

February 26, 2022

Dear Search Committee:

With nearly 3 decades of experience as a clinical professor, higher education administrator and licensed clinician, I am ready to join Cleveland State University as the inaugural Dean of the College of Health Professions. I am seeking to leverage my wealth of expertise in accreditation, diversity, equity and inclusion, faculty development, leadership, strategic planning, and teaching in a new challenge. I work well with interdisciplinary teams, external and internal organizational stakeholders and understand the value of relationships. It is important for the new Dean to understand the business of higher education, facilitate data informed decisions and promote collaboration, team building and science.

My work is informed by diversity, inclusion and social justice principles and I seek to find ways to transform academia and the health care workforce by changing traditional educational, clinical practice and paradigms that maintain structural racism and health disparities. My professional mission is to use my own privilege and serve as a voice for the voiceless, invisible, and underrepresented communities for the purpose of ensuring that all clients receive culturally responsive health care. At this point in my career, it is critical that I work in an environment that shares these values and is committed to social change.

I would like to highlight how my summative skills which are strongly aligned with the stated responsibilities for this position. In my current role as Senior Associate Dean of Health Professions and Faculty Affairs, I provide strategic leadership to nine academic departments which includes 24 distinct occupations and ten external accreditors. The Health Professions departments include undergraduate and graduate programs in Physical Therapy and Rehabilitation Sciences, Physician Assistant, Health Sciences, Counseling and Family Therapy, Creative Arts in Therapy, Health Administration, Nutrition Sciences, Food and Hospitality Management and Health Services and Research.

I have years of experience with accreditation serving as a site visitor and Commissioner for the AAMFT Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE). Currently I am co-chairing one of the standards for our regional accreditor.

The College of Nursing and Health Professions (CNHP) enrolls approximately 5000 students and is the largest College/School at Drexel University. The Health Professions programs enroll approximately 40% of the matriculated students. I closely work with the Senior Associate Dean of Nursing and Student Services who is my counterpart and the Chief Nursing officer. CNHP operations such as finance, communications and compliance departments are centralized which enables us to integrate and build upon best practices in Nursing and Health Professions. The Health Professions faculty are research active and include both non-tenure and tenure track faculty and the division includes several research centers, labs, training clinics and curriculum incorporates the Simulation lab.

In my Senior Associate Dean (SAD) role, I am also responsible for the CNHP Diversity, Equity, and Inclusion (DEI) and the Faculty Affairs offices. The Assistant Dean reports up to the SAD which enables me to influence the direction of the college's DEI initiatives. The CNHP Faculty Affairs office has broad responsibility for the faculty life cycle and professional development resources. I partner with the Associate Dean of Research and Associate Dean of Interdisciplinary Research and Practice to advance the careers for faculty, post docs and doctoral students.

This year I was invited to be a co-led on a NIH FIRST grant a collaboration between CNHP and the School of Public Health. This is a 5-year NIH U grant which enables me to marry my experiences in faculty development, health disparities and recruiting a racially diverse workforce. The \$14.4 million NIH U grant award will support Drexel's recruitment and retention of diverse junior tenure track faculty committed in health disparities research ([Faculty First Grant](#)). The proposed evidenced based faculty development program is built using inclusive practices to promote the success for all faculty.

These are historical times for higher education and healthcare. For providers to deliver quality care, the current and next generations of health care providers must

be equipped and elevate anti-racist care, LGBTQ, gender, culturally and linguistically appropriate practices. This will require a transformation of our traditional curricula, organizational change, visionary strategic and inspirational leadership. As the incoming Dean, my academic experiences in decentering whiteness in the curriculum, success recruiting, working, and retaining racialized and culturally different faculty and students, knowledge about various health professions and specialized accreditation makes me a competitive candidate. The incoming Dean will need to respect Cleveland State University's history, support CSU 2.0 priorities, value relationships, and engage the community to accept nothing less than inclusive excellence and commitment to eliminate health disparities and promote health equity.

In summary, I'm excited about the potential of this opportunity. You may reach me at [REDACTED].

Sincerely,

Stephanie Brooks

Stephanie Brooks, PhD, LCSW, LMFT