

**Virginia Commonwealth University**  
College of Health Professions

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An Equal Opportunity/Affirmative Action University.

Virginia Commonwealth University is committed to providing accessible and equitable living, learning and working environments free from discrimination and harassment based on race, color, religion, national or ethnic origin, age, sex (including pregnancy), political affiliation, veteran status, genetic information, sexual orientation, gender identity, gender expression or disability.

# Dean Search Companion



**VCU** College of  
Health Professions



On the cover the College of Health Professions building. When it first opened in 2019, the College’s units were united under one roof for the first time from five different buildings across two campuses. Today – faculty, staff and students are able to collaborate in ways that were not previously possible. [chp.vcu.edu/about/building](http://chp.vcu.edu/about/building)

The VCU Health Sciences Campus, above, spans more than 55 acres in downtown Richmond, VA and includes academic, administrative, biotech, clinical and research facilities. The College of Health Professions, Schools of Dentistry, Medicine, Nursing, and Pharmacy conferred 1,267 degrees in Academic Year 2022-2023; enrolled 4,187 students in Fall 2022; and included 2,501 full-time faculty in Fiscal Year 2022. In March 2023, the State Council for Higher Education for Virginia (SCHEV) accepted and approved VCU’s proposal to establish a dedicated School of Population Health.

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## Virginia Commonwealth University

The history of Virginia Commonwealth University (VCU) dates back to 1838 with the formation of the Medical Department of Hampden-Sydney College. The mission was to educate physicians in central Virginia. The college was later renamed Medical College of Virginia with generations of physicians up to, throughout and beyond the civil war receiving clinical education, while continuing to treat patients with leading-edge care. In 1968, Richmond Professional Institute merged with the Medical College of Virginia to become what is now known as Virginia Commonwealth University.

VCU is a major, urban public research university with national and international rankings in sponsored research. Located in downtown Richmond, the state capital of Virginia, VCU enrolls more than 28,000 students in 225 degree and certificate programs in the arts, sciences and humanities.

With \$464 million in sponsored research funding in fiscal year 2023, VCU is designated as a research university with very high research activity by the Carnegie Foundation. A broad array of university-approved centers and institutes of excellence — involving faculty from multiple disciplines in public policy, biotechnology and health care discoveries — supports the university's research mission.

As the premier urban, public research university in the Commonwealth, VCU's mission is to advance knowledge and student success through its commitments to:

- An engaged, learner-centered environment that fosters inquiry, discovery and innovation in a global setting.
- Research that expands the boundaries of new knowledge and creative expression and promotes translational applications to improve human health.
- Interdisciplinary collaborations that bring new perspectives to complex problems and mobilize creative energies that advance innovation and solve global challenges.
- Health care that strives to preserve and restore health for all people, to seek the cause and cure of diseases through groundbreaking research and to educate those who serve humanity.
- Diversity that provides a climate of inclusion, a dedication to addressing disparities wherever they exist and an opportunity to explore and create in an environment of trust.
- Sustainable university-community partnerships that enhance the educational, economic and cultural vitality of the communities VCU serves in Virginia and around the world.

With a \$6.0B economic impact as Richmond's largest employer, VCU and VCU Health have more than 24,000 employees who play an integral role in the economic health of the city of Richmond and the region by educating the current and future workforce, advancing research, and enhancing patient care.

[vcu.edu](http://vcu.edu)

## VCU Health

The VCU Health brand represents the Virginia Commonwealth University health sciences academic programs, VCU Massey Comprehensive Cancer Center and VCU Health System, which extends state-of-the-art care in nearly 100 specialty clinics and patient care centers, many of national and international reputation. In addition to multidisciplinary centers for cancer, cardiology, neurosciences and transplantation, the VCU Health System comprises VCU Medical Center (the only academic medical center in the region), VCU Health Community Memorial Hospital, VCU Health Tappahannock Hospital, Children's Hospital of Richmond at VCU and MCV Physicians.

VCU Health serves as a regional referral center for the southeastern United States and was the first Level I Trauma Center designated in Virginia. The clinical enterprise includes collaborations with Sheltering Arms Institute for physical rehabilitation services and Richmond VA Medical Center.

VCU Health is committed to excellence in patient care and education as the preeminent academic medical center in the mid-Atlantic region. Quality and safety drive its vision, which is propelled by the best people dedicated to:

- Demonstrating superior value to patients, employers and payers;
- Securing our position as a national leader in integrated delivery systems;
- Fostering the contributions of all members of the health care team in the patient care;
- Educating the next generation of health professionals using leading edge techniques and innovation;
- Applying novel research in the clinical and basic sciences, and translating new discoveries to patient care;

VCU Health is constantly pushing the limits of what's possible in medicine and health to provide the most comprehensive, safest and highest-quality care. Learn more at [vcuhealth.org](http://vcuhealth.org)



## Mission and Vision

The College of Health Professions serves as an international leader in the education of excellent, innovative and responsible allied health professionals. The College, responsive to the needs of society, promotes excellence in healthcare service, and encourages collaborative research that generates state-of-the-art and specialized knowledges. Educational formats that are technologically advanced and accessible to students through on-campus and distance learning are emphasized.

The College is an integral part of Virginia Commonwealth University and its health sciences campus. The College recognizes the importance of being accountable to the students and their families, the Commonwealth, faculty, staff, alumni/alumnae, and other benefactors by using resources effectively. Strong linkages with clinical educators, preceptors, and the community are essential to the success of the College.

The College fosters fair and equitable work responsibilities and compensation to faculty and staff. It nurtures continuous growth in their knowledge base and productivity. The College furnishes an accessible, secure, and pleasant physical setting that enhances the cohesion, interaction and morale of the students, faculty, and staff.

The College serves and represents its member departments. It is organized in a decentralized structure that empowers the departments to achieve leadership in each of their respective disciplines. The College derives its strength from professional diversity that is based upon cooperative interdisciplinary education, research, and service.

In pursuit of this vision, the College emphasizes the following values:

**Accountability:** We take responsibility for our attitudes, actions, judgements, resources, and achievements.

**Dignity:** We respect the value and individuality of every member of our community.

**Diversity, Equity, and Inclusivity:** We strive to create a community that respects and honors every individual's background, identity, and lived experience.

**Excellence:** We aim for strong and sustainable performance, productivity, and impact.

**Fulfillment of Potential:** We facilitate ongoing professional development and personal growth.

**Innovation:** We encourage and support creativity, discovery and scientific advancement.

**Integrity:** We conduct ourselves ethically, honestly, and by actions that demonstrate trustworthiness.

**Service to Others:** We strive for a positive impact on the communities we serve by providing innovative solutions that support people and their needs.



The College of Health Professions prioritizes the core value of individual dignity, and strives to promote a culture of diversity, inclusivity, and equity in a supportive learning and work environment. We are committed to creating a community that embraces and honors students', staff and faculty members' diverse backgrounds, identities and lived experiences including race, ethnicity, nationality, socioeconomic class, religion, creed, sexual orientation, gender, gender identity, age, and disability.



## VCU College of Health Professions

The VCU College of Health Professions was established in January of 1969 as the School of Allied Health Professions with the goal of providing administrative scaffolding for educational programs already present at VCU. Existing programs in hospital administration, medical technology, physical therapy, and radiologic and X-ray technology became the foundation of the college. Its incorporation was also intended to spur the development of new programs in the growing allied

health field. In over 50 years, the college has grown in size, scope, and impact. The college integrates forward-thinking curricula into degree programs to meet the ever-rising demands of the healthcare workforce.

The diverse professional nature of the school led to the approval of a name change from the School of Allied Health Professions to the College of Health Professions in April 2018. The college also opened a new 154,100 square foot state-of-the-art facility in 2019.

The college currently offers programs at the baccalaureate, post-baccalaureate certificate, master's, post-master's certificate, and doctoral

levels in nine disciplines: medical laboratory sciences, gerontology, health administration, nurse anesthesia, occupational therapy, patient counseling, physical therapy, radiation sciences, and rehabilitation counseling. In 2021, the college launched the Bachelor of Science in Health Services program, which prepares students with foundational knowledge and skills to serve diverse patient populations, and work collaboratively with colleagues in entry-level health care administration positions in various health care settings.

The VCU College of Health Professions was on the national forefront

in recognizing the value of distance learning. Current distance learning offerings are hybrid, effectively combining on-campus/on-site with online learning, and available in eight of nine disciplines. The college offers one of the very few interdisciplinary, web-based doctoral program in allied health professions in the country, the Ph.D. in Health Related Sciences.

All of these disciplines maintain corresponding degree programs that are fully accredited. Accreditation policy and procedures are specific to each discipline and handled separately.

[chp.vcu.edu](http://chp.vcu.edu)

## Top-Ranked Graduate Programs at VCU College of Health Professions

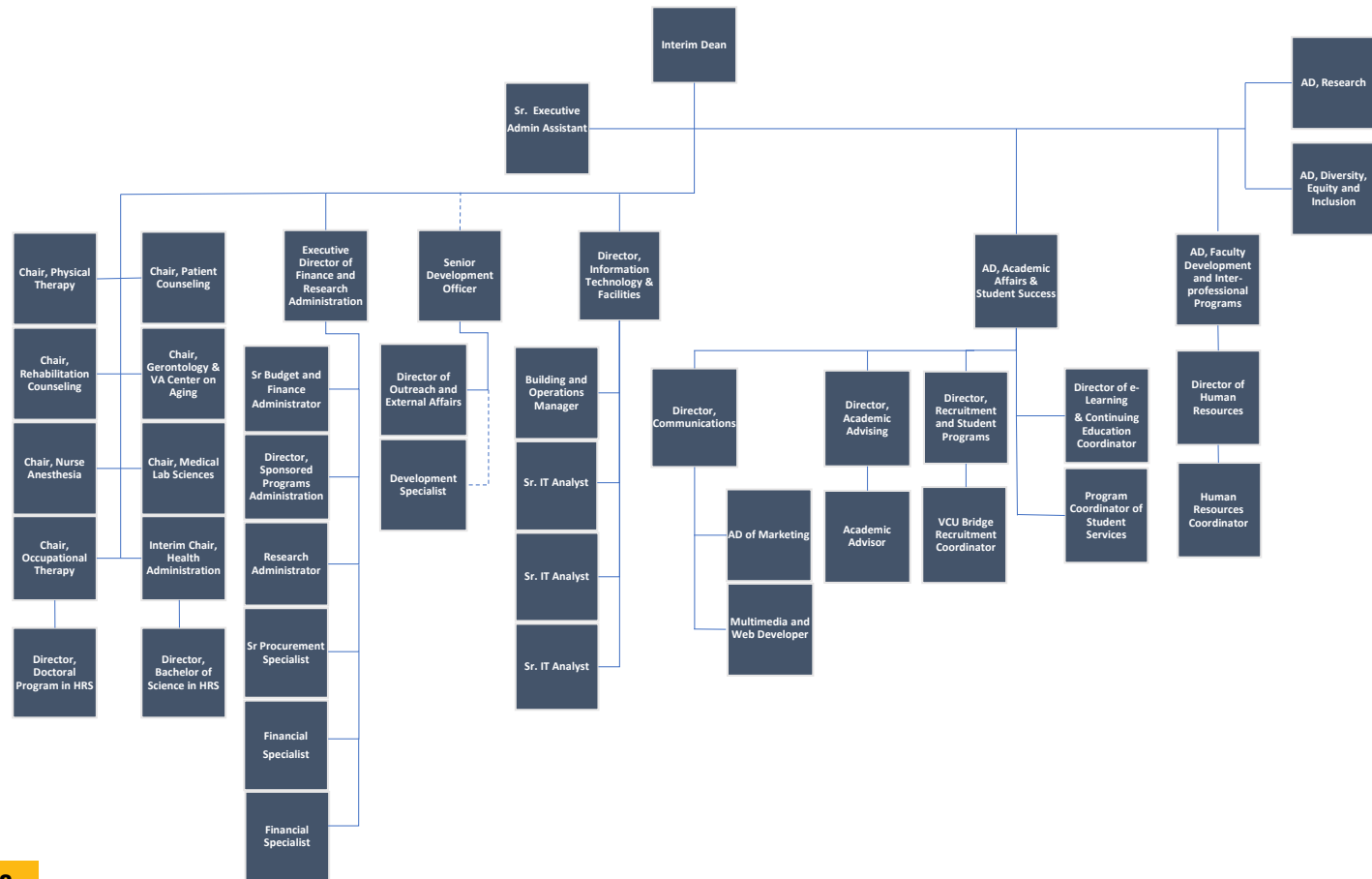
**U.S. News & World Report  
April, 2023**

Nurse Anesthesia.....	1st
Health Care Management.....	3rd
Rehabilitation Counseling.....	6th
Occupational Therapy.....	15th
Physical Therapy.....	20th



From left, clockwise: Radiation therapy students attend a class in the virtual environment treatment room (VERT) lab; for four years in a row, students from the Department of Physical Therapy have won the VCU-Marquette Challenge, a fundraiser for the Foundation for Physical Therapy Research that funds physical therapy research grants, fellowships and scholarships; the Department of Nurse Anesthesia held the 2023 Diversity CRNA Information Session & Airway Simulation Lab Workshop at the College of Health Professions for the second consecutive year. More than 150 participants from all over the country took part in continuing education activities on diverse and clinically relevant anesthesia topics.

# Organization and Reporting



The opening of the College of Health Professions Building at North 10th and East Leigh Streets in downtown Richmond marked the college's fiftieth anniversary in 2019.



## Degree Training






The VCU College of Health Professions is a nationally recognized leader in the education of health providers and cultivates an interprofessional approach to training in the following disciplines: gerontology, health administration, medical laboratory sciences, nurse anesthesia, occupational therapy, patient counseling, physical therapy, radiation sciences, and rehabilitation counseling.

Program	Level(s)	Accrediting Body	Last/Next
Gerontology	Master's	National Association of Long Term Care Administrator Boards	2021/2026
Gerontology	Master's	Accreditation for Gerontology Education Council	2022/2027
Health Administration	Master's	Commission on Accreditation in Healthcare Management Education	2017/2024
Health Administration- Professional MSHA	Master's	Commission on Accreditation in Healthcare Management Education	2017/2024
Medical Laboratory Sciences	Baccalaureate, Master's	National Accrediting Agency for Clinical Laboratory Sciences	2021/2031
Nurse Anesthesia	Doctoral	Council on Accreditation of Nurse Anesthesia Educational Programs	2021/2031
Occupational Therapy	Doctoral	Accreditation Council for Occupational Therapy Education	2018/2025-2026
Patient Counseling	Master's, Certificate	Association for Clinical Pastoral Education, Inc.	2020/2026
Physical Therapy	Doctoral	Commission on Accreditation in Physical Therapy Education	2017/2027
Radiation Sciences - Radiation Therapy	Baccalaureate	Joint Review Committee on Education in Radiologic Technology	2021/2029
Radiation Sciences - Radiography	Baccalaureate	Joint Review Committee on Education in Radiologic Technology	2021/2029
Radiation Sciences - Nuclear Medicine Technology	Baccalaureate	Joint Review Committee on Education Programs in Nuclear Medicine Technology	2021/2028
Radiation Sciences - Diagnostic Medical Sonography	Baccalaureate	Joint Review Committee on Education in Diagnostic Medical Sonography	2021/2026
Rehabilitation Counseling	Master's	Council for Accreditation of Counseling and Related Educational Programs	2023/Next date TBD

## Student Enrollment





### by Degree Level

Fall 2019 through Fall 2023

	 Fall 2019	 Fall 2020	 Fall 2021	 Fall 2022	 Fall 2023
Baccalaureate	222	230	272	352	409
Master's	223	253	275	297	311
Doctoral	490	501	513	533	532
Graduate Post-Baccalaureate Certificate	3	9	7	3	10
Graduate Post-Master's	9	11	9	12	12
<b>TOTAL</b>	<b>947</b>	<b>1004</b>	<b>1076</b>	<b>1197</b>	<b>1274</b>

## Degrees Conferred

AY2019 through AY2022

	 AY 2019	 AY 2020	 AY 2021	 AY 2022
Baccalaureate	76	87	78	89
Master's	80	91	74	93
Doctoral	181	158	155	159
Certificate	17	20	16	17
<b>TOTAL</b>	<b>354</b>	<b>356</b>	<b>323</b>	<b>358</b>

Graduates have great success upon entering the fields in which they are trained.

- 99% of alumni were employed within nine months after graduation.
- 98% of graduates pass licensure or certification upon first effort.

## Diversity

With a commitment to creating a community that embraces and honors students', staff, and faculty members' diverse backgrounds, identities and lived experiences; the college aims to reflect the full breadth and depth of diversity of the Commonwealth of Virginia in terms of race, ethnicity, nationality, socioeconomic class, religion, creed, sexual orientation, gender, gender identity, age, and disability identity.

In October 2023, the College of Health Professions became the first and only academic unit on the health sciences campus to receive the 2023 Health Professions Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education. The award recognizes U.S. health colleges and universities who demonstrate an outstanding commitment to diversity and inclusion.










During spring break 2023, a group of radiation sciences students traveled to Remscheid, Germany, to see the birthplace of Wilhelm Röntgen, the scientist who discovered the X-ray. They also spent time at the Curie Museum in Paris.



Graduates from the Medical Laboratory Sciences program have great success upon entering fields in which they are trained. 99% of alumni were employed within nine months after graduation. 98% of graduates pass licensure or certification upon first effort.

## Workforce

VCU attracts and maintains a faculty of distinguished scholars, scientists and accomplished practitioners. The past eight years have witnessed a substantial increase in new investments in research opportunities, teaching facilities, technological resources, and salary enhancements.

					
<b>Workforce Type</b>	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>
Faculty	85	82	81	78	82
Adjunct Faculty	37	36	45	58	50
Post Docs	6	4	2	2	1
Graduate Assistants	8	5	5	4	5
Classified/University and Academic Professionals	48	57	49	51	56
Hourly	38	38	25	30	25
<b>TOTAL</b>	<b>222</b>	<b>222</b>	<b>207</b>	<b>223</b>	<b>219</b>

Some of the talent in the College of Health Professions. Clockwise from upper left: Annie Rhodes from the Department of Gerontology, presenting on the Virginia Memory Project - the statewide Alzheimer's disease and dementia registry, during the Paintings & Pairings benefit; Kyle Whitlow and Beth Williamson Ayers, received the 2023 CHP Staff Excellence Awards; and during the 2023 Investiture Ceremony, VCU honored faculty who hold endowed professorships, including Nickie Damico, Adam Atherly, Paula Song, Marilyn Barnes and Shoou-Yi "Daniel" Lee (not pictured).





## **Richmond, VA**

Combining the amenities of a major metropolitan area with the charm and convenience of a small historic city, Richmond provides an engaging backdrop for work, play, and study.

## Research

For FY23, 29 faculty members in the College of Health Professions served as principal investigators, securing \$6.7M in grant funding for research, training, and other initiatives to enhance knowledge and spur discovery in a variety of fields and topic areas: including physical therapy treatments, alternatives to ventilators, geriatric workforce enhancement and interprofessional education, abuse in later life, nurse anesthesia training, chaplaincy research literacy and training, physical and mental health rehabilitation, workplace culture, financial consequences of healthcare reform, process improvement initiatives, health informatics, speech assessment, and person-centered care. Extramural research and scholarly activities are supported by funding from a broad range of government agencies and nonprofit foundations such as the National Institutes of Health, Administration for Community Living, Department of Health and Human Services, Department of Veterans Affairs, Department of Defense, the State of Virginia, American Society for Clinical Pathology, and Commonwealth Transfusion Foundation.



## Sources and Uses FY2023

<i>Account</i>	<i>Resources Available</i>	<i>Total Expenditures</i>
Operating (Educational & General)	\$19,575,383.00	\$18,567,150.00
Overhead	\$1,881,401.00	\$350,107.00
Unrestricted	\$512,626.00	\$454,421.00
Restricted	\$1,234,062.00	\$973,708.00
Sponsored Programs	\$6,704,138.00	\$5,027,788.00
<b>Total</b>	<b>\$29,907,610.00</b>	<b>\$25,373,174.00</b>

## Development

The college's fundraising efforts have stabilized significantly since the close of the last capital campaign, "Make It Real." Thanks, in part, to having the second longest tenured senior director of development in place on the MCV campus, the college has nearly doubled its endowment since 2014, all the while being able to provide millions of dollars in support to our students and faculty. Numerous scholarships, lectureships, professorships, and departmental funds have been established in the past decade. In addition, a student emergency fund was established during the early days of the COVID-19 pandemic, which continues to be an area of support for CHP alumni, faculty, and staff.

[mcfoundation.org](http://mcfoundation.org)

First photo: Interim Dean Paula Song at the VCU spring 2023 commencement with Don Romano, a Health Administration alum and his wife Michele Romano, a member of the MCV Foundation Board of Trustees. Second photo: Front row from left - Jane Fawley, Medical Laboratory Sciences graduate and donor, visits with MLS's Pam Stephenson, administrative support specialist, and back row - Teresa Nadder, former chair, Miriam Mayhew, program administrative specialist, and Kaitlin Pierce, clinical coordinator and director of the Bachelor's Completion Program for MLTs. Third photo: T. Greg Prince, senior director of development is with Cathy Saunders, a graduate of the Master of Science in Gerontology and winner of the 2023 Dean's Benevolence Award. Saunders has supported numerous students through scholarships, and has provided opportunities for student recruitment, improvements to academic programming and support for faculty growth and development.



## College of Health Professions Dean Search Committee



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Key specifications of the College of Health Professions Building: 154,100 square feet; 8 levels; Features: classrooms, study areas, auditorium, patio, smart apartment, anesthesia simulation suite; LEED Silver certification; budget: \$87.3M; Architect: EYP Architecture & Engineering.







Occupational therapy and physical therapy learners reenact an interprofessional acute care simulation.



All candidates are encouraged to use this extraordinary opportunity to shape the future of health professions education and the role of the health professions in addressing healthcare's most persistent and elusive challenges.