



**BROWN UNIVERSITY  
THE WARREN ALPERT MEDICAL SCHOOL  
DIVISION OF BIOLOGY AND MEDICINE**

**Search for the  
Associate Dean of Medicine  
Program in Liberal Medical Education**

**The Search**

The Warren Alpert Medical School (WAMS) in the Division of Biology and Medicine at Brown University invites applications and nominations for the position of Associate Dean of Medicine for the Program in Liberal Medical Education (PLME). This eight-year, highly selective combined baccalaureate-MD program matriculates 50-60 outstanding undergraduate applicants each year who, after earning their undergraduate degree from the University, advance on to the Medical School. The PLME offers personalized academic and whole student advising during the undergraduate years as students engage with Brown's Open Curriculum, pursue scholarly interests in research and clinical settings, and prepare for medical school with the skills and confidence that promote success.

Brown is a leading education and research university distinct for its student-centered learning and deep sense of purpose. Brown undergraduates engage with the Open Curriculum where students have curricular flexibility to discover their unique purpose and passion. Since granting its first Doctor of Medicine degrees in 1975, WAMS has been a national leader in medical education and biomedical research. The WAMS desires to train accomplished individuals who will work together to lead locally and internationally renowned transformative and socially responsible medical education, research, clinical care, and community engagement. The goal is to inspire and cultivate physician scholars and leaders who positively impact the health of people and society.

This is a rare opportunity for an academic medicine leader to manage and advance a premier combined baccalaureate-MD medical program. The highly selective program accounts for a significant number of enrolled students to WAMS and is a major pipeline for students who are underrepresented in medicine (URiM). Brown recently completed a ten-month internal and external review of the PLME that positions the program for new opportunities and strategic planning to ensure all students are positioned for academic and personal success during the eight years of the program and beyond. The new Associate Dean will lead efforts to strategically meet the review recommendations with formal evaluation and assessment moving forward.

The successful candidate will possess an exemplary track record of evidence-based academic program development, program evaluation and assessment, and a firm grasp of the emerging challenges and opportunities in both undergraduate education and medical education. The next Associate Dean will be a passionate mentor dedicated to supporting diverse undergraduate and medical students throughout their journey in PLME. Of critical importance to the Division of Biology and Medicine, the Associate Dean must be wholly committed to upholding the values of diversity, equity, and inclusion in undergraduate and medical education. The successful candidate must bring an uncompromising commitment to the wellness

and well-being of students with a desire for creating an optimal learning environment and guiding students throughout the continuum of their educational and professional careers. The Associate Dean must have an ethos that incorporates advocacy, compassion, and engagement, establishing credibility and confidence among all students, faculty, and staff. The Associate Dean will supervise a team of Assistant Deans who advise and contribute curricular and co-curricular leadership to PLME and, in this way, should be a highly supportive and experienced manager with the ability to cultivate professional development for a committed academic team.

Brown University's WAMS has retained Isaacson Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as indicated at the end of this document.

### **Brown University**

Founded in 1764, Brown University is a leading research university, home to world-renowned faculty, and an innovative education institution where the curiosity, creativity, and intellectual joy of students drives academic excellence. Brown is a place where rigorous scholarship, complex problem-solving, and service to the public good are defined by intense collaboration, intellectual discovery, and working in ways that transcend traditional boundaries.

Brown University has emerged in the last generation as one of the most competitive universities in the nation. It has a long tradition of providing an excellent education for undergraduate, graduate, and medical students, and of supporting outstanding faculty, who are researchers, clinicians, and teachers. Brown's unique undergraduate curriculum, its integrated graduate biology and medical programs, and its commitment to the ideals of liberal education and diversity have attracted a world-class student body, and a faculty composed of leading teachers and researchers. Brown's graduate and professional programs offer intensive learning and research experiences that respect and develop each scholar's interests and ideas within their intended specialty — equipping them with the tools they need to become the next generation of leaders in their fields.

The diverse campus community consists of 7,125 undergraduates, 2,689 graduate students, 611 medical school students, and 819 full-time faculty members, including a Nobel laureate, a Pulitzer Prize winner, a winner of the National Medal of Science, 12 members of the National Academy of Sciences, 12 members of the American Association of Arts and Sciences, three members of the National Academy of Engineering and two MacArthur Fellows. About one-third of the full-time faculty hold named chairs. There are also approximately 2,413 medical faculty who work in the affiliated hospitals and private medical practices.

To learn more about Brown University and its history, please visit: <https://www.brown.edu/about>.

### **The Warren Alpert Medical School**

In 1811, Brown became the third university in the nation to offer academic medical education. Although the initial program lasted only 16 years, this early medical school attracted some illustrious teaching physicians who went on to play roles on the national scene, participating in the founding of the American Medical Association and helping set the first national standards for medical education. By 1972, the medical degree program relaunched and now includes clinical clerkships at seven affiliated hospitals

infused with new laboratories, research programs, specialists, and clinical services. More information about medical education at WAMS can be found [here](#).

Since granting its first Doctor of Medicine degrees in 1975, The [Warren Alpert Medical School](#) (WAMS) has been a national leader in medical education and biomedical research. Housed within the [Division of Biology and Medicine](#) at Brown University, WAMS now resides in one of the finest facilities of its kind in the country and in the immediate vicinity of its affiliated area institutions that serve one and half million people of diverse backgrounds and socioeconomic status. The Medical School and its teaching hospitals garnered more than \$246 million in research funding in 2021. The Alpert Medical School's education strategic plan was presented and approved in May 2020.

WAMS boasts 14 clinical [departments](#): Anesthesiology, Dermatology, Diagnostic Imaging, Emergency Medicine, Family Medicine, Medicine, Neurology, Neurosurgery, Obstetrics and Gynecology, Orthopedics, Pediatrics, Psychiatry and Human Behavior, Radiation Oncology, and Surgery, located primarily at its affiliated teaching hospital; four basic science departments: Molecular and Cellular Biology and Biochemistry; Ecology, Evolution and Organismal Biology; Molecular Microbiology and Immunology; and Neuroscience. In addition, two departments – Medical Science and Pathology and Laboratory Medicine - are hybrid departments that include both campus and hospital-based faculty. Brown is distinguished by faculty in the Division of Biology and Medicine who teach and mentor students at multiple levels: undergraduate, graduate, medical student, resident, and fellow. More information about clinical partnerships can be found [here](#).

It is an exciting time for new leadership at WAMS. In March 2022, Dr. Mukesh Jain became dean of the medical school after a national search. Dean Jain is a renowned physician-scholar who formerly served as chief academic officer and vice dean for medical sciences at Case Western Reserve University.

### **The Program in Liberal Medical Education**

The [Program in Liberal Medical Education](#) (PLME) is the only combined baccalaureate-MD program in the Ivy League. This eight-year, highly selective program matriculates 50-60 outstanding undergraduate applicants each year who, after earning their undergraduate degree from the University, advance on to the Medical School. The PLME is a signature program at Brown University and was previously the major route of entry for students to obtain a Doctor of Medicine degree at Brown University. Although additional routes of entry have been established at WAMS, the PLME continues to account for a significant number of matriculated students to WAMS, often accounting for 35-40% of the admitted class. The PLME is also a major pipeline for students who are first generation to college and/or underrepresented in medicine (URiM) to enter WAMS. The PLME remains a highly sought-after program with over 3,500 applications last year.

PLME's mission is to combine a broad-based liberal arts education with pre-medical competencies to prepare students of diverse backgrounds for successful completion of their medical education at the Warren Alpert Medical School. It is not an accelerated medical program. Rather, it encourages students to take advantage of the breadth and benefits of a liberal arts education. Once in the PLME, students are not required to take the Medical College Admissions Test (MCAT) prior to promotion to the medical school, but currently must meet course expectations in biology, chemistry, physics, statistics, behavioral sciences, writing skills and attend the PLME senior seminar prior to starting medical school. Through

PLME, Brown undergraduate students need not sacrifice a rich liberal arts education to gain admission to medical school. The PLME is designed to develop doctors, scholars, and leaders in medicine who have been exposed to a wide, sensitizing view of the human condition. PLME students have a well-balanced sense of themselves as part of society and humanity as well as medical professionals.

Each PLME student receives personalized and intensive academic advising from an advising team, which includes their own dedicated PLME advising dean and several undergraduate peer advisors. Each PLME dean advises about 40 students per year and assists each student in the development of a personalized educational plan that is open to a variety of [degree options](#). These options enable PLME students to pursue their own academic interests in preparation for a career as a physician while also developing personal and professional attributes to lead a healthy, balanced life.

### **The Role: The Associate Dean of Medicine for the Program in Liberal Medical Education**

The Associate Dean supervises six Assistant Deans who contribute advising, curricular and co-curricular leadership to PLME, and two PLME support staff. As a continuum program, the PLME is overseen by the Senior Associate Dean for Biology Education alongside the Senior Associate Dean for Medical Education, and the Associate Dean reports to these individuals.

### **Current Context**

Review and enhancement of the PLME was one of the themes identified in the WAMS's education [strategic plan](#) that was presented and approved in May 2020. With this goal in mind, both an internal and external review of the program took place in AY 21-22.

The next PLME Associate Dean will work alongside the newly formed PLME Advisory Committee to address and operationalize recommendations from both reviews and Brown's Academic Priorities Committee that attends to admission practices and policies, developing curricular and co-curricular programming to ensure students engage effectively with a flexible academic program while also achieving preparation for success in medical school, creation of opportunities for research and clinical experience and exposure to them in the undergraduate years, and implementing specific initiatives to fully support a diverse student body.

### ***Advance the vision and mission of the program***

The Associate Dean will work with Division leadership and the new PLME Advisory Committee to define the vision and future aspirations for PLME. The PLME is a continuum that is built on holistic admissions processes and robust, progressive advising of its students that leads graduates to develop a well-balanced sense of themselves as part of society and humanity, and as medical professionals. The next Associate Dean must understand that the focus of the program is its students and that continuation of the program centers on the support of the students as they explore their own education through Brown's Open Curriculum. It is important that the students strive toward the competencies necessary for success in medical school but not view them as pre-med requirements. With this philosophy in mind, the Associate Dean will be a passionate mentor and advocate for PLME students, set and execute programmatic goals

that are in line with the vision of PLME, and be responsive to student needs and aspirations in medical school and their future career plans.

### ***Advising and Curriculum***

The Associate Dean serves as a primary advising dean for entering PLME students (all Deans in the program contribute to advising). Through regular meetings with the Assistant Deans, they will facilitate the personal and professional development of students by ensuring robust academic advising, personal development and mentoring with the aim of ensuring success in medical school. Advising and support also includes the provision of individual tutors for PLME students who need it. Ultimately, the goal is to ensure a seamless transition from a student's undergraduate career to success as a medical student at WAMS.

The Associate Dean chairs the PLME Academic Affairs Committee, whose charge is to monitor students' academic progress including the attainment of PLME requirements and maintenance of an overall favorable performance. They will work with the Office of Admissions at the medical school on promotion and continuation of PLME students into WAMS. The Associate Dean will represent PLME to the broader University and work with the Office of Medical Education and Medical Committee on Academic Standing and Professionalism (MCASP) to improve PLME students' preparation for WAMS.

The Associate Dean will serve as the primary instructor for the PLME Senior Seminar. This integrative science course supplements the preparation of PLME students for the study of medicine in the 21st century. Traditionally, the course has explored multiple areas of medicine such as firearm violence, diversity in gender and sexuality, breast cancer and palliative care, and the opioid epidemic. One of the goals of the course is to transition PLME students to the Warren Alpert Medical School and therefore, completion of PLME 1000 is an academic expectation of all PLME students. The Associate Dean will have the flexibility to consider ways to bolster or redesign the course based on Program need and opportunity.

### ***Staff and Program Management***

The Associate Dean supervises six Assistant Deans for PLME, and the office support staff. The Associate Dean has direct responsibility for staffing, budget, and operations of the office. PLME staff are hard-working, talented professionals dedicated to students. The next Associate Dean will support staff in identifying and pursuing professional development opportunities, ensuring opportunities to interact with aligned offices and individuals in the Division and the College for cross-training, support, and collaboration.

In this student-centered role, the Associate Dean meets regularly with the PLME Senate and associated committees. They will also have oversight of program development within PLME, including opportunities for student professional development, career advising, and research opportunities. The Associate Dean oversees formal PLME course development, including new course proposals which are formally reviewed by the College.

### **Admissions**

As chair of the PLME Advisory Selection Board, the Associate Dean works closely with the Director of Admissions on enrolling future classes of PLME students. This includes reviewing and approving all recruitment materials for prospective students. The Associate Dean will work with Admissions to ensure a robust and equitable admissions and recruitment process based on best practices at the University.

### **Opportunities And Challenges**

It is expected that the next Associate Dean of Medicine for the Program in Liberal Medical Education will have the ability to address a set of opportunities and challenges that include, but are not limited to:

#### ***Examine and enhance the structure of the program***

As dramatic changes occur in society, technology, and scientific discovery, the Associate Dean must look at the PLME with a critical eye toward updating infrastructure and adapting the program in concert with the changes to undergraduate pre-medical education and the needs of the students. As the medical school curriculum evolves, the PLME must also adapt its competencies and programming to prepare students for their medical education. The Associate Dean will lead efforts to revisit formal academic advising and educational support over the undergraduate portion of the program to ensure that students are receiving the assistance they need. Other areas of improvement will include formalizing tracking, assessment and evaluation of student experience, success, and outcomes.

Additionally, the Associate Dean will assess the current composition of the PLME office, including staff roles and responsibilities, to ensure the team is optimally structured, right sized, and organized to meet evolving student needs and expectations. The Associate Dean will ensure that there is effective communication within and among functions, and clarity around roles, to foster high levels of collaboration for PLME students and staff. Finally, the Associate Dean will support their team's excellence as an inspirational, transparent leader with expertise in medical education, a leadership approach to empower and delegate, and modeling a culture of collaboration and shared purpose. Through these efforts, the Associate Dean will provide a foundation for the long-term stability of the PLME program.

#### ***Strengthen and amplify networks on campus and beyond***

Achieving major accomplishments depends on tight coordination of strategy and execution between partners. The PLME needs to have very strong connections with a multitude of partners at both the University and WAMS for the optimal outcomes for the continuum of the students' education and the success of the program. The Associate Dean will be adept at maintaining excellent working relationships with admissions, the College, and the strong network of advising and counseling services that exist at Brown and WAMS. Understanding both the processes and the opportunities available to the PLME students, and advocating for additional resources as needed, is a key part of the role.

The PLME benefits immensely from an engaged alumni and parent network. The next Associate Dean will maintain and strengthen outstanding relationships with the Brown Medical Alumni Association, the Brown Medical Advancement Team, and with the PLME alumni body going forward. These strong relationships can provide shadowing, internships, and research opportunities for students as well as

opportunities for fundraising. Other external networking opportunities with the Providence community exist and can be capitalized in various ways, including community service, outreach, advocacy, research, and engagement for health equity. The next Associate Dean must embrace the strengths of the environment and facilitate connections to deepen participation with alumni, parents, and the community with a focus on building fundraising efforts and potentially reinforcing a culture of philanthropy.

### ***Lead diversity, equity, and inclusion efforts***

The next Associate Dean will need to intentionally address and define diversity, equity, and inclusion within the program. From admissions to advising, to providing personal and academic support, the PLME should be directed toward service to students, particularly URiM and first-generation students, across the continuum during their undergraduate experiences and throughout their medical education. There should also be increased representation of first-generation students and URiMs in the PLME advisory structure. Moreover, the next Associate Dean must be a strong advocate for inclusion of PLME students and their support services within Brown's ecosystem, which includes advocating for resources and improved representation of PLME students at campus-wide events, including admissions events.

## **QUALIFICATIONS AND EXPERIENCE**

The ideal candidate will bring many of the following personal and professional qualifications and experience:

- A medical degree or MD/PhD
- Qualifications for a license to practice medicine in Rhode Island
- A minimum of five years of relevant leadership experience providing academic program development, assessment and management, or an equivalent combination of education and experience
- A minimum of five years of relevant experience advising undergraduate and/or medical students
- Demonstrated experience leading strategic planning for academic programs
- Demonstrated experience leading and mentoring professional academic staff and/or faculty members
- Experience employing formal academic program evaluation and assessment to inform offerings
- Exceptional networking skills and the ability to network with a diversity of students, staff, and administrators
- Experience as a program ambassador that has significant contact with the public; professional and articulate; an effective communicator
- A passion for working with students as well as an understanding of the professional and personal development of undergraduate students
- Ability to recruit and retain faculty service on a variety of committees
- Deep and demonstrated commitment to supporting a diverse and inclusive campus
- Emotional intelligence and confident action-oriented leadership
- Ability to inspire, mentor, guide, and encourage new ways of thinking
- Excellent written, verbal, and interpersonal skills
- Exceptional organizational and managerial skills
- Proven commitment to educating the next generation of physicians who, as stewards of the art and science of medicine, are committed to the highest standards of professionalism

- Enthusiasm and appreciation for the mission, vision, and values of Brown University and The Warren Alpert Medical School

**TO APPLY**

All inquiries, nominations, and applications, should be directed in confidence to:

Amy Segal, Partner  
Jane McInerney, Senior Associate  
Shalini Uppu, Senior Associate  
Olivia Correll, Senior Search Coordinator



1800 K Street, NW, Suite 750, Washington, DC 20006

<https://www.imsearch.com/search-detail/S8354>

Electronic submission of materials is strongly encouraged.

*Brown University is committed to fostering a diverse and inclusive academic global community; as an EEO/AA employer, Brown considers applicants for employment without regard to, and does not discriminate on the basis of, gender, sex, sexual orientation, gender identity, national origin, age, race, protected veteran status, disability, or any other legally protected status.*