



COLLEGE OF MEDICINE

The UNIVERSITY of OKLAHOMA HEALTH SCIENCES

Search for the Inaugural Vice Dean of Education
The University of Oklahoma College of Medicine and OU Health
Oklahoma City, Oklahoma

The Search

The University of Oklahoma College of Medicine (College) is seeking an accomplished and forward-thinking educational leader to serve as its first Vice Dean of Education. This inaugural role presents a rare and powerful opportunity to drive the future of medical education during a time of transformative growth at Oklahoma's premier academic medical institution, with the potential to make a profound impact on its 4 million residents. The role will include a curriculum redesign, an expansion of the medical student class size in the context of critical workforce planning, preparation for an upcoming LCME survey, and the development of new residency and fellowship programs.

Founded in 1900, the [College of Medicine](#) is the largest component of the University of Oklahoma Health Sciences Center (OUHSC) and serves as the academic arm of OU Health, the state's flagship academic health system. With a distinguished faculty of nearly 1,350 members, including almost 1,000 full-time faculty and 218 endowed chairs and professorships, the College comprises 21 [academic departments](#) — 17 clinical and four basic science—alongside numerous research centers and institutes. The College operates a branch campus in Tulsa, hosting eight clinical departments and a unique [School of Community Medicine Track](#), which together contribute to Oklahoma's Doctor of Medicine (MD) program, a competitive Physician Associate (PA) program, and various graduate medical education(GME) residency and fellowship programs.

The College plays a vital role in training healthcare professionals, offering 83 specialty and subspecialty programs with 766 residents and fellows. Remarkably, 51.4% of physicians who complete their residencies in Oklahoma remain in the state, contributing to a local healthcare workforce that exceeds the national average retention rate. Over 80% of Oklahoma's healthcare professionals are OU graduates, underscoring the College's significant impact on the state's healthcare landscape. It enrolls over 650 medical students annually, ensuring that more than half of each entering class consists of Oklahoma residents, which highlights its commitment to local talent retention.

Reporting to the Executive Dean and Chief Academic Officer, the Vice Dean will play a key role in shaping the educational experiences of learners, trainees, and faculty, working closely with an engaged leadership team within the College and Health System. The ideal candidate will bring a strategic mindset, a track record of innovation and growth, and excel in collaboration and communication. They will possess a deep understanding of current trends in medical education and the evolving landscape of academic medicine while also aligning educational goals with the unique healthcare needs of Oklahoma. The successful candidate must hold an MD or equivalent, be qualified for appointment as associate professor or higher, and demonstrate a proven ability to partner and collaborate with medical education leaders at both the strategic and operational levels.

The University of Oklahoma College of Medicine has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications will be treated confidentially and should be directed to the firm as indicated at the end of this document.

About the University of Oklahoma

Founded in 1890, the [University of Oklahoma](#) (OU) in Norman, Oklahoma, is the state's premier institution of higher education and a leading research university. It spans three campuses and boasts a student body of 31,000 enrolled in 170 academic programs. With a significant commitment to research, OU expends \$416.6 million annually on research initiatives, driving a \$2.05 billion enterprise focused on transforming lives through scholarship and impactful research across Oklahoma.

About the University of Oklahoma Health Sciences Center (OUHSC)

Located in Oklahoma City, [OUHSC](#) is one of the nation's few academic health centers with seven professional colleges onsite, including [Medicine](#), [Allied Health](#), [Dentistry](#), [Nursing](#), [Pharmacy](#), [Public Health](#), and [Graduate Studies](#). With an annual budget of \$900 million, OUHSC employs over 800 full-time faculty and 4,000 staff. It educates and trains nearly 4,000 students and 1,000 residents, post-docs, and fellows across more than 70 undergraduate and graduate degree programs.

With the largest portfolio of National Institutes of Health (NIH) funding in the state, the College grew its research portfolio by more than \$4 million last year to \$64.4 million. Currently ranked 72nd according to the Blue Ridge Rankings, the College aims to rank in the top 60 in the next five years and in the top 50 within 10 years.

About OU Health

Established in 1910 by founding partners OUHSC and the University Hospitals Authority and Trust, OU Health, in its current form, was incorporated as a locally owned nonprofit corporation in 2018. In 2021, the OU College of Medicine faculty practice and OU Medicine, Inc. merged. OU Health is the state's only comprehensive academic health system of hospitals, clinics, and centers of excellence. With 10,000

employees and more than 1,300 physicians and advanced practice providers, OU Health is home to Oklahoma's largest doctor network, [OU Health Physicians](#), with nearly one million patient visits per year.

OU Health's flagship adult hospital, [the University of Oklahoma Medical Center](#), serves as the state's only Level 1 Trauma Center and includes the [Harold Hamm Diabetes Center and the renowned Dean McGee Eye Institute](#). OU Health serves Oklahoma and the region with the state's only dedicated free-standing children's hospital, [Oklahoma Children's Hospital](#). It also hosts the state's only National Cancer Institute (NCI)-designated cancer center, the OU Health [Stephenson Cancer Center](#). [OU Health Edmond Medical Center](#) is a community hospital in the network located a short 20-minute drive from Oklahoma City. OU Health also has clinical affiliations with [Oklahoma City Veterans Affairs Medical Center](#) and other major hospitals and clinics across Oklahoma.

Education at OU College of Medicine

The [Office of Medical Education](#) (OME), a vital part of the College of Medicine's Office of Academic Affairs, was established to promote and advance the College's educational mission through high-quality, innovative programs, continuous quality improvement, and educational research. OME oversees a range of core functions, including the management of educational programs, enhancement of the medical school curriculum, and promotion of educational scholarship. Dedicated to providing exceptional support, OME drives innovation in medical education, simulation, continuous quality improvement, the Willard Body Program, and educational scholarship.

As the senior leader of the College's educational enterprise, the Vice Dean will oversee key areas such as Undergraduate Medical Education, Graduate Medical Education, and Continuing Medical Education. Additionally, the Vice Dean will be responsible for all accreditation-related matters, including compliance with standards set by the [Liaison Committee on Medical Education](#) (LCME) and the [Accreditation Council for Graduate Medical Education](#) (ACGME). Through this role, the Vice Dean will ensure the College of Medicine maintains the highest standards of excellence in medical education and institutional accountability.

[Undergraduate Medical Education](#)

The OU College of Medicine MD program offers a rigorous four-year curriculum combining basic science and clinical coursework to develop the core knowledge, skills, and attitudes required for medical practice. Students choose between two tracks: the traditional track at the Oklahoma City campus or the [School of Community Medicine](#) (SCM) track at the Tulsa campus. While both tracks follow the same core curriculum, the SCM track emphasizes community-based healthcare with a focus on serving underserved populations. Student satisfaction consistently exceeds national benchmarks. The College of Medicine was fully accredited by the LCME in 2019, with the next accreditation scheduled for early 2027.

In addition to their coursework, many medical students at the College engage in community service through the [OU Community Health Alliance](#). This initiative allows students to provide direct patient care and health education at charitable health clinics across the Oklahoma City metropolitan area, reinforcing their commitment to improving healthcare access for all communities.

[Graduate Medical Education](#)

In support of the OU Health mission to educate future doctors for Oklahoma and the nation, hundreds of residents and fellows participate each year in more than [75 graduate medical education \(GME\) programs](#) in Oklahoma City and Tulsa.

Physician Associate Program

In addition to its traditional MD program, the OU College of Medicine offers a diverse range of graduate and dual degree opportunities, including a robust biomedical graduate research education program and a competitive Physician Associate program.

The [Physician Associate Program](#) at the Oklahoma City campus is housed within the Department of Family and Preventive Medicine and currently enrolls 150 students. Since 2016, the program has maintained an impressive graduation rate, averaging 98%. As one of the original six accredited PA programs in the United States, it has held continuous accreditation since 1972.

Graduate Degrees

The [Graduate College](#), part of the OU Health Sciences Center, supports 136 graduate students pursuing Master of Science (MS) and Doctor of Philosophy (Ph.D.) degrees in 10 medical specialty areas, such as biomedical sciences, biochemistry, cell biology, microbiology, neuroscience, and physiology. The College also offers a variety of post-doctoral fellowships, and students actively contribute to the research enterprise on campus, with opportunities for federal grants and mentoring in fields like cancer, diabetes, and aging research. Interprofessional collaboration is a key component of the Graduate College experience, as students frequently engage in cross-disciplinary projects with other health sciences students and faculty across the OU Health Sciences Center, including medicine, nursing, public health, and pharmacy. These collaborations foster a holistic approach to healthcare research and practice, enriching the educational experience and promoting innovative solutions to complex health challenges.

Continuing Medical Education

The mission of the College's Irwin H. Brown [Office of Continuing Professional Development](#) (CPD) is to provide lifelong learning for physicians and members of the interprofessional team based on documented needs and professional gaps derived from health and practice data. Activities and educational interventions approved by the Office of CPD support desirable physician attributes, including six core

competencies of the Accreditation Council for Graduate Medical Education (ACGME) and the American Board of Medical Specialties (ABMS).

The Role: Vice Dean of Education

The new Vice Dean of Education will be essential in advancing the College's educational mission while ensuring a strong commitment to its academic identity and investment. This role encompasses oversight of all educational initiatives, including student programs, admissions, undergraduate medical education, graduate training, and faculty development.

Reporting directly to [Ian Dunn](#), the Executive Dean of Medicine and Chief Academic Officer, the Vice Dean will lead a dedicated team of associate and assistant deans vital to the success of medical education. This team includes leaders in Admissions, Student Affairs, Pre-Clinical and Clinical Curriculum, Assessment and Evaluation, Graduate Medical Education, Access and Community Engagement, the Physician Associate Program, and the Tulsa regional campus.

This role is crucial for addressing the healthcare needs of Oklahoma residents, directly impacting the volume of qualified healthcare providers entering the workforce. The Vice Dean will work closely with the dean and hospital leadership to ensure that medical education aligns with clinical care and public service objectives. They will help ensure an enhanced healthcare environment for the community, ultimately improving the overall health and well-being of Oklahomans.

Key Opportunities and Challenges for the Vice Dean

The Vice Dean of Education must successfully engage with the following opportunities for leadership:

Drive a bold strategic vision and direction for the educational mission

The Vice Dean of Education will play a pivotal role in advancing the educational mission at the OU College of Medicine, providing strategic leadership to drive growth and innovation. A primary responsibility will be overseeing the expansion of the medical school class by 7% annually over the next five years, resulting in a more than 40% increase in enrollment from 163 to 232 students. This effort will involve reassessing the admissions strategy to enhance inclusivity, attract a broader range of applicants, and build a student body that reflects a variety of backgrounds and perspectives. These initiatives will support OU's commitment to addressing the state's physician shortage, as Oklahoma currently ranks 48th in the nation for physicians per capita.

With the transition to a new curriculum already underway, the Vice Dean will build on the significant progress made so far, guiding the shift from a two-year preclinical model to an 18-month curriculum set to launch in July 2025. Whether to onboard a 3-year option will be part of the College's decision-making. This transformation will require strong leadership to align faculty, resources, and assessment strategies for a seamless implementation. The Vice Dean will also play a key role in preparing the College for the next

LCME accreditation survey, ensuring all standards are met and fostering continuous improvement across programs.

The Vice Dean will be instrumental in enhancing student affairs and improving student satisfaction, working closely with student support services to foster a positive, welcoming learning environment. This will involve addressing student concerns, promoting wellness, and ensuring that all students have the resources and support they need to succeed.

In addition, the Vice Dean, in partnership with the Associate Dean for Faculty Affairs, will be responsible for advancing faculty development initiatives, with a particular focus on the development and nurturing of clinical educators. This will involve creating opportunities for professional growth and support for faculty involved in clinical teaching, ensuring they have the tools and resources to excel in their roles as educators. By investing in faculty development and fostering a culture of excellence, the Vice Dean will help strengthen the College's overall educational mission.

Finally, the Vice Dean will champion a culture of continuous quality improvement and curricular enhancement, driving data-informed decisions and ongoing innovation. They will also strengthen communication and cohesion among the College's varied educational programs, ensuring alignment and collaboration across all stages of medical education, from preclinical to clinical and graduate levels.

Strengthen and empower a dedicated educational team for future growth

The Office of Medical Education is home to a dedicated and highly skilled team of faculty, administrators, and staff, all deeply committed to advancing medical education and ensuring student success. The incoming Vice Dean will build on this strong foundation, assessing the current organizational structure and workload distribution to identify opportunities for growth and optimal team alignment. Prioritizing transparent communication and role clarity, the Vice Dean will serve as an inspirational leader with deep expertise in medical education, empowering team members and delegating effectively. Together, the team will foster a culture of innovation, collaboration, and shared purpose.

Champion Medical Students, GME trainees, and other learners

As Oklahoma's leading academic medical institution, the College of Medicine is dedicated to developing future healthcare leaders who are prepared to meet the state's evolving needs. The new Vice Dean will play a vital role in expanding access to medical education in Oklahoma, with a particular emphasis on strengthening admissions practices and collaborating with OU Tulsa to improve educational pathways for students across the region.

The Vice Dean will work to ensure that resources are in place to support innovative training while fostering a transparent and welcoming environment that prioritizes the well-being of all learners and trainees. With a strong commitment to advancing health equity, the Vice Dean will guide initiatives to prepare a

competent healthcare workforce, addressing the unique needs of Oklahoma's communities and enhancing access to care across the state.

Support and advocate for resource development in the educational domain

The Vice Dean will oversee all aspects of educational operations, advising on strategic investments to support the education mission, such as educational spaces, equipment, technology, and specialized facilities like the Simulation Center, along with student learning and social areas and conferencing facilities. They will possess strong financial acumen, a proven track record in managing resources within a complex academic medical center, and experience in securing philanthropic support. They will be skilled at articulating a compelling vision for medical education and gaining the commitment of stakeholders, along with the resources necessary for successful implementation.

QUALIFICATIONS AND CHARACTERISTICS

Candidates must have qualifications commensurate with an academic appointment at the University of Oklahoma College of Medicine. In addition, the ideal candidate will possess the following qualities and qualifications:

- MD or equivalent degree;
- Extensive experience with medical school administration and educational programs;
- Strong record of academic accomplishment and administrative, managerial, and operational experience in oversight of medical education programs;
- Demonstrated commitment to excellence in recruiting, retaining, and developing faculty;
- Proven capacity to partner and collaborate with other leaders at both the strategic and operational levels;
- Previous experience in successfully leading and/or contributing to LCME or ACGME accreditation efforts;
- Demonstrated commitment to the education mission and to actively provide mentorship with residents, fellows, and medical students to cultivate and advance the workforce of the future;
- Effectiveness in a complex system of distributed leadership and experience working in a highly matrixed environment;
- Commitment to clinical excellence, accessibility, and expansion;
- Strong acumen and judgment in managing financial resources and the ability to develop and implement budgets effectively, aligning resources with strategic priorities;
- Space and budget management experience in an academic environment;
- Experience promoting a welcoming culture in the workforce and academic environment;
- Commitment to addressing health disparities; and
- Demonstrated vision, a results-oriented approach, the highest level of integrity, and evidence of timely and principled decision-making.

OKLAHOMA CITY, OKLAHOMA

To explore Oklahoma City, please visit: <https://www.okcchamber.com/>

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-oklahoma-health-sciences-center-college-medicine/vice-dean-education>. Electronic submission of materials is strongly encouraged.

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The University of Oklahoma, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to: admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.

Why You Belong at the University of Oklahoma:

The University of Oklahoma fosters an inclusive culture of respect and civility, belonging, and access, which are essential to our collective pursuit of excellence and our determination to change lives. The unique talents, perspectives, and experiences of our community enrich the learning, and working environment at OU, inspiring us to harness our innovation, creativity, and collaboration for the advancement of people everywhere.

Mission of the University of Oklahoma:

The Mission of the University of Oklahoma is to provide the best possible educational experience for our students through excellence in teaching, research and creative activity, and service to the state and society.