



Alabama College of Osteopathic Medicine

Senior Vice President and Dean of the College of Medicine Search



ALABAMA COLLEGE
OF OSTEOPATHIC MEDICINE



About the Alabama College of Osteopathic Medicine (ACOM)

<https://www.acom.edu/>

In the early 1990s, leaders in Alabama identified the need for more primary care physicians in the state, and in 2005, after years of coordinating activities to accomplish this goal, formed the Alabama Medical Education Consortium (AMEC), a 501(c) organization to help increase the production of these physicians across the state through the osteopathic medical education system. AMEC conducted a feasibility study which demonstrated that more than 60 percent of osteopathic medical students chose primary care careers as compared to 20 percent of allopathic medical students.

Over the next five years, AMEC built an extensive osteopathic teaching network in Alabama to provide 3rd and 4th year training to medical students and created a Physician Pipeline to recruit Alabama students for enrollment in out-of-state

osteopathic colleges. This required developing partnerships with 10 out-of-state colleges of osteopathic medicine, 26 state colleges and all state community colleges. In partnership with out-of-state Colleges of Osteopathic Medicine, AMEC established an educational infrastructure that represents substantial clinical resources to provide clerkship rotations for Alabama students, as well as students from other states, enrolled in their programs. This educational infrastructure continues to expand and now includes over 400 Alabama physicians from communities throughout the state and 47 hospitals that include 15 core teaching sites and 42 educational sites.

After careful research and examination, AMEC and the Houston County Health Care Authority, the operator of Southeast Alabama Medical Center (SAMC), now Southeast Health, determined

that it would be feasible for the state to develop its own college of osteopathic medicine to address the shortage of primary care physicians in the state. Thus, the Alabama College of Osteopathic Medicine (ACOM), a non-profit, private institution, was established in May 2010. ACOM recently announced it was granted class size growth of up to 210 students.

ACOM received its Private School licensure from the Alabama Department of Postsecondary Education in December 2011, and provisional accreditation with the ability to recruit students from the Commission on Osteopathic College Accreditation on July 1, 2012. Construction on the ACOM building in Dothan was completed in May 2013, and the college celebrated its historic grand opening on July 29, 2013. ACOM's inaugural class began classes on August 5, 2013 and graduated in May 2017. On April 6, 2017, ACOM was granted full accreditation from the COCA.

College of Osteopathic Medicine –

Mission:

The Alabama College of Osteopathic Medicine will provide quality, learner-centered osteopathic education, research, and service, while promoting graduate medical education, with emphasis on patient-centered, team-based primary care to serve the medically underserved areas of Alabama, the Tri-State area and the nation.

More information about the Dothan area and wiregrass regions may be found here: <https://www.acom.edu/dothan/>

The Position

The Senior Vice President and Dean (Dean) serves as the chief academic and administrative officer for the College of Medicine (COM) and is responsible for developing and implementing academic and financial strategies, recruiting faculty, students and administrative staff, and developing an organizational structure that will serve and promote research, clinical and educational programs of the highest caliber.

The Dean has oversight of the educational programs in the COM and shapes the vision for innovation in curriculum and training. The Dean represents the University on issues of clinical and hospital partnerships and assures the continuation of a strong working partnership with Southeast Health and works to develop additional partnerships for medical training. In addition, the Dean builds enduring relationships with critical external community partners as well as local, regional, and national government leaders.



Major Responsibilities

- Ensures effective delivery of curriculum that is aligned and supports the University's mission and accreditation standards.
- Contributes to the leadership required for the design, implementation and achievement of University initiatives.
- Ensures policies and regulations adopted by the Board of Trustees, the Office of the President, and the Faculty Senate are enforced of the campus.
- Oversees management of academic, personnel, financial and administrative matters of the campus.
- Initiates discussions of partnership opportunities among various medical science entities and educational institutions in the four-state area.
- Maintains current and accurate policies and procedures; articulates policies and procedures to students.

Detailed areas of oversight:



Education

The Dean supports and oversees the delivery of a comprehensive and state-of-the-art educational program for medical and graduate students. The Dean ensures compliance with accrediting organizations and promotes the delivery of a curriculum and learning environment designed to produce graduates of the highest caliber.

Talent Development

The Dean assures that key leadership roles within the COM are filled with people of nationally-recognized ability who are mentored and supported to deliver excellent training programs, high quality patient care, and cutting-edge research. The Dean recruits and works to motivate and retain top-quality faculty and program leaders so that the COM has the talent to carry out strategic plans.

Research Advancement

The Dean supports the pursuit and advancement of world-class science by assisting principal investigators and other faculty in efforts to secure grant funding. The Dean fosters a shift in emphasis from departmental to interdisciplinary research activities. The Dean enhances the graduate programs of the COM and makes necessary changes to ensure excellence of graduate as well as postdoctoral training and research in the COM.

Clinical Programs

The Dean of the COM provides vision and leadership to provide quality care to a diverse and underserved patient population. The Dean of the COM ensures clinical and operational excellence in all domains of clinical practice and service.

Fiscal Oversight

The Dean leads the financing and budgeting processes for the COM taking divergent views on financial decisions into consideration while effectively managing limited resources.

Compliance

The Dean encourages ethical medical and financial practice by supporting compliance and audit professionals and by honoring those within the COM who have had to make difficult choices. The Campus Dean contributes to the vision for innovation in the COM curriculum and its experiential training and plays an integral role in providing needed faculty development while ensuring efficacious operation and delivery of all educational activities on the campus.

Philanthropy

Significant fundraising activities will be required to ensure a future for the ACOM that is as illustrious as its recent past. The Dean will work with fellow University leaders

to present ACOM's case to potential donors for major financial support.

The Dean will assist in these endeavors by:

- Being publicly visible, politically savvy, and understanding how to cultivate excellent relationships with potential donors.
- Securing resources for programs and projects through successful grantsmanship and/or facilitating faculty efforts at coalescing a research team with adequate physical resources, securing intramural and extramural research funding, and entrepreneurship.
- Working with marketing staff to ensure that the campus has a regularly updated local/social media presence highlighting the community service, academic accomplishments, research initiatives, etc., of ACOM students, faculty and staff.
- Reaching out to community and state political and business leaders to build support for the fundraising needed to establish a substantial endowment for the capital expenditures, scholarships, etc., that are vital to the long-term success of any institution.
- Reaching out to alumni and other leaders and successfully encouraging them to become actively involved with fundraising and giving.



Required Experience/ Qualifications

- D.O. degree from a COCA accredited COM. Residency training, AOA board certification. Current medical license.
- More than 7 years of experience in academia, educating medical and other health/science related students, along with working with university faculty
- Leadership experience as an administrator at an AOA–COCA accredited College of Osteopathic Medicine.
- Demonstrated leadership and proven record of administering successful programs and collaborative programs in the community and with other medical schools.
- A strong record of scholarly or professional achievement; published medical research experience is preferred.
- Proven record of establishing positive relationships in the community and with other higher education professionals.
- Experience in the field of philanthropy and community relations.
- Demonstrated leadership skills, vision, high integrity team orientation, fostering open working environment.
- Ability to lead and inspire faculty and staff to optimal levels of productivity, while maintaining deadlines and positive relations.
- Strong communication, interpersonal and performance management skills.
- Experience with and ability to effectively lead and work with a diverse population of students, faculty, staff and external groups.
- Commitment to excellence on both a personal and professional level, with the highest level of personal integrity and ethical standards, known for compassion, fairness and objectivity.
- Collegial, inclusive, and personally committed to ensuring diversity, with the ability to bring out the best in others and develop a spirit of collaboration within and among stakeholders.
- A facilitator and problem-solver who earns the trust of the community by instilling a sense of “fair play” and placing the goals of the organization ahead of those of any individual, group or department.
- An inspiring, articulate humanist, possessing a deep understanding of and sensitivity to the cultural differences that exist across the basic sciences, public health and clinical training.
- A careful listener and influential communicator; a source of calm in the face of inevitable challenges with the ability to engage a wide variety of audiences including both highly technical and lay audiences.
- An executive presence and an engaging personal presentation style that encourages consensus-building and cooperation.

Other Personal Characteristics Deemed Important

- Proactive, innovative, creative and visionary, with an ability to “think outside the box” and constructively embrace and lead change initiatives.



Procedure for Candidacy

Applications should include a letter of application and curriculum vitae. Confidential review of materials and screening of candidates will begin immediately.

ACOM is being assisted by Harris Search Associates for this search. Please send your application materials to the address below or contact Jeffrey Harris, Managing Partner, for further details.

Contact Info:

Jeffrey Harris, Managing Partner

Tel: 614-798-8500 ext. 125

Cell: 614-354-2100

Email: jeff@harrisandassociates.com

www.harrisandassociates.com

ACOM does not discriminate on the basis of age, race, color, sex, gender, sexual orientation, religion or creed, national or ethnic origin, or disability in its programs, activities, hiring or the admission of students. This policy applies in recruitment and admission of students, employment of faculty and staff, and scholarship and loan programs. This policy is also followed in the operation of all other programs, activities and services of the College. ACOM is proud to be a tobacco-free and drug-free campus.

Harris Search Associates
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Harris Search Associates, an IIC Partners member firm, is a leading global executive search and board advisory consulting firm. Our practice is focused on identifying and attracting leaders to support the growth of clients in the areas of research, science, engineering, academic medicine and commercial enterprises. Clients include the foremost universities, research parks, institutes, academic medical centers and commercial organizations driving global innovation and discovery.

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