

## **360° Review Summary – Dean Richard J. Bloomer**

College of Health Sciences (CHS), University of Memphis

Academic Year 2025–2026

Prepared by the Office of the Provost

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The 360° review of Dean Richard J. Bloomer was conducted from October through December 2025 by a cross-functional committee representing faculty, staff, students, university leadership, and community partners. The review process included focus groups with the President’s Council, Provost’s Leadership Team, Council of Deans, CHS faculty and staff, and students; CREP-administered surveys of faculty/staff and students; and review of the dean’s self-evaluation. Data were triangulated to assess leadership effectiveness, organizational culture, strengths, and opportunities for improvement.

Across all stakeholder groups, Dean Bloomer is viewed as a highly effective, trusted, and respected academic leader. The review reveals a college marked by clear communication, reliable follow-through, collegial culture, and significant progress in academics, research, and student experience. No concerns were raised regarding leadership competence or integrity. Instead, the primary issues identified relate to leadership capacity, infrastructure, and long-term sustainability rather than performance.

Stakeholders consistently describe Dean Bloomer as an excellent communicator who is dependable, solution-focused, and collaborative. Senior leaders highlighted his integrity, humility, and accessibility, with several noting that he represents a model academic dean whose practices align well with institutional priorities. Other deans emphasized his ability to bring together the right partners and his entrepreneurial approach to program development and growth.

Students overwhelmingly describe the College of Health Sciences as welcoming, supportive, and closely connected, frequently characterizing it as a ‘family.’ Survey results reinforce these perceptions: 89 percent of students report pride in being part of CHS, 84 percent rate their overall experience positively, and 82 percent agree that faculty are engaged and effective teachers and that students are made to feel welcome. Students identified strengths in faculty accessibility and advising responsiveness, while also noting areas for improvement including aging facilities, limited lab space, availability of CHS-based courses—particularly Anatomy and Physiology—and clearer communication regarding internships and experiential learning opportunities.

Faculty and staff feedback strongly affirms the dean’s transparent leadership style, trust in faculty autonomy, and commitment to research advancement. Respondents emphasized his clarity of expectations, non-micromanaging approach, and significant investment in labs, equipment, and professional development. Faculty and staff survey results reflect very high ratings across leadership indicators, including enrollment and retention outcomes, research support, external partnerships, and accessibility.

Across all data sources, several consistent strengths emerge: transparent and accessible leadership; a supportive and collaborative culture for faculty, staff, and students; strategic growth of academic programs and research capacity; strong external and community partnerships; and a clear vision aligned with university goals. Collectively, these strengths have enabled CHS to evolve into a robust and expanding college with growing institutional and regional impact.

Despite the overwhelmingly positive assessment, stakeholders identified several opportunities that warrant attention. Chief among these is leadership capacity. As the college has grown in size and complexity, and as Dean Bloomer has taken on significant university-wide service, stakeholders expressed concern that he is overextended. The absence of associate or assistant deans presents sustainability and succession risks and limits the dean's ability to focus on long-term strategic initiatives.

Facilities and infrastructure limitations were also cited consistently. Priority needs include modernization of the Elma Roane Field House, improvements to elevators and building systems, additional laboratory space for Anatomy and Physiology and biomechanics, and expanded hands-on instructional spaces. Addressing these needs is increasingly important to maintain academic quality, support enrollment growth, and advance research productivity.

Students and faculty further noted operational challenges related to advising, registration, and communication. Specific issues included course permits, clarity of internship requirements, and proactive communication about scholarships, assistantships, and experiential opportunities. Faculty also recommended broadening teaching evaluation frameworks beyond reliance on student evaluations alone, incorporating peer review and learning-outcome measures. Some staff would benefit from more structured onboarding to academic norms and professional communication expectations.

To sustain momentum and reduce institutional risk, the committee recommends establishing associate or assistant dean roles to distribute leadership responsibilities; prioritizing capital improvements and lab expansion aligned with CHS growth; reviewing experiential learning requirements to allow appropriate flexibility; streamlining advising and registration systems with more proactive communication; enhancing faculty evaluation processes; and strengthening onboarding and professional communication norms for staff.

In conclusion, the review affirms that the College of Health Sciences is high-performing, well-led, and culturally strong under Dean Richard J. Bloomer's leadership. The challenges identified are structural rather than personal or strategic. With targeted investments in leadership capacity, facilities, and operational systems, CHS is well-positioned to sustain growth and further advance the university's academic and workforce mission.