

**THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER
REQUEST FOR PROPOSALS 10053852**

RFP DOCUMENT

**TO CONDUCT EXECUTIVE SEARCH FOR THE POSITION OF
DEAN AND PROFESSOR, THE COLLEGE OF HEALTH
PROFESSIONS, MEMPHIS CAMPUS**

Introduction to Request for Proposals

The University of Tennessee Health Science Center (UTHSC) in Memphis is recruiting for the position of Dean and Professor, The College of Health Professions. Attachment 1.1 is a position summary for the position. UTHSC represents one campus of the statewide University of Tennessee system. UTHSC is an integral part of a major medical center in the Mid-South region and it has strategic alliances which includes Methodist Healthcare, Veterans Affairs Medical Center, St. Jude Children's Research Hospital, The Regional Medical Center, and LeBonheur Children's Medical Center.

The University of Tennessee (University) is seeking proposals from qualified firms or individuals with a national presence in recruitment for academic health science centers to conduct nationwide, executive searches to aid the University in identifying candidates for this position. The Chancellor of UTHSC will appoint a University Search Committee (Search Committee) for the position to interact with the selected search firm on all matters related to the executive search until a list of final candidates is available for presentation to the Chancellor. The University desires to select candidates for the position no later than July 2017.

Required Services and Abilities

The University requires strategic search, educational, and promotional services to assist with the recruiting of candidates for this position. Specifically, the University requires assistance from a Search Firm to distribute information to potential candidates, assist in recruiting potential candidates, provide logistical services for candidate interviews, and advise the Search Committees as needed.

Required Proposal Content

Include the following information as separate parts of your Proposal:

1. Part A: Provide detailed information about the Search Firm's organization, personnel, and experience directly related to identifying senior leadership positions in an academic health science center, substantiating the firm's qualifications and capabilities to perform the services offered. Information must include:
 - A.1. A list of all organizations for which you have recruited the successful candidates for similar executive-level positions of a university and/or healthcare organization in the past five years. Include the position filled, name of the successful candidate, date of the search, and the name and contact information for the Search Firm's principal contact at each institution.
 - A.2. Description of strategies used in identifying and obtaining qualified candidates, including minorities and women.
 - A.3. Description of the Search Firm's success in recruiting qualified minorities and women for upper-level academic administrative positions.
 - A.4. Description of the work plan/approach the Search Firm would take to assist the Search Committee in carrying out its responsibilities. Include an estimate of the time required.
 - A.5. Description of reference and other background checks the Search Firm would perform.
2. Part B: Identify the resources at the Search Firm's disposal to provide these services. Include names and resumes demonstrating the qualifications of personnel to be assigned to this search, their positions in the firm, and years and types of experience.
3. Part C: Statement of whether the proposing firm, any principals or owners of the firm, or any of the firm's employees that would be assigned to work on the proposed project have been convicted of or plead nolo contendere to crimes.
4. Part E: Cost for the services. The proposed costs must be submitted in

the format shown in the form attached to this Request for Proposals as Attachment 1.2. **In accordance with Tennessee law, the cost proposal must be submitted in a separate sealed envelope.**

Evaluation Criteria

The following evaluation criteria will be used to select a Search Firm:

Technical Proposal

1. Experience of Firm or Individual

- Overall experience (up to 75 points)
- Experience and success of principles with upper-level position searches within highly ranked higher education academic health centers, including success in recruiting minorities and women as candidates (up to 200 points)
- Client references (up to 75 points)

Total – up to 350 points

2. Work Plan/Approach to Addressing the University's Needs

- Identification and development of methodology the Search Firm would take to assist the University in identifying and recruiting potential candidates and otherwise assisting the Search Committee (up to 250 points)
- Qualifications of proposed team or individuals dedicated to the University's search (up to 100 points)

Total – up to 350 points

Cost Proposal

4. Cost Proposal (up to 300 points)

Evaluation Process

The Proposal Evaluation Committee shall first evaluate the written proposals and conduct reference checks (Evaluation Criteria items 1 and 2). The University reserves the right to have the selection committee select up to four (4) firms with the highest scores to interview with the committee. At the University's option, such interviews may be required on-site in Memphis or may be conducted by conference call with the selection committee. Scores from the interview process shall be added to the previous scores to provide a total score for the technical proposal. The cost proposals will be opened and evaluated upon completion of scoring the technical proposals. If the University elects to conduct these interviews, only those firms selected for interviews will have further consideration in the evaluation and award process. The cost proposals of those firms not selected for interview will not be opened and considered.

NOTE: Preference will be given to firms or individuals with experience representing educational entities, particularly institutions of higher education and academic health centers, and with demonstrated success with upper-level positions within institutions of higher education.

Response Requirements

Proposals will be opened on December 21, 2016 at 2:30 pm Central Time at the University's Purchasing Services Office in Memphis as indicated on the attached RFP document. All proposals must be received prior to this time. An original and one (1) electronic copy of the proposal (both the technical and cost proposal sections) shall be submitted in accordance with the submission requirements stated in the RFP document.

After reviewing the responses, the University will decide if it intends to award the contract. This decision will be made solely by the University. The University reserves the right to reject any and all proposals. The University also reserves the right to negotiate with one or more vendors to reach a mutually agreeable relationship. Price is not required to be the determinative factor.

Any contract awarded on the basis of this RFP will be for a period of up to one year only.

Respondents not providing information in accordance with this request will be excluded from consideration.

Additional information can be obtained from and proposals must be submitted to:

Dianne Holmes
Purchasing Agent
The University of Tennessee Health Science Center
847 Monroe Ave., Suite 216
Memphis, TN 38163
Ph: 901-448-7272
Fax: 901-448-8028
E-Mail: dholmes2@uthsc.edu

The office indicated above shall be the sole point of contact for purposes of information concerning this RFP. Please note that proposals cannot be accepted by fax or email.

RFP Schedule of Events –

Note the University reserves the right to change these dates. All times are:

University Issues RFP	December 1, 2016
Acknowledgment of Receipt and Intention Due from Vendors	December 8, 2016
Written Comments/Questions Due from Vendors to the University	December 12, 2016
University responds to Vendors Written Comments/Questions	December 14, 2016
Sealed Proposals Due	December 21, 2016 at 2:00 p.m. CST
University to Complete Technical Proposal Evaluation	January 6, 2017
University Opens Cost Proposal and Calculates Scores	January 11, 2017
University Issues Intent to Award Letter and Opens RFP Files for Public Inspection	January 13, 2017
Award of Contract	February 1, 2017

POSITION SUMMARY
RFP 10053852
DEAN AND PROFESSOR, THE COLLEGE OF HEALTH
PROFESSIONS

Key Responsibilities:

Leadership

1. Provide leadership to the faculty and staff of the College of Health Professions (CH) in achieving the strategic mission and plan for the all programs.
2. Lead departmental chairs and faculty to achieve full accreditation and produce excellent practitioners/alumni from each academic program.
3. Guide research faculty to achieve excellence in grant funding, quality research outcomes, and high impact publications.
4. Effectively recruit quality faculty and staff.
5. Work closely and collaboratively with the Chancellor, Executive Vice Chancellors and Vice Chancellors to achieve the strategic mission of the CHP in support of the UTHSC Strategic Plan.
6. Establish and maintain well organized, responsive operations for the CHP.
7. Build effective relationships with leaders in the healthcare community, local health care industry, other divisions of the Health Sciences Center, and the mid-south community at large.
8. Effectively communicate the vision and strategies of the CHP to all its constituents.
9. Generate new revenue from donors, corporate partners, and clinical endeavors, including growth of the existing physical therapy and audiology/speech pathology clinics.
10. Implement new programs and services as developed by the University of Tennessee Health Science Center and the CHP.
11. Foster the cooperative and interdependent strategic and operational endeavors of GSM and University Health System.
12. Provide guidance to the academic programs to ensure continued accreditation of all programs with specialty accreditation.
13. Establish policies and processes in collaboration with the Office of Student Affairs and Enrolment Services to ensure student success.
14. Ensure financial success of the CHP in managing revenue and expense. Achieve annual budget goals.
1. Maintain the corporate compliance of the CHP and all other regulatory/legal requirements.

Reporting Structure

1. This position reports directly to the Chancellor of the the University of Tennessee Health Science Center in Memphis.
2. The following positions report directly to this position:
 - a. Chairs of the Academic Departments
 - b. Associate and Assistant Dean(s) of the CHP

Qualifications

1. A doctoral degree in an allied health field (Ed.D. or Ph.D.)
2. National recognition in an area of expertise
3. A minimum of five years experience in a substantial academic leadership role in an academic medical center.
4. Experience with accreditation requirements.
5. Demonstrated understanding of basic and applied research, including funding sources and regulatory requirements
6. Evidence of scholarly activities appropriate for a faculty appointment at the professor level.
7. Excellent, demonstrated skills in leadership, strategic planning, fiscal management, scholarly activity, communications, fund raising, and development of collaborative working relationships.

REQUEST FOR PROPOSALS 10053852

Attachment 1

COST PROPOSAL BID FORM

A. Personnel Cost

<u>PERSONNEL</u>	<u>HOURLY RATE</u>	<u>EST HOURS</u>	<u>TOTAL</u>
Partner/Principals			
Staff			
Other			

TOTAL PERSONNEL COST NOT TO EXCEED: \$ _____

B. Operating Cost

- Travel
- Communications
- Printing
- Other (list)

Alternative Methodology - % of Personnel Cost

TOTAL OPERATING COST NOT TO EXCEED: \$ _____

TOTAL ESTIMATED COST \$ _____

In the Special Terms and Conditions, (M) Follow-on Contract Option, will you extend the same discount as listed above?

Yes _____ No _____

If not, please explain:

The University of Tennessee Health Science Center

Request for Proposal # 10053852

ACKNOWLEDGMENT OF RECEIPT AND INTENTION

Please complete this form as soon as possible and email contact below.

This is to acknowledge receipt of Request for Proposal 10053852 for UTHSC dated December 1, 2016. Acknowledgement form is due on December 8, 2016. Sealed proposals are due by December 21, 2016 at 2:30 pm Central Time.

Check one:

Our firm intends to submit a proposal and hereby requests to receive any addenda or other correspondence related to this RFP.

Our firm does not intend to submit a proposal and does not wish to receive any addenda or other correspondence related to this RFP.

Firm Name	Mailing Address
Contact Person	City, State Zip
Signature	Phone Number
Date	Fax Number
Email address	Website

PLEASE EMAIL THIS ACKNOWLEDGMENT TO:

The University of Tennessee Health Science Center
Purchasing Services Office
Attention: Dianne Holmes
Email: dholmes2@uthsc.edu

ATTACHMENT 2

**TECHNICAL
FORM OF PROPOSAL
RFP 10053852**

In response to Request for Proposal (RFP), the undersigned presents this Technical Proposal to provide a proposal to the University of Tennessee Health Science Center in accordance with the RFP documents contained herein. The proposer agrees to be bound by all terms and conditions of the RFP and to enter into a contract for the proposed services if selected as the successful bidding during the bidding phase. Inclusion of Price Proposal dollar amounts in the Technical Proposal shall make the entire Proposal non-responsive.

Firm Name

Signature

Street Address

Typed Name

City/State/Zip Code

Title

Phone No.

Date

Fax No.

Federal ID Number

Email Address

NOTE: ONE ORIGINAL AND ONE ELECTRONIC (USB/CD) COPY OF THE COMPLETE TECHNICAL PROPOSAL, UNDER SEAL, SHOULD BE SUBMITTED.

**ATTACHMENT 3
RFP 10053852
REFERENCES**

Reference 1

Institution	
Contact Person	
Address	
Phone	
Fax	
Email	
Dates of Contract	

Reference 2

Institution	
Contact Person	
Address	
Phone	
Fax	
Email	
Dates of Contract	

Reference 3

Institution	
Contact Person	
Address	
Phone	
Fax	
Email	
Dates of Contract	

Reference 4

Institution	
Contact Person	
Address	
Phone	
Fax	
Email	
Dates of Contract	

ATTACHMENT 4

**THE UNIVERSITY OF TENNESSEE
ATTESTATION RE PERSONNEL USED IN CONTRACT PERFORMANCE
REQUEST FOR PROPOSAL# 10053852**

ITEM OR SERVICE:	
CONTRACTOR LEGAL ENTITY NAME:	
FEDERAL EMPLOYER IDENTIFICATION NUMBER: (or Social Security Number)	

In compliance with the requirements of Chapter 878, Tennessee Public Acts of 2006, the Bidder hereby attests that, if awarded this bid requirement, the Bidder shall not knowingly utilize the services of an illegal immigrant in the performance of the Contract or Purchase Order and shall not knowingly utilize the services of any subcontractor who will utilize the services of an illegal immigrant in the performance of the Contract or Purchase Order.

SIGNATURE & DATE: _____

NOTICE: This attestation MUST be signed by an individual empowered to contractually bind the Contractor.

NOTE: The bidder should enter the company's legal name and Federal Employer Identification Number or Social Security Number in the appropriate space and then sign and date this form.

**ATTACHMENT 5
PRICING
FORM OF PROPOSAL
RFP 10053852**

In response to Request for Proposal (RFP), the undersigned presents this Technical Proposal to provide a consulting service to the University of Tennessee Health Science Center in accordance with the RFP documents contained herein. The proposer agrees to be bound by all terms and conditions of the RFP and to enter into a contract for the proposed services if selected as the successful bidding during the bidding phase. Inclusion of Price Proposal dollar amounts in the Technical Proposal shall make the entire Proposal non-responsive.

Firm Name

Signature

Street Address

Typed Name

City/State/Zip Code

Title

Phone No.

Date

Fax No.

Federal ID Number

Email Address

NOTE: ONE ORIGINAL AND ONE ELECTRONIC (USB/CD) COPY OF THE COMPLETE TECHNICAL PROPOSAL, UNDER SEAL, SHOULD BE SUBMITTED.

**ATTACHMENT 6
SAMPLE UTHSC CONTRACT
RFP 10053852**

**THE UNIVERSITY OF TENNESSEE
CONTRACT**

This Contract, made and entered into on _____, documents the agreement between the University of Tennessee (“University”) and _____ (“Contractor”).

This Contract consists of this cover page, the signature page, the University’s Standard Terms and Conditions, and ____additional pages. Terms contained on this cover page and the University’s Standard Terms and Conditions shall prevail over those of any attachment unless otherwise stated under “Other terms” below.

The Contractor will provide the following:

The Period of Performance under this Contract is from _____ through _____. However, the University may terminate this Contract by giving the Contractor at least thirty (30) days written notice before the effective termination date, in which event the Contractor shall be entitled to receive pro rata compensation for work completed as of the termination date.

The University will compensate Contractor \$_____ per _____.

Other payment terms (Put N/A if none):

The University’s maximum financial obligation under this Contract is \$_____. University’s maximum financial obligation is not subject to increase for any reason, unless this Contract is amended by a written amendment that is signed by authorized officials of both parties.

It is expressly acknowledged by the parties hereto that such parties are independent contracting entities and that nothing in this Contract shall be construed to create an employer/employee relationship or to allow either to exercise contract or direction over the manner or method by which the other transacts its business affairs or provides its

usual services. The Contractor, being an independent contractor, agrees to carry adequate public liability and other appropriate forms of insurance, and to pay all taxes incident to this Contract. The University shall have no liability except as specifically provided in this Contract.

In witness of their acceptance of the terms of this agreement, the parties have had this Contract executed by their duly authorized representatives.

FOR CONTRACTOR:

ADDRESS:

FOR UNIVERSITY:

DEPARTMENT NAME:

PHONE:

ACCOUNT:

RESPONSIBLE

FEDERAL ID #:

Name: _____
Title:
Financial Officer

Anthony A. Ferrara
Vice Chancellor / Chief

Date

Date

UNIVERSITY'S STANDARD TERMS AND CONDITIONS

1. The University is not bound by this Contract until it is approved and signed by appropriate University authorized official(s). A list of the University's authorized officials is located here: <http://treasurer.tennessee.edu/contracts/contractsignature.html>
2. This Contract may be modified only by a written amendment which has been executed and approved by the authorized officials of both parties. A list of the University's authorized officials is located here: <http://treasurer.tennessee.edu/contracts/contractsignature.html>
3. The Contractor shall not assign this Contract or enter into a subcontract for any of the services performed under this Contract without obtaining the prior written approval of the University.
4. Unless otherwise indicated on the reverse, if this Contract provides for reimbursement for travel, meals or lodging, such reimbursement must be made in accordance with University travel policies.
5. The Contractor warrants that no part of the total Contract amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to Contractor in connection with any work contemplated or performed relative to this Contract, and that no employee or official of the State of Tennessee holds a controlling interest in the Contractor. If the Contractor is an individual, the Contractor certifies that he/she is not presently employed by the University or any other agency or institution of the State of Tennessee; that he/she has not retired from or terminated such employment within the past six months; and that he/she will not be so employed during the term of this Contract.
6. The Contractor shall maintain documentation for all charges against the University under this Contract. The books, records and documents of the Contractor, insofar as they relate to work performed or money received under this Contract, shall be maintained for a period of three (3) full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the University or the Comptroller of the Treasury, or their duly appointed representatives. These records shall be maintained in accordance with generally accepted accounting principles.
7. No person on the grounds of disability, age, race, color, religion, sex, national origin, veteran status or any other classification protected by Federal and/or Tennessee State constitutional and/or statutory law shall be excluded from participation in, or be denied benefits of, or be otherwise subjected to discrimination in the performance of this Contract. The Contractor shall, upon request, show proof of such nondiscrimination, and shall post in conspicuous places, available to all employees and applicants, notice of nondiscrimination.
8. The Contractor shall comply with all applicable Federal and State laws and regulations in the performance of this Contract.
9. This Contract shall be governed by the laws of the State of Tennessee, which provide that the University has liability coverage solely under the terms and limits of the Tennessee Claims Commission Act.
10. The Contractor shall avoid at all times any conflict of interests between his/her duties and responsibilities as a Contractor and his/her interests outside the scope of any current or future Contracts. The following principles define the general parameters of a conflict of interests prohibited by the University:
 - a. Contractor's outside interests shall not interfere with or compromise his/her judgment and objectivity with respect to his/her duties and responsibilities to the University.
 - b. A Contractor shall not make or influence University decisions or use University resources in a manner that results in:
 - Financial gain outside any current or future Contracts for either the Contractor or his/her relatives or Unfair advantage to or favored treatment for a third party outside the University.
 - c. A Contractor's outside financial interests shall not affect the design, conduct, or reporting of research. The Contractor certifies that he/she has no conflicts of interests and has disclosed in writing the following:
 - a. Any partners or employees of the Contractor who are also employees of the University.
 - b. Any relatives of the Contractor's partners or employees who work for the University.
 - c. Any outside interest that may interfere with or compromise his/her judgment and objectivity with respect to his/her responsibilities to the University.
11. If the Contractor fails to perform properly its obligations under this Contract or violates any term of this Contract, the University shall have the right to terminate this Contract immediately and withhold payments in excess of fair compensation for completed services. The Contractor shall not be relieved of liability to the University for damages sustained by breach of this Contract by the Contractor.
12. It is understood by the Contractor that the University will possess all rights to any creations, inventions, other intellectual property, and materials, including copyright or patents in the same, which arise out of, are prepared by, or are developed in the course of the Contractor's performance under this Contract. The Contractor and the University acknowledge and agree that the Contractor's work under this Contract shall belong to the University as "work-made-for-hire" (as such term is defined in U.S. Copyright Law). To the extent Contractor's work is not deemed to constitute "work-made-for-hire," Contractor hereby assigns and transfers to the University all of Contractor's right, title and interest in and to any creations, inventions, other intellectual property, and materials, including copyright or patents in the same, which arise out of, are prepared by, or are developed in the course of the Contractor's performance under this Contract.

13. For personal, professional, and consultant services, the Contractor shall submit brief, periodic progress reports to the University as requested.

14. In compliance with the requirements of Tenn. Code Ann. § 12-3-309, for any contract for goods or services purchased by the University, the Contractor hereby attests that the Contractor shall not knowingly utilize the services of an illegal immigrant in the performances of this Contract and shall not knowingly utilize the services of any subcontractor who will utilize the services of an illegal immigrant in the United States in the performance of the Contract.

15. Any activities performed within the University of Tennessee facilities in support of this contract shall be executed in accordance with all applicable safety and environmental standards. Covered activities include but are not limited to the installation, servicing and maintenance of devices or equipment. Requisite safety standards include those promulgated by the Tennessee Occupational Safety and Health Administration (TOSHA), the Tennessee Department of Environment and Conservation (TDEC), Tennessee Division of Radiological Health, and any other regulation or related consensus standards which may apply to the device, equipment, or services covered under this contract. All hazardous substances and materials, including waste, under the control of the contractor shall be managed in accordance with applicable EPA and TDEC regulations. *Failure to abide by regulatory requirements may result in termination of the contract by the university. Any fines imposed against the University as the result of a contractor's failure to abide by regulations shall be the contractor's responsibility.*

16. This Contract is the entire agreement between the University (including University employees and other end users) and Contractor. In the event Contractor enters into terms of use, end user agreements, or other agreements or understandings, whether electronic, click-through, or shrink-wrap, and whether verbal or written, with University employees or other end users, such agreements shall be null, void, and without effect, and the terms of this Contract shall apply.

17. In compliance with the requirements of Tenn. Code Ann. § 12-3-306, the Contractor hereby attests that the Contractor has registered with the State of Tennessee's Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.

ATTACHMENT 7
RFP 10053852
SEALED PROPOSAL LABELS

The Sealed Price Proposal and the Sealed Technical Proposal must be contained in separate envelopes. These separately sealed and labeled envelopes may be sent together in a larger envelope or box. Please cut out these labels, highlight the border in red and affix to the lower left corner of the envelopes in which the Cost Proposal and Technical Proposal are submitted. Your company's name and address should appear in the upper left corner of the envelopes.

SEALED TECHNICAL PROPOSAL

The University of Tennessee Health
Science Center, Memphis

RFP # 10053852

Date of Opening: December 21, 2016

Time of Opening: 2:30 pm Central

Search Firm – Dean COHP

SEALED COST PROPOSAL

The University of Tennessee Health
Science Center, Memphis

RFP # 10053852

Date of Opening: December 21, 2016

Time of Opening: 2:30 pm Central

Search Firm – Dean COHP