

# Harris Search Associates

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

## Marietta College

---

Department Chair and Physician Assistant  
Program Director Search



# Marietta College™

Harris Search Associates

Fall 2013

Confidential: This report has been prepared for the exclusive use of the client named. Because it may contain confidential information, its use should be controlled and limited to the executives concerned. This information is given in good faith and is believed to be correct but may require additional verification.

---

---

## About Marietta College

Marietta College (MC) is a co-educational liberal arts private college in historic Marietta, Ohio, USA, which was the first permanent settlement of the Northwest Territory. The school offers 44 majors along with a large number of minors, all of which are grounded in a strong liberal arts foundation. The school encompasses approximately three city blocks next to downtown Marietta and enrolls 1,435 full-time students. It is known for its Petroleum Engineering, Athletic Training, McDonough Leadership, and Physician Assistant programs, as well as its China Program.

Marietta College has been recognized by U.S. News & World Report, "Best in the Midwest" and "Great Schools, Great Prices"; Peterson's Competitive Colleges; Princeton Review's "Best Midwestern College"; Barron's Best Buys in College Education; Forbes.com, "Best in the Nation."

MC is located in Marietta, Ohio, (population 15,000) established in 1788 by Revolutionary War veterans led by Gen. Rufus Putnam, and is the oldest organized city in the Northwest Territory. Marietta is a river town situated at the confluence of the Ohio and Muskingum rivers. Today, Marietta is the leading marketplace in Southeastern Ohio and is part of a much larger Mid-Ohio Valley metropolitan area that includes nearby Parkersburg, W.Va. This area sustains a combined population of around 150,000. Marietta is only a few hours from Columbus, Cleveland and Pittsburgh.

Additional information about Marietta and the surrounding area may be found at:

<http://goodlifemarietta.com/>

# About the Physician Assistant Program

243 graduates in 10 graduating classes.

In 2010 the program moved into a completely remodeled building dedicated solely to the PA Program. It contains 4 exam rooms, a clinical room, a classroom, 4 seminar rooms, a simulator training room, a student lounge, a departmental conference room, 7 faculty/staff offices, and an open office space for the Administrative Assistant and Admissions Coordinator. The cadaveric anatomy lab is located in the Rickey Science Center.

Through the Class of 2012, all graduates have passed the Physician Assistant National Certifying Exam (PANCE) with a 94% first time pass rate in the last 5 years.

In the most recent US News and World Report rankings of PA programs in the US, the Marietta College PA Program earned the highest ranking of all Ohio PA programs.

In 2012, 748 students applied for 36 spots and 125 were interviewed.

Since January 2008, 29 articles have been published by the students and faculty with 24 appearing in the Journal of the American Academy of Physician Assistants (JAAPA). An additional five articles have been accepted for publication.

The very active Marietta College Physician Assistant Student Society (MCPASS) was recently awarded the Outstanding Silver (second place) Student Society Award by the governing student academy.

The program has accrued \$2.13 million in grants for various purposes including supporting the start up and expansion of the program; support for development of quality clinical rotation sites; the purchase of human patient simulators; scholarships for students from Ohio; and the Physician Assistant Educator Training Model (PAETM) program.

The Program's building is the site for the Washington County Free Clinic, which also serves as an educational opportunity for the students. The Program Director sits on the Board that oversees the Free Clinic.

More about the Physician Assistant Program may be found at:

[http://www.marietta.edu/departments/Physician\\_Assistant/](http://www.marietta.edu/departments/Physician_Assistant/)

Faculty and Staff bios may be found at:

[http://www.marietta.edu/departments/Physician\\_Assistant/faculty.html](http://www.marietta.edu/departments/Physician_Assistant/faculty.html)

## The Position

Marietta College invites applicants for the position of Department Chair and Program Director of the Marietta College Physician Assistant Program which offers a Master of Science in Physician Assistant Studies. The program admits 36 students per year and has a ten year history of excellence in PA education. The approximate date for the next comprehensive review of the program by the ARC-PA will be March 2018.

Marietta College seeks an experienced medical educator who is dynamic, enthusiastic, and has a proven record of collaboration and excellence in physician assistant education.

Responsibilities of this position include department organization and administration; accreditation maintenance; continuous program evaluation and review; fiscal management; budget and grant development; mentorship and evaluation of faculty and staff; scholarly activities; and service to the college and community. The Department Chair/Program Director reports directly to the Provost. This is a full-time (12 month) faculty appointment.

## Duties and Responsibilities:

- Directs and leads the Physician Assistant Program. Creates the strategic direction and vision for the delivery of quality and responsive curricula and programs.
- Participates in developing and implementing college-wide and campus initiatives.
- Promotes partnerships with constituents in the external educational, professional and business communities.
- Promotes faculty teaching, service and scholarly activity.
- Supports curriculum development and revision as related to program goals and outcomes.
- Communicates openly and frequently with staff and program coordinators while fostering a

collaborative team model.

- As needed, assists in the design of recruitment activities to attract qualified full and part-time faculty.
- Manages within a student-centered, learner-based environment.
- Oversees the academic schedule of classes, ensuring program sequence integrity, and availability of course sections.
- Manages the student admission process and student recruitment.
- Monitors compliance with state, regional and specialized accreditation organizations.
- Promotes a supportive environment of the program mission and vision.
- Promotes the professional development and mentoring of faculty and staff.
- Participates in mediating faculty and student issues, grievances, and appeals.
- Manages fiscal responsibilities for program and makes appropriate recommendations to the Provost/Administration.
- Advocates for the region and communicates regional needs to the Provost/Administration.
- Participates in and oversees selection, hiring, and other personnel decisions associated with academic faculty and staff.
- Oversees close contact with physician preceptors to ensure that the continuity and quality of clinical instruction/rotations is maintained/increased.
- Advises students about job opportunities, legal, and professional issues.
- Remains active teaching – teaching load negotiable.
- Encourages personal and professional development activities in the department.
- Encourages inclusive excellence by promoting an appreciation for diversity and difference.

## Knowledge, Skills and Abilities:

- Knowledge of college educational philosophy and top management administrative practices and procedures; college curricula and instructional programs.
- Knowledge of college policies and procedures.
- Ability to collaboratively lead and manage an academic area.
- Ability to think creatively to resolve issues and overcome everyday challenges.
- Ability to work effectively in a multi-cultural environment with students, faculty and staff.
- Ability to speak effectively to employees, faculty, staff and community groups.
- Record of securing external funding/grant making.

- Experience with budget management and development.
- Record of strategic planning and program assessment and improvement.
- Dedication to advancement of excellence in graduate education.
- Commitment to academic innovation and integrity.
- Advocate for educational excellence as appropriate to college programs.
- Ability to work effectively with and build consensus among faculty, student body and administration.
- Excellent communication and interpersonal skills.
- Active involvement with professional organizations.
- Commitment to recruiting and retaining diverse faculty, staff and students.

## Requirements:

### Required Qualifications:

Applicants must be a graduate of an accredited physician assistant program with a current NCCPA certification or a graduate of a medical school with a certification by an ABMS or AOA-approved specialty board and have:

Minimum four years clinical practice experience

Minimum four years teaching experience in an academic or healthcare related setting

Graduate degree required (doctorate preferred) from an accredited program in a health related discipline.

Excellent interpersonal, oral, and written communication skills

Commitment to diversity and inter-professional collaboration

Ability to facilitate faculty development and manage personnel

Experience with academic issues related to education and accreditation requirements

## Preferred Qualifications:

Earned doctoral degree (e.g., EdD, PhD, MD or DO or related)

Current licensure (or eligibility) to practice in the State of Ohio

Evidence of effective leadership and management skills

Experience in a collaborative/inter-professional team environment

Demonstrated commitment to student achievement and success

Evidence of successful scholarship commensurate with the rank of Associate Professor

Experience with ARC-PA accreditation processes

## Procedure for Application

Harris Search Associates has been engaged to assist Marietta College in the search. Review of applications begins immediately and will continue until the position is filled.

Applications must include: 1) a letter of interest that addresses the position requirements and summarizes qualifications, previous leadership experience and accomplishments, and articulates relevance to leading the program (2) full curriculum vitae.

*Marietta College is an equal opportunity educator and employer that values diversity. In its educational, admissions and employment policies, scholarship and loan programs, and athletic and other co-curricular activities, Marietta College does not discriminate on the basis of age, race, color, national or ethnic origin, disability, sex, gender identification or orientation, religious affiliation, veteran status, or any other protected status or facet of personal identity. Questions regarding the non-discrimination policy at Marietta College can be directed to the Title IX coordinator or the Office for Diversity and Inclusion.*

For detailed information contact:

Contact Information:

Jeffrey Harris

Managing Partner, Harris Search Associates

Tel: 614-798-8500 ext.125

Cell: 614-351-2100

Email: [jeff@harrisandassociates.com](mailto:jeff@harrisandassociates.com)

[www.harrisandassociates.com](http://www.harrisandassociates.com)

Or

Dr. Joel Stegall

Senior Consultant

Tel: 614-798-8500 ext. 140

Email: [joel@harrisandassociates.com](mailto:joel@harrisandassociates.com)