



Howard University Announces Search for Chair of the Department of Community and Family Medicine

Howard University invites applications and nominations for the position of Chair of the Department of Community and Family Medicine. Howard finds itself at an exciting and transformative moment in its history marked by its recent appointment of Dr. Wayne A. I. Frederick, M.D. as its 17th President in 2014.

Howard University seeks an entrepreneurial Chair with high academic standards; dedication to strong medical education; an excellent record of clinical service; experience in leadership of innovative care delivery; record of promoting outstanding research; and a demonstrated commitment to diversity and inclusion. The next Chair will possess superior communication skills, political adeptness, entrepreneurial energy, and an ability to represent the Department externally to local, national, and international constituencies.

The Chair is responsible for implementing organizational and departmental initiatives to meet outstanding access, service and quality standards. The successful candidate will be responsible for creating and sustaining an environment that enhances growth and promotes accountability and teamwork.

The successful candidate will be responsible for managing all aspects of department programs, including medical education, resident selection and training, program accreditation, high caliber, diverse faculty recruitment and retention, clinical practice development and outreach, and development of educational and clinically relevant research programs.

The Department Chair will work closely with the Dean and faculty to strengthen and expand clinical and educational programs in concert with clinical partners, requiring leadership to guide innovation, redesign, and growth of service lines to support both the academic and clinical missions of the university and its partners. The next Chair must be committed to nurturing programs and faculty at all sites of departmental activity. The Chair will have dedicated time for administrative, educational, strategic and research initiatives. In addition, the Chair will actively partner with the Residency Program Director to enhance all aspects of the Department's residency program.

The Chair must be able to provide evidence of leadership accomplishments, commitment to education and clinical service, and the ability and vision to provide strategic direction for the department to achieve academic distinction while promoting a culture of clinical excellence and productivity.

Excellent leadership, management, and communication skills are necessary; the successful candidate will work with departmental and dean's office administrative faculty and staff, faculty group practice personnel, and clinical partners, including administration.

Established in 1867, Howard University is one of the nation's leading research universities dedicated to educating students from diverse backgrounds, with a particular focus on African-American students, as well as those of all other racial and ethnic groups from the United States and the world. The University received its first accreditation from the Middle States Association of Colleges and Schools in 1921 and has had its accreditation reaffirmed at every required interval thereafter. Howard's campus contains 89 buildings, covers 256 acres in Washington, DC, and includes a 108-acre research facility in Beltsville, Maryland. Today, Howard is one of only 48 U.S. private, doctoral/research-extensive universities. Its 10,500 students enjoy academic pursuits in more than 120 areas of study leading to undergraduate, graduate and professional degrees. These students come from virtually every state, the District of Columbia and nearly 70 countries.

Howard's academic programs are offered by 13 schools and colleges: the College of Arts and Sciences; the School of Business; the School of Communications; the College of Dentistry; the School of Divinity; the School of Education; the Graduate School; the College of Engineering, Architecture and Computer Sciences; the School of Law; the College of Medicine; the College of Nursing and Allied Health Sciences; the College of Pharmacy; and the School of Social Work. More than 100,000 degrees in the arts, sciences and humanities have been awarded by the institution which is ranked among the highest producers of the nation's African American professionals. More information is available at www2.howard.edu.

Preferred Qualifications

- The successful candidate will have a MD, will be board-certified by the American Board of Family Medicine, and eligible for or licensed to practice in the District of Columbia;
- Academic credentials that qualify the applicant for tenure and rank of professor;
- Record in teaching and educational or clinical research, as well as clinical competency is required, experience with academic clinical partnerships;
- History of mentorship and leadership that promote an inclusive environment and diversity is essential;
- A strategic national academic and research leader, grounded in personal integrity with the ability to energize, inspire, and encourage faculty and student innovation as well as interdisciplinary collaboration;
- Successful experience in administrative leadership in academia or in a comparable position in a leading, non-academic institution;
- Demonstrated ability to manage a complex academic organization and work effectively with colleagues across divisions; demonstrated success as an administrator and fiscal manager;
- Demonstrated ability to develop and execute strategies for securing financial

support from individuals, foundations, corporations, and federal and state funding agencies;

- Demonstrated ability to motivate key constituencies, lead the development of mutually beneficial relationships with partners, and recruit, retain and develop superb academic faculty and leaders;
- Ability to foster and promote gender equity and ethnic diversity among faculty and staff to enrich the university, further its research mission, and preserve the uniqueness of Howard University;
- Evidence of effective community involvement, outreach, leadership, and demonstrated ability to forge partnerships and build productive relationships with both campus and business community constituencies;
- Evidence of recruitment and retention of outstanding faculty and staff, as well as teambuilding, supervision, and staff support for professional development;
- Demonstrated commitment to student centeredness and optimization of student learning reflected by active and visible engagement in student activities, initiatives, and programs.

Procedure for Candidacy

Applications should include a letter of application and curriculum vitae. Applications and nominations will be accepted until the position is filled. Confidential review of materials and screening of candidates will begin immediately.

Harris Search Associates is assisting Howard University for this search. Please send application to address below or contact Jeffrey Harris, Managing Partner, for further details.

Contact Information:

Jeffrey Harris, Managing Partner

Harris Search Associates

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The University does not discriminate on the basis of race, color, national and ethnic origin, sex, marital status, religion, or disability. Veteran status and people with disabilities are encouraged to apply. Inquiries regarding provisions for persons with disabilities, equal employment opportunity and Title IX should be directed to the Office of the Vice President for Human Resources at (202)238-5960.