

Harris Search Associates

I N N O V A T I O N + T A L E N T

Ross University School of Veterinary Medicine

Associate Dean of Faculty Search



DeVry | Education Group

Harris Search Associates

Fall 2014

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About Ross University School of Veterinary Medicine

Since its founding in 1982, Ross School of Veterinary Medicine (RUSVM) has graduated more than 3,000 veterinarians. <http://www.rossu.edu/veterinary-school/>

RUSVM maintains a technologically advanced campus in St. Kitts, part of the Federation of St. Kitts and Nevis in the Caribbean. RUSVM is a truly international accredited veterinary program focused on educating tomorrow's leaders and discoverers in veterinary medicine. Students and faculty come from around the world to be part of a program focused on academic excellence for students as the foundation for becoming sought-after, practice-ready veterinarians.

At the campus, students are challenged by a broad-based curriculum that provides the foundation for an excellent education and entry into a variety of career pathways in veterinary medicine. The seven-semester pre-clinical curriculum is enhanced by hands-on clinical experience to help prepare you for the final year of clinical training at one of our affiliated veterinary schools in the United States. Faculty have outstanding credentials in teaching and research and share a passion for educating the veterinarians of tomorrow.

Ross University School of Veterinary Medicine is proud to be affiliated with more than 20 American Veterinary Medical Association (AVMA)-accredited schools of veterinary medicine. This extensive network of affiliations makes it possible for our students to receive superior education while completing their clinical training in the United States. Our roster of affiliated institutions includes many of the top veterinary schools in the country.

Accreditation

RUSVM is accredited by the AVMA Council on Education and the St. Christopher & Nevis Accreditation Board. Graduates are eligible to practice veterinary medicine in all United States, Canada, and Puerto Rico and as graduates of an AVMA accredited foreign school are not required to take foreign licensure examinations.

Ross University School of Veterinary Medicine (RUSVM) offers a unique program of training on the island of St. Kitts in the Caribbean. An integrated curriculum, with innovative use of technologies and simulations, provides the best possible training for tomorrow's

veterinarians. Students benefit from seven semesters of preclinical studies at our St Kitts campus, and one year of clinical training at our affiliate veterinary teaching hospitals in the United States and internationally.

RUSVM research focuses on key issues strategically relevant to One Health in tropical and developing countries. Four research centers advance productivity and standing of research and research training, and include 1) One Health Center for Zoonoses and Tropical Veterinary Medicine, 2) Integrative Mammalian Research, 3) Center for Conservation Medicine and Ecosystem Health and 4) Research and Innovation in Veterinary and Medical Education. We prioritize recruitment of talented faculty and are now seeking a key new member of our team to join us as we develop new programs to best prepare our graduates to face the global opportunities and challenges of veterinary medicine in the 21st century.

The Doctor of Veterinary (DVM) Program consists of seven semesters of pre-clinical training on our campus in St. Kitts, and clinical training at one of our AVMA-affiliated veterinary programs in the United States or Canada. Our Postgraduate Studies Program began in 2012 and offers both Masters of Science (MSc) and Doctoral (PhD) degrees in public health, global animal health, tropical animal health, conservation medicine and other research areas supported by RUSVM and its partner institutions.

Research and Facilities

RUSVM faculty members participate in research projects totaling more than \$21 million from grant-awarding bodies, industry, corporates and governments, and in 2012-2013, alone, have authored nearly 100 scientific papers. Our research team comprises faculty from across the globe—many with experience at international agencies such as the World Health Organization and the U.S. Centers for Disease Control and Prevention. Approximately 400 RUSVM students participate in research projects each year and each student must complete the Principles of Veterinary Research course. Many of our faculty have at least a 50% allocation in research time and are a part of an RUSVM Research Center, providing additional opportunities for student involvement in research programs. Postgraduate students in our Masters and Ph.D. programs participate in research with faculty advisors aligned with one of our Centers.

Research facilities at RUSVM include laboratory space housing highly-advanced equipment for surveillance and diagnostics, and pathology and histopathology.

In 2013, more than \$1M was invested in improving RUSVM's research and research infrastructure. A new two-story (1,000 sq. ft.) building was completed in 2013, which includes a vivarium, preparation room, cell tissue culture room and additional research bench space.

RUSVM is also committed to building a new \$9.5M research building (14,000 sq. ft.) with capacity for 50 researchers and graduate students, with an adjacent necropsy facility (5,000 sq. ft.). The building is scheduled for completion in 2015 and will house a large vivarium, offices, bench space and will include a dedicated BSL3 capacity laboratory.

About the Role of the Associate Dean of Faculty

As a key member of the Dean's administrative team, this position reports directly to the Dean of RUSVM. The Associate Dean's core objective is to provide senior administrative leadership to encourage and foster faculty engagement and development as well as recruitment and retention as part of RUSVM's goal to attract and retain excellence. The Associate Dean will provide leadership in developing policies and procedures related to academic personnel. The Associate Dean will also participate in teaching and research activities in their area of expertise.

- Be responsible for direct supervision of Heads of Department
- Lead the St Kitts academic management team in encouraging and fostering an environment that recruits, supports, and develops competent academic faculty who are dedicated to veterinary education as a priority, and encouraging research in one of the School's priority areas, thereby enabling students to achieve academic success as judged by internal and external benchmarks
- Work closely with the strategic leaders of the School – the Dean, Vice Dean, Associate Dean for Teaching and Learning, Associate Dean for Research, and the Director for Postgraduate Programs to further the School's vision and mission in education and research
- Provide oversight of programs (with Associate Dean for Teaching and Learning) that support faculty in their various academic roles, fostering high standards of teaching and scholarly activity

- Work with Department Heads and Associate Deans, as well as Center Directors, to facilitate and manage all faculty-related issues, and to foster a climate of academic excellence, collaboration, and interdisciplinary initiatives
- Work with Department Heads and Associate Deans to assess and address needs of faculty for development in particular the Faculty Activity Report for the agreed allocation of time and resource for teaching, research and clinical (service) activities
- Assume a leadership role in responding to faculty concerns in general, and to specific concerns that arise from faculty engagement surveys through frequent communication during development of new initiatives
- Oversee recruitment and appointment of highly qualified faculty to academic positions, along with oversight of appropriate contracts
- Work with Heads of Department and Associate Deans to identify appropriate staffing profile to deliver the required teaching and research outcomes
- Assist the Associate Dean for Teaching and Learning with monitoring the development of the veterinary school curriculum based on defined goals and objectives
- Assist the Associate Dean for Teaching and Learning in developing a governance structure for curriculum development that fully involves the faculty in the teaching and learning processes whilst ensuring managerial effectiveness and operational efficiency
- Act as the faculty advocate and responsible for onboarding and off-boarding faculty, assisting faculty in preparation for promotion, and in leadership development
- Oversee faculty promotions processes and annual evaluations and merit increases
- Provide highly collegial leadership, promoting collaboration and communication
- Provide oversight of the departmental budgets and participate in the budget-setting process
- Promote a culture of trust, mutual respect, and transparency among administration, faculty, staff and students
- Promote integration of the school with the DeVry Education Group, leveraging the resource and infrastructure of the larger organization when appropriate
- Support and facilitate educational research
- Collaborate with Associate Deans and others to prepare reports for accrediting bodies
- Maintain an active and scholarly research program as appropriate to holding professorial rank in the school and participate in the teaching program
- Consult with faculty about potential misconduct issues
- Other related duties as assigned by the Dean

Opportunities for Leadership

The Associate Dean is expected to be an engaged, inclusive, and inspiring leader/manager with a demonstrated commitment to RUSVM's mission and core values. He/She will serve as a visible and dynamic representative of the School and champion the mission and image, while focusing on the continued effort to increase the program's reputation locally, regionally and internationally.

Preferred Qualifications:

- Qualifications for the rank of full professor, with evidence of a solid research and teaching track record within a veterinary college
- Preferably DVM / PhD or equivalent
- Demonstrated ability of leadership skills within an academic environment with at least three years' experience at or above departmental chair level
- Experience in academic governance
- Familiarity and experience in accreditation processes with professional bodies e.g. AVMA, RCVS
- Demonstrated skills in organizational administrative functions
- Experience with faculty engagement, communication, and development
- Familiarity with best-practice HR policies and procedures
- Excellent oral and written communication skills
- Demonstrated ability to lead teams in solving complex problems, setting priorities, and implementing programs
- Demonstrated ability to work with others in a collegial team atmosphere, and the desire and energy to actively participate and lead in a diverse, dynamic community
- Demonstrated ability to mentor faculty in teaching and research
- Experience with setting, managing and working within a budget

Review of applications will begin immediately and continue until the position is filled. Applications should include a current curriculum vita and letter explaining interest and relevant experience.

Ross University School of Veterinary Medicine is being assisted by Harris Search Associates for this search.

Nomination and applications should be submitted electronically in confidence to Jeffrey Harris, Managing Partner or Jim Ryan, Senior Consultant.

Contact Information:

Jeffrey Harris, Managing Partner

Harris Search Associates

Tel: 614-798-8500 ext. 125
www.harrisandassociates.com

Email: jeff@harrisandassociates.com
www.iicpartners.com

or Jim Ryan, Senior Consultant

Email: jim@harrisandassociates.com

Tel: 614-798-8500 ext. 150

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