




DES MOINES UNIVERSITY
MEDICINE & HEALTH SCIENCES

**The Search for a Dean,
College of Osteopathic Medicine**

Des Moines University invites applications and nominations for its Dean of the College of Osteopathic Medicine.

Review of applications will begin on January 15, 2019 and continue until the position is filled.

About Des Moines University

The history of Des Moines University reflects a continuing commitment to teach, to learn, and to serve.

Founded in 1898, Des Moines University (DMU) comprises three colleges offering eight graduate degree programs in medicine and the health sciences.

Our students are highly motivated, intelligent and compassionate. They volunteer to work with community organizations and are fully imbued with the school's commitment to public service.

Our faculty members have developed curricula designed to stimulate and support students in the acquisition of advanced knowledge and skills, while instilling compassionate attitudes and values so that they may best serve their patients.

In all that we do, we place the highest priority on respect for the dignity and diversity of the members of the entire campus community – patients, students, faculty, employees and volunteers. We are committed to supporting professional, intellectual and emotional growth so that all may have the opportunity to fulfill their potential and achieve their goals.

In addition to exceptional teaching, students on DMU's campus benefit from excellent facilities and other learning resources to achieve a top-quality education.

Curricular Distinctions

Doctoral programs

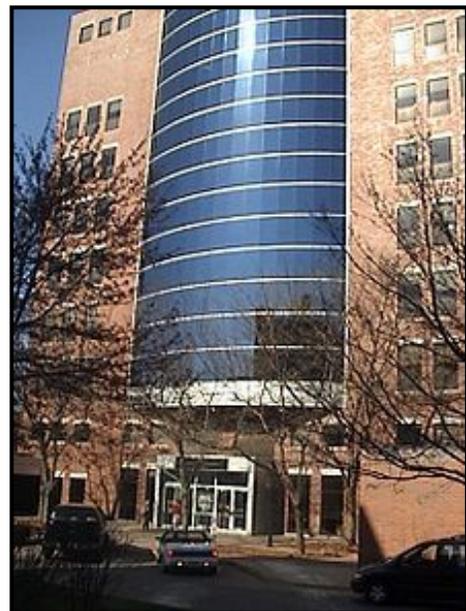
- Doctor of Osteopathic Medicine
- Doctor of Physical Therapy
- Doctor of Podiatric Medicine

Master's programs

- Master of Health Care Administration
- Master of Public Health
- Master of Science in Anatomy
- Master of Science in Biomedical Sciences
- Master of Science in Physician Assistant Studies

Facts about DMU

- More than 1,500 students are enrolled in eight graduate degree programs. As a non-residential campus, students live in housing across Des Moines, or pursue degrees online.
- DMU enrolls approximately 1,300 students in its four clinical programs: 820 in osteopathic medicine, 200 in podiatric medicine and surgery, 150 in physical therapy, and 100 in physician assistant studies. It is large enough to offer every educational amenity, but small enough to focus on excellence.
- DMU is the second-oldest osteopathic school in the country. The first medical class in 1898 included both sexes, and today, 49% of the student body are women.
- DMU is one of the top 25 largest medical schools (for D.O.s or M.D.s) in the country, and DMU is the nation's top producer of primary care physicians.
- Students in all clinical programs consistently score at or above the national average on their board and licensing exams.
- Sixty-eight percent (68%) of students are recruited from other states.



- For the 2017-18 academic year, students received more than \$6.3 million in scholarships, and more than 82% of students received some form of financial aid.
- DMU has 14,000 living alumni and more than 2,900 of those are working or living in 98 counties of Iowa.
- DMU students and employees serve the community in a wide variety of ways, from free on-campus events like the annual Senior Health Fair and Girls Exploring Medicine and Science Day to off-campus health screenings, osteopathic manual medicine treatments, health education programs and many more volunteer activities.
- In 2016, DMU was named by the *Chronicle of Higher Education* as one of the “Great Colleges to Work For.”



Mission

To improve lives in the global community by educating diverse groups of highly competent and compassionate health professionals.

Vision

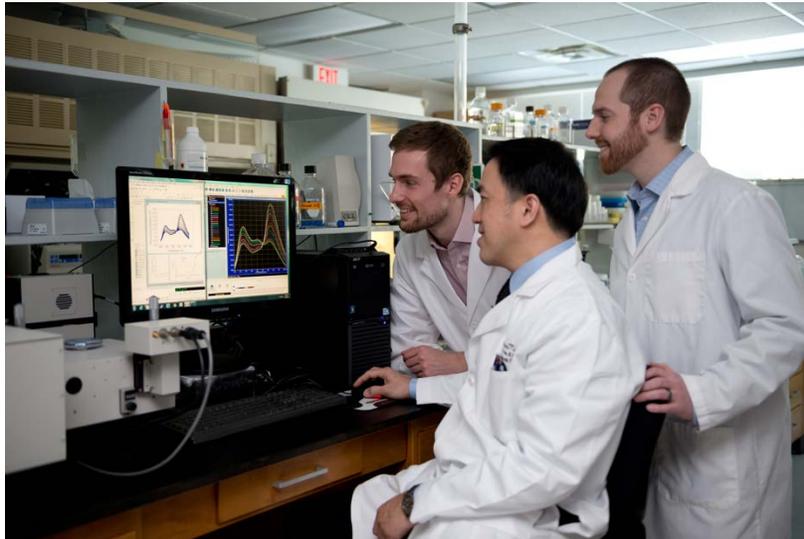
Des Moines University will be:

- The leader in innovative health education that promotes lifelong learning.
- A cultivator of distinctive faculty and student researchers who discover and disseminate new knowledge.
- A provider of high-quality patient care and educational experiences dedicated to improving health and wellness.
- A policy consultant and resource for those engaged in healthy community transformation.

Values

- Accountability: Taking responsibility for actions and outcomes.
- Collaboration: Establishing cooperative relationships and innovative practices to enhance health education and care.
- Honesty: Demonstrating the highest standard of truthful and ethical behavior.

- Inclusiveness: Embracing a culture of diversity that accepts and respects the unique characteristics of each individual.
- Wellness: Committing to the well-being of the mind, body, and spirit.



The DMU Executive Leadership Team

The DMU Executive Leadership Team (ELT) comprises senior administrators whose role is to provide advice and guidance to the President on matters related to university strategic planning and operations.

ELT Members

- President and CEO, Angela L. Walker Franklin, Ph.D.
- Provost, Ralitsa Akins, M.D., Ph.D.
- Senior Vice President and Chief Financial Officer, Mark Peiffer
- Dean, College of Health Sciences, Jodi Cahalan, Ph.D., P.A., M.H.A., M.P.H.
- Interim Dean, College of Osteopathic Medicine, Kenneth Anderson, D.O.
- Dean, College of Podiatric Medicine and Surgery, Tim Yoho, D.P.M.
- Vice President, Enrollment Management and Student Affairs, Kim Brown, Ph.D.
- Executive Director of the DMU Clinic, Philip Blumberg
- Vice President, Research and Global Initiatives, Jeffrey Gray, Ph.D.
- Chief Strategic Communications Officer, Mark Danes
- Chief Development Officer, Stephanie Greiner
- Chief External and Governmental Affairs Officer, Sue Huppert
- Chief Human Resources Officer, Becky Lade
- Chief Compliance Officer, Erika Linden
- Chief Diversity Officer, Richard Salas, Ph.D.
- Chief Information Officer, Carolyn Weaver

Shared Governance

The DMU core values of honesty, inclusiveness, collaboration, and accountability are encompassed by its principles of shared governance. True shared governance attempts to balance maximum participation in decision making with clear accountability and appropriately rested authority.



Dean - Qualifications and Requirements

Des Moines University seeks an engaging, inspiring, and collaborative leader, who is a highly effective administrator in all dimensions, to serve as Dean of the College of Osteopathic Medicine. The Dean will report to the Provost of DMU.

As a full-time employee of DMU, the Dean will oversee the COM curricular, operational, financial, scholarly and community engagement matters relating to the COM academic programs including personnel, curriculum, instruction, and research.

Candidates must:

- Hold a D.O. degree from a COCA accredited College of Osteopathic Medicine (Commission on Osteopathic College Accreditation).
- Be qualified by education, training, and experience to provide effective leadership in education, scholarly activity and patient care.
- Have a medical license and have board certification (at some point in the candidate's career).
- Have at least five years of experience in academic leadership roles that include budget management authority.

Demonstrated success in previous administrative, chair, or academic leadership roles, as well as experience in clinical training and patient care are desired.

The Dean will lead the development and implementation of a strategic plan for the College that is aligned with the vision of the Board of Trustees and the President for the future of DMU as well as the strategic direction of the academic enterprise.

Essential Skills and Responsibilities:

Educational Excellence – Responsible for assuring that students enrolled in the COM are receiving exceptional educations as evidenced by development and assessment of learning outcomes and graduate measures.

Accreditation – Responsible for the oversight of all programmatic accreditation actions within COM and assisting in the university accreditation processes.

Leadership – Responsible for developing and upholding a culture of collegiality and cooperation between COM and the senior leadership of DMU.

Alignment – Responsible for aligning strategic priorities and actions with the Board of Trustees' and President's vision for the future of DMU and alignment with the DMU's academic enterprise strategic direction.

Strategic Planning – Responsible for the college's visioning and strategic planning process that will support the university strategic plan.

Academic Integrity – Responsible for creating, implementing and upholding policies and practices that assure the integrity of the degrees granted by the college.

Research – Encourage research and scholarly activity on the part of the faculty and students.

Clinic – Provide oversight for the COM clinical departments.

Faculty/Staff Development – Responsible for the overall recruitment, retention, and development efforts for the faculty and staff in the College. The goals of such efforts are to create and sustain a motivated, prepared and well-developed work force that is adequately prepared for promotion and tenure decisions and capable of meeting the requirements that are established for them in collaboration with their supervisor and in keeping with the University workload policy.

Collaboration – As the pre-clinical faculty are housed in COM, foster collaboration between the academic administrations of COM, the College of Health Sciences and the College of Podiatric Medicine and Surgery to meet the basic science curricular needs of all programs.

Inter-Professional Education and Clinical Practice – Working with the College of Health Sciences and the College of Podiatric Medicine and Surgery to foster collaboration in implementing inter-professional educational initiatives and clinical practice within the DMU Clinic.

Fiscal Management – Responsible for the fiscal viability of the college and its programs; responsible for the development, oversight, and management of the college and departmental budgets.

External Affairs – Responsible for working to create collaborative partnerships with external organizations that can support the growth and education of the students in COM.

Additional requirements include these skills, capabilities and leadership qualities:

- Strong interpersonal, listening and communication skills that project a **professional yet personable image and result in productive relationship building** within the University and across the region and nation.
- Ability to apply **analytical thinking and a collaborative leadership style** that advances the One University concept.
- The experience and capacity to **lead the accreditation process** at the College level with particular attention to administration of policy and procedure, assessment of academic programs and student learning, and institutional effectiveness in governance and management.
- **Effective strategic planning skills** that will be essential to ensure the College goals and plans aligned with those of the University.
- The ability to **lead strategic financial planning and to develop and manage budgets**, in consultation with constituents, to maintain quality, ensure attainment of priorities, and assure financial sustainability.
- Exhibits a passion and enthusiasm for osteopathic medical education.
- Ability to cultivate **excellence in teaching, scholarship and administration**, and a commitment to effective professional development and accountability in achieving outcomes.
- Ability to articulate and support the value of research programs at the University.
- A **student-centered orientation** with a proven record of support for students inside and outside traditional learning areas.
- An understanding of the desires and sensitivities of students **as well as the stressors and pressures they manage**.
- Deep understanding of and advocacy for policy, programs and practices that advance the institutional commitment to **diversity and inclusion**.
- **Demonstrated success in leading an organization** that has a complex and fast-changing environment.
- Demonstrable understanding of and commitment to the mission and culture of Des Moines University.

The Dean will understand and advocate the guiding philosophy of “One University.” DMU’s three-college structure and varied history of each College necessitates sensitive, but strong, collaborative leadership. The Dean will be a sponsor for cooperation between the three colleges.

Supervisory Responsibilities:

This position has oversight for the COM administrative staff including the Senior Administrative Assistant, Associate/Assistant Deans, academic department chairs, and clinical department chairs. The Dean of the COM carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include, but are not limited to interviewing, motivating and training faculty and staff members of the College; planning, assigning, and directing work; appraising performance; approving of salary recommendations; rewarding and disciplining employees; and addressing complaints and resolving problems in swift and fair process.

Des Moines, Iowa



Des Moines is the capital and the most populous city in the State of Iowa. The five-county metropolitan area is ranked 88th in terms of population in the United States with nearly 600,000 residents.

Des Moines is a major center of the U.S. insurance industry and has a sizable financial services and publishing business base. In fact, Des Moines was credited as the “number one spot for U.S. insurance companies” in a *Business Wire* article and named the third-largest insurance capital of the world. Some notable companies that either call Des Moines home or have a major presence in the city include Principal Financial Group, Athene USA insurance, Meredith Corporation, Wells Fargo, Voya Financial, Nationwide Insurance, Pioneer Hi-Bred, Microsoft and Facebook.



Des Moines boasts a vibrant social and cultural scene with many diverse restaurants, entertainment venues and cultural attractions. Upscale restaurants offer a perfect dinner before taking in a Broadway show at the Des Moines Civic Center. Des Moines has a strong commitment to the arts as indicated by the John and Mary Pappajohn Sculpture park, the Des Moines Art

Center and the many festivals that the city supports year-round. During spring, summer and fall, the downtown farmer's market is a "must-attend" event complete with music, fine art, arts and crafts, and various purveyors of foods, beverages, recipes, clothing and more. Enjoy a walk or ride along some of the more than 800 miles of bike and walking trails or take in a concert at Wells Fargo Arena. Des Moines has also hosted multiple NCAA basketball regionals, other NCAA championships, Men's PGA Senior Open and the Solheim Cup. Des Moines celebrates its rich cultural diversity with events like the World Food and Music Festival, Iowa's Latino Heritage Festival, Des Moines Pride Festival, Des Moines Arts Festival, CelebrAsian, and Italian-American Heritage Festival of Iowa. More than 100 different languages are spoken in the Des Moines school district.



The city, together with the surrounding communities, has been consistently recognized as a top place to live, work and raise a family as indicated by some of the following national rankings:

- #4 Best Place to Live – *U.S. News & World Report*, 2018
- #5 Best Place for Business and Careers – *Forbes*, 2017
- #1 Best Affordable Place to Live in the U.S. – *U.S. News & World Report*, 2017
- #8 Cities Where Salaries are Rising – *CNBC*, 2018
- #4 Best Place for Children – *SmartAsset*, 2017
- #5 Best City for Successful Aging – *Milken Institute*, 2017
- #3 Best Place to Live with a Low Cost of Living - *Business Insider*, 2017
- #7 Most Charitable City - *CNBC*, 2017
- #9 Best Place to Live - *U.S. News & World Report*, 2017

For more information please visit:

<https://www.dsmpartnership.com/>
<http://desmoinesdowntownchamber.com/>

THE PROCESS OF CANDIDACY

This search is being assisted by:

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Nominations and expressions of interest may be submitted electronically to AGB Search as noted above, or to:

Ralitsa Akins, M.D., Ph.D.
Provost and Search Committee Chair
Des Moines University
DMUdeanmed@agbsearch.com

Candidates are asked to submit electronically in MS Word or Adobe PDF:

1. A letter of interest that directly addresses the leadership opportunities and attributes outlined in the profile above.
2. A curriculum vitae.
3. The names, email addresses, and telephone numbers of four references. References will not be contacted without first securing the permission of the candidate.

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Des Moines University Equal Opportunity Statement

Des Moines University is an equal opportunity employer. We evaluate qualified applicants without regard to race, color, national origin, ethnicity, creed, religion, age, disability, sex, gender identity, sexual orientation, pregnancy, veteran status, genetic information and other characteristics protected by law ("protected class"). DMU encourages applications from candidates of underrepresented groups.

Des Moines University is committed to the promotion of health care and the prevention of disease for our students, employees, patients, and communities. Thus, Des Moines University is a tobacco- and smoke-free campus environment, and the use of tobacco products anywhere on University/Clinic property is prohibited.
