develop sustainable relationships with local, regional, national and international public, private and industry sources to increase innovative, collaborative research and funding opportunities.
- Stimulate and support the growth of innovative multidisciplinary and interdisciplinary research throughout the Texas Tech University System's component institution research community.
- Promote and assist with the opportunities for intellectual property and technology transfer, identifying opportunities to partner with the Texas Tech University Innovation Hub at Research Park.

Leadership

- Chair the University's Research Council, which is one of five leadership, strategic councils, formed to ensure we attain our visionary goal to transform health care through collaboration and innovation.

- Develop and promote research support policies, practices, and programs that foster the professional growth and development of the TTUHSC community including faculty, students and staff.
- Assist Deans and Chairs with the recruitment of highly qualified research faculty.
- Effectively supervise the administration of Sponsored Programs, Laboratory Animal Resources Centers, and the Office of Research Integrity.
- Develop administrative infrastructure that supports and enables successful, focused research at TTUHSC.
- Prioritize and allocate internal budgetary resources for research opportunities at TTUHSC.

The Challenges and Opportunities

- **Vision / Plans for the Future** – The successful candidate will play a central role at TTUHSC in developing and supporting a vision for the future of the research enterprise that will bolster its scholarly efforts and service to West Texas. The SVPRI will inherit an organization that is ready to build upon existing strengths and must be committed to communicating across diverse units and locations to identify new areas for potential growth and excellence.
- **Enhancing Communication and Leading Within a Distributed Organization** – Given the scope of TTUHSC’s presence in the region, the SVPRI must be a visible leader amongst its campuses and effectively employ existing, and develop new, avenues of communication between the Lubbock campus and the University’s locations across West Texas.
- **Developing External Relationships** – The SVPRI will step into a role that will provide a significant platform to engage influential stakeholders in West Texas. The SVPRI must be prepared not only to represent and advocate for TTUHSC’s needs, but also the opportunities for partnership with these groups, and approach discussions as an active participant seeking to develop methods that are mutually beneficial and bring the University’s strengths to bear.
- **Increasing Research Productivity** – By guiding the University’s work toward strengthening its research portfolio, the SVPRI will serve as a catalyst for creating new opportunities to further enhance research productivity. The SVPRI will play a lead role in partnering with key stakeholders to identify and secure new research funding, increase scholarly activity, and build cross-disciplinary, cross-departmental, and cross-location partnerships that capitalize on TTUHSC’s presence in the region.
- **Enhancing Infrastructure and Leading Positive Change** – TTUHSC foresees tremendous potential for future growth and opportunity over the next decade, but the processes and internal infrastructure relied on in the past are not adequate to support its heightened aspirations. As such, the SVPRI must be a creative leader who is willing to take calculated risks as the University seeks to increase its research funding and footprint. The SVPRI must understand and support the balance between supporting current areas of excellence and compliance with state and federal regulations, while

leading the discussion surrounding new areas for growth and how to best provide the necessary infrastructure for achieving the University's strategic goals.

- **Developing and Retaining a High-Performing Team** – The SVPRI will be responsible for leading an organization that partners with a wide-range of units within the University at multiple locations. This will require the ability to lead and empower a team of individuals coming from diverse backgrounds and locations. To be successful, the SVPRI must be committed to fostering an environment that is committed to collegiality, transparency, and teamwork. Moreover, the SVPRI will provide the leadership necessary to cultivate an environment that encourages entrepreneurship, reward success, and supports the professional development of staff as they serve as leaders in their respective areas.
- **Communication and Transparency** – The SVPRI will be expected to create a culture that is committed to effectively and proactively communicating with the wide-range of internal and external constituents served by the Office of Research and Innovation. Therefore, the SVPRI will possess strong listening skills, the ability to engage stakeholders in meaningful discussions, and an openness in providing information about the decision- making process and how decisions will impact university stakeholders as it strives to fulfill its mission and achieve its goals.

The University

The Texas Tech University School of Medicine was created by the 61st Texas Legislature in May 1969 as a multi-campus institution with Lubbock as the administrative center, and with regional campuses at Amarillo, El Paso, and Odessa. In 1979, the charter was expanded to become the University that is now home to the TTUHSC School of Medicine, School of Nursing, School of Health Professions, Jerry H. Hodge School of Pharmacy, and the Graduate School of Biomedical Sciences. TTUHSC's schools are committed to regionalized, interdisciplinary, multi-campus educational experiences, and to the related biomedical research, graduate studies, patient care and community service required of a health sciences center.

Home to 763 full-time faculty and 3,104 full-time staff supported by a budget of over \$760 million, TTUHSC has as its major objectives the provision of quality education and development of academic, research, patient care, and community service programs to meet the health care needs of West Texas, which in total is comprised of 108 counties and represents 50% of Texas' land mass and 13% of its total population. This 131,000 square mile service area and population of 2.75 million has been, and remains, highly underserved by health professionals and accessible health care facilities, despite the substantial and meaningful contribution made by TTUHSC. While underserved, this area is a strategic region for our nation providing the majority of food, fiber and energy for the United States. Thus far, TTUHSC has trained more than 28,000 health care professionals who are serving patients and driving medical discovery in tangible, life-changing ways – both for the residents in its immediate service area and around the world.

Demographic shifts in West Texas populations, as well as socioeconomic and epidemiologic characteristics of its sub-groups, create major and specific demands for service. While education of students and residents remains the primary focus of the institution, there has been an important impact on the health status of West Texas. The lack of a single locus of population density has resulted in the regionalization of medical and health care education and patient care on multiple geographically separated campuses. In providing an excellent quality undergraduate, graduate, and continuing health professional education at each site, the health needs of the larger community have been better met and relevant indices of health status demonstrate significant improvement. A primary effort is made to achieve a balanced group of students encompassing underrepresented minorities, diverse age groups, and heterogeneous backgrounds in educational and life experiences and to continue to provide excellent health care for the people of West Texas, a special effort is made to recruit applicants from West Texas and from rural and border communities. Students from these areas are more likely to service their home regions upon graduation, which ensures the long-term perpetuation of quality health care in West Texas and that the objectives of TTUHSC are continually met.

Recently, TTUHSC conducted two rigorous hiring processes to select our President and our Provost and Chief Academic Officer. It was critically important in those selections, as it is with the SVPRI, that we choose leaders who model our values-based culture and have the technical and leadership experience to lead us to reach our visionary goals.

In 2020, the Texas Tech University System Board of Regents chose Lori Rice-Spearman, Ph.D., to serve as TTUHSC President following the promotion of the university's former president, Tedd Mitchell, M.D., to serve as Chancellor of the Texas Tech University System. Dr. Rice-Spearman was selected because of her depth of knowledge of the health care education system, her passionate vision for the future of health care delivery and her deep alignment with our culture.

President Rice-Spearman recently announced the appointment of Dr. Darrin D'Agostino as our Provost and Chief Academic Officer. Dr. D'Agostino brings to the position a strong vision to unite the efforts of TTUHSC's five schools toward achieving the institution's objective to providing more meaningful interprofessional education and fully supports and is in close alignment with TTUHSC's Values-Based Culture.

Like Texas itself, TTUHSC is an independent entity that is part of a larger union, the Texas Tech University System. As a university separate from Texas Tech University, TTUHSC has been entrusted with a singular charge: to teach the next generation of doctors, nurses, pharmacists, researchers and health care professionals while simultaneously providing the people of West Texas with world-class patient care—both an institution of higher learning and a place where real people come for life-saving medical care. For more information about TTUHSC, please visit <https://www.ttuhs.edu/>.

The Schools

TTUHSC operates five schools and five satellite campuses across West Texas, as well as multiple online programs with its flagship campus residing in Lubbock, Texas. Health care professionals at TTUHSC receive a hands-on education coupled with innovative research opportunities and strive to advance the health of people in West Texas and beyond through the unique learning opportunities and services offered by its diverse schools and campuses:

- [Graduate School of Biomedical Sciences](#) – The Graduate School of Biomedical Sciences (GSBS) became a separate school in 1994 to provide educational training to students who seek research careers in biomedical sciences. The GSBS provides superior graduate education by increasing knowledge and understanding through scholarship and research. The mission of the School is to educate the next generation of scientists and health-related professionals in a dynamic and productive research environment that fosters creativity and discovery. This is accomplished by providing each student with a broad understanding of biomedical research while promoting the specialization needed to succeed as an independent investigator in an environment that highly values diversity of people and ideas. The GSBS offers doctoral and master's degree programs across four disciplines, including four separate Ph.D. concentrations within the Biomedical Sciences, and combined M.D./M.S. and M.D./Ph.D. programs in partnership with the School of Medicine for students interested in a career in academic medicine as a physician scientist.
- [School of Health Professions](#) – The School of Health Professions offers 20 different doctoral, masters, baccalaureate, post baccalaureate and certificate health professions degree programs in the rehabilitation sciences; clinical laboratory sciences; primary care; speech, language and hearing sciences; clinical counseling and mental health; and healthcare management and leadership. With a Fall 2018 enrollment of 1,586 students on four campuses (Lubbock, Amarillo, Odessa and Midland), it is one of the largest and most diverse schools of Health Professions in Texas. From our first class of eighteen students in 1983, the School has grown steadily over the past 35 years. The School continues to educate health professionals to meet the evolving healthcare needs of all people in West Texas, the state, and the nation. The School of Health Professions remains focused on developing and presenting educational programs of the highest quality in a student-centered learning environment.
- [School of Medicine](#) – Founded in 1969, the TTUHSC School of Medicine has continually worked to address the shortage of physicians in West Texas by providing quality, innovative educational opportunities to medical students and residents who serve as competent and compassionate medical professionals for the region and the state of Texas. The medical education program emphasizes the principles of primary care and provides sound inter-disciplinary and inter-professional training that integrates basic sciences knowledge, clinical skill, diversity, and a humanistic approach focusing

on high standards and comprehensive evaluation. The School's medical practice, Texas Tech Physicians, strives to utilize state-of-the-art technology to effectively meet the growing needs of a diverse and largely rural patient population through strong partnerships with clinical affiliates. Principles of teamwork, humanistic care, and cost effectiveness are embedded into the practice of medicine. The research strategy of the School is to develop insights into the science of medicine, treatments, prevention, and cures, and enhanced methods for managing patient illness, with an emphasis on opportunities for graduate and medical student research. Centers of Excellence and Institutes work toward defined areas of excellence where contributions on a national level can be made.

- [School of Nursing](#) – The TTUHSC School of Nursing provides baccalaureate, masters, and doctoral education and since its inception in 1979, the School has offered innovative educational programs to meet the needs of Texas residents. With an expanded selection of program options offered throughout Texas and beyond, the School of Nursing continues to help bolster the state's nursing workforce by educating more than 2,900 students each year. The TTUHSC School of Nursing is known for innovation in nursing education, excellent student retention and graduation rates, above national average National Council Licensure Examination (NCLEX) scores, and producing well-prepared nurses for West Texas and beyond. Research within the School is evolving and focuses on building the scientific foundation for nursing practice, prevention of disease and disability, and management and elimination of symptoms caused by illness.
- [Jerry H. Hodge School of Pharmacy](#) – When the Texas Legislature established Texas Tech University Health Sciences Center School of Pharmacy (TTUHSC-SOP) in 1993, it created the first publicly supported pharmacy program in the United States in nearly five decades. State legislators also mandated that the SOP be located in Amarillo. The first classes began in August 1996 and the school's steady growth since that time has helped the state of Texas address its pharmacist shortage: more than 90 percent of students who have graduated from TTUHSC-SOP have remained in the Lone Star state. Since its inception, TTUHSC-SOP has embraced new classroom technologies to advance its curriculum and prepare students for the ever-increasing opportunities that exist in pharmacy today. TTUHSC-SOP now provides 4-year Pharm. D. training on the Amarillo, Abilene and Dallas campuses and enrolls a total of 620 Pharm. D. students on all 4 campuses. It is currently developing a clinical pharmacology research group on the Dallas campus. The Amarillo Campus continues to focus on preclinical drug development and the Abilene campus specialty is immunotherapeutics and biotechnology. In 2020, the SOP received a total of \$5.9 M in extramural grant awards.

The Campuses

- [Abilene](#) – TTUHSC at Abilene offers the latest in educational opportunities that provide the real-world experience necessary to understand and meet the challenges of the health care industry. Faculty within the schools of Nursing, Pharmacy, and Graduate School of Biomedical Sciences provide hands-on learning helping students gain the practical knowledge necessary for their success.
- [Amarillo](#) – TTUHSC at Amarillo students receive a comprehensive, practical education spanning a broad range of health issues. With schools of Pharmacy, Medicine, Nursing and Health Professions on its campus, including the Women's Health Research Institute, students are prepared for a health care career through hands-on training in clinical and research settings. The recently approved TTU School of Veterinary Medicine will be headquartered at Texas Tech University Health Sciences Center's Amarillo campus with nationally-ranked pharmacy and medical schools, the first of its kind co-located on an entirely healthcare-dedicated campus presenting a unique opportunity to advance One Health concepts.
- [Dallas/Fort Worth](#) – The Dallas / Fort Worth Metroplex offers extensive cutting-edge pharmacy practice opportunities in area hospitals, clinics, pharmacies, extended care facilities and industrial institutions. TTUHSC's Doctor of Pharmacy program in Dallas/Fort Worth takes advantage of these opportunities to provide exemplary educational opportunities while instilling in students the time-tested traditions and values associated with the pharmacy profession. The DFW campus offers postgraduate training and experiences in diverse areas to prepare for specialty practice and research careers.
- [Lubbock](#) – The TTUHSC campus in Lubbock offers students the opportunity to expand knowledge in five schools that are on the forefront of health care education. Programs and facilities on this campus give students the opportunity for hands-on research and clinical experience, and various collaborations with community entities provide students the practical knowledge that is vital to their success. Its schools rank among the top institutions in the nation, and its faculty and students are recognized for their accomplishments on local, regional and national levels.
- [Midland/Odessa](#) – TTUHSC's Odessa campus opened the doors to its patient practice in June of 1999 and provides increased access to primary and specialized health care for patients of the Permian Basin. In addition to housing patient-related services, campus includes a School of Medicine, School of Nursing, and a School of Health Professions— providing a premier learning environment with state-of-the-art classrooms, laboratories, computer resources, and student support areas ranking among the finest within the State of Texas.

The Office of Research and Innovation

Research

TTUHSC receives a vast array of external research funding from state, private and federal sources. For FY18, the institution received \$16.6 million from state, \$2.2 million from private and \$15 million from federal sources for a total of \$33.8 million in external awards. Expenses related to research approaches \$38 million from both internal and external sources.

Funding

The TTUHSC Office of Research and Innovation is funded from a variety of sources that includes a portion of tobacco settlement dollars, Education & General Funds, and endowment earnings. For FY20 the TTUHSC Tobacco Settlement Agreement State Report consisted of a budget that includes:

Permanent Health Fund for Higher Education FTE's 9.2	Budget: \$3,880,000
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Permanent Endowment Fund, TTUHSC FTE's 5.6	Budget: \$4,440,000
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The proceeds from the Permanent Health Fund for Higher Education and the Permanent Health Fund, TTUHSC are committed to support institutional research efforts. TTUHSC research expenditures have been steadily increasing from \$37 million in FY18 to \$44 in FY20. Specific objectives for these funds include:

- Developing nationally recognized centers and institutes of research excellence.
- Providing start-up funding for new research initiatives including faculty recruitment and shared equipment purchases.
- Developing programs and infrastructure for advanced biomedical research.

Administrative Structure

Direct reports to the SVPRI within the Office of Research and Innovation include:

- Associate Vice President for Research
- Associate Vice President for Research Innovation
- Assistant Vice President, Research Integrity Office
- Assistant Vice President, Office of Sponsored Programs
- Senior Director, Research and Laboratory Safety
- Director, Imaging and Molecular Biology Cores
- Director, Lab Animal Resources Center

Centers and Institutes

TTUHSC has established numerous centers and institutes aligned with the TTUHSC mission. In most cases, a center has a school and/or department focused research interest, whereas an institute is a multi-school, collaborative endeavor. The centers and institutes associated with TTUHSC are multidisciplinary and interdisciplinary endeavors that bring together TTUHSC faculty and their associates to pursue research, education and clinical activities. Each center and institute require substantial cooperation and collaboration between health care disciplines.

Centers and institutes support the mission and vision of TTUHSC by:

- Encouraging and accelerating the application of knowledge obtained from research to patient care and education;
- Establishing and evaluating innovative training and educational programs; and
- Enhancing quality and productivity.

TTUHSC Centers

- [Amarillo Breast Center of Excellence](#)
- [Cancer Biology Research Center](#)
- [Center for Blood-Brain Barrier Research](#)
- [Center for Ethics and Humanities](#)
- [Center for Membrane Protein Research](#)
- [Center for Rehabilitation Research](#)
- [Center for Speech, Language, and Hearing Research](#)
- [Center for Tropical Medicine and Infectious Diseases](#)
- [Center for Tumor Immunology and Targeted Cancer Therapy](#)
- [Center of Excellence in Evidence-Based Practice \(CEEBP\)](#)
- [Center of Excellence for Translational Neuroscience & Therapeutics \(CTNT\)](#)
- [Clinical Pharmacology & Experimental Therapeutics Center](#)
- [Counseling Center at TTUHSC](#)
- [Jenna Welch Women's Center](#)
- [Larry Combest Community Health & Wellness Center](#)
- [School of Medicine Cancer Center](#)
- [Sim Central Center of Excellence](#)
- [Surgery Burn Center of Research Excellence - Lubbock](#)
- [University Medical Center Southwest Cancer Treatment Center](#)

TTUHSC Institutes

- [Clinical Research Institute](#)
- [F. Marie Hall Institute for Rural and Community Health](#)
- [Garrison Institute on Aging](#)
- [Institute of Environmental and Human Health](#)

- [Laura W. Bush Institute for Women's Health](#)
- [Mental Health Institute](#)
- [Southwest Institute for Addictive Diseases](#)

The Values-Based Culture

TTUHSC began our journey to create a sustainable values-based culture in May, 2018. A very diverse group of 104 HSC team members collaborated to create a draft of the institution's common core values that will drive our cultural renovation. Over 2,600 additional faculty, staff and student team members gave input and contributed to the final version of TTUHSC's Values Based Culture Field Guide. The University's goal is for everyone to hold themselves and others accountable to the behaviors that define our values-based culture. To that end, the office of the Chief People Officer formed five collaborative and cross-functional Values Integration Teams to help integrate HSC values into daily work and processes. Each of the teams is focused on helping to create the environment that allows all individuals to live authentically in alignment with our values-based culture.

TTUHSC has worked hard to recognize those who are living our values, knowing that together the university community will change the culture and make a positive impact on our students, patients, TTUHSC stakeholders, and each other. For more information regarding TTUHSC's Values-Based Culture, please visit <https://www.ttuhscc.edu/human-resources/values-based-culture.aspx>.

CANDIDATE PROFILE

We are looking for someone who gathers joy and energy from applying these abilities and experiential elements:

- A strong record of distinguished and collaborative research and scholarly publications that exhibit a commitment to academic excellence;
- The ability to foster an environment that enhances efforts to secure additional federal and private grant funding, increase research productivity, and advance the University's research mission and impact in addressing the health care needs of West Texas' residents and the region;
- A commitment to academic quality, including outstanding teaching, scholarship, and service;
- A genuine intellectual curiosity and a desire to engage with others diverse interests and backgrounds;
- The ability to effectively inspire faculty, staff, and other TTUHSC constituents to further the research mission of the university;
- An understanding and appreciation of experiential learning and its power to enhance student learning;

- The ability to develop shared strategic goals and opportunities and identify effective collaborations to increase TTUHSC's research and innovation efforts internal and external to the University;
- The ability to be a consensus builder but make decisions in a decisive and timely manner;
- A commitment to inter-professional efforts and the identification and creation of opportunities for meaningful cross-curricular collaboration in research, education, and practice;
- The ability to form effective industry partnerships;
- A strong fit with the University's values-based culture; and
- A respect and support for the University's traditions and goals.

QUALIFICATIONS

Candidates for the SVPRI at TTUHSC must possess the following qualifications and experience:

- An earned doctorate or requisite terminal degree related to health science center research;
- A strong personal record of research, scholarship, mentorship, publication, and funding, as appropriate for the discipline;
- Prior experience at a major research organization or university or work experience that includes substantial interaction with academic institutions;
- Demonstrated effective administrative experience, including fiscal oversight and supervision of staff;
- Proven leadership in the promotion of multi-disciplinary research;
- Demonstrated record of support for diversity;
- Excellent written and oral communication skills;
- The ability to listen, persuade, show appreciation, and build consensus with interdisciplinary teams;
- Experience in implementing capacity building to support faculty and student research.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence. Applications will remain confidential until the selection of the finalists, whose names and application materials will be made public.

Applications and letters of nomination should be submitted to:

Alberto Pimentel, Managing
Partner Storbeck/Pimentel &
Associates 6512 Painter Avenue

Whittier, CA 90601

Email: apsearch@storbeckpimentel.com

Refer to code "**TTUHSC-SVPRI**" in subject line

As an EEO/AA employer, the Texas Tech University System and its components will not discriminate in our employment practices based on an applicant's race, ethnicity, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information or status as a protected veteran.