



**Search for the Senior Associate Dean for Medical Education
University of Missouri, School of Medicine
Columbia, Missouri**

THE SEARCH

The University of Missouri School of Medicine invites applications and nominations for its Senior Associate Dean for Medical Education (SADME). Based in Columbia, Missouri, this is an exciting opportunity for a seasoned medical education leader to enhance the undergraduate medical school experience. The SADME is responsible for the oversight, coordination, and ensuring adequate staff support of the MD program and LCME accreditation and compliance. Leading the Office of Medical Education, the SADME guides leaders responsible for curriculum and evaluation, student programs, regional clinical campuses, preadmissions programs, the simulation center, and LCME accreditation. Beyond administration, the SADME serves as a passionate advocate for education and education research, both within the medical school and throughout the academic health system, and is dedicated to shaping the future of medical education, promoting collaborative excellence, and ensuring a brighter future for physicians.

The University of Missouri-Columbia (MU or Mizzou) is the flagship, land-grant, comprehensive research university of the University of Missouri System. MU is a member of the Association of American Universities (AAU) with over 30,000 students, including 23,000 undergraduates, nearly 6,000 graduate students, and another 1,200 students pursuing professional degrees. MU is designated as a Research 1 university by the Carnegie Commission on Higher Education and is seeing a double-digit percentage growth in research expenditures.

The University of Missouri School of Medicine was the first publicly supported medical school west of the Mississippi River. Today, the School of Medicine supports 128 medical students per class through its patient-based learning style of medical education that emphasizes self-directed learning and early clinical experience. The next SADME will be able to capitalize on this strong curricular foundation and lead the School of Medicine into its next chapter of educational excellence. The School of Medicine's more than 680 faculty physicians and scientists educate more than 1,000 medical students, residents, fellows, and others seeking advanced degrees, as well as more than 1,000 undergraduate students each semester.

Reporting to the Executive Vice Chancellor for Health Affairs/Dean of the School of Medicine, the next SADME will possess a strategic mindset, excel in collaboration, demonstrate innovation and growth, and exhibit exceptional communication skills. They will have a strong grasp of current trends in medical education and a deep understanding of the evolving landscape of academic medicine. The selected

candidate must hold an MD/DO or PhD, be qualified for appointment as associate professor or above, and have a proven capacity to partner and collaborate with medical education leaders at both strategic and operational levels.

MU has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. A complete list of the qualifications and characteristics desired, as well as instructions for submitting applications and inquiries, can be found at the conclusion of this document.

THE UNIVERSITY OF MISSOURI

The University of Missouri–Columbia, founded in 1839, is both a major public land-grant institution with a statewide mandate to serve the citizens of Missouri, and the state’s largest public research university, overseeing upwards of \$200 million in externally sponsored research expenditures each year, the majority of which comes from federal funding agencies such as the National Science Foundation, Department of Energy, the National Institutes of Health, and the U.S. Department of Agriculture. Its economic impact across the state is significant; MU creates jobs, attracts, and fosters an entrepreneurial culture through programs supported by the Kauffman Foundation and others, and its students and faculty generate dozens of patents, invention disclosures, and new technology licenses each year that help to encourage innovation across the state.

MU is the largest and most programmatically diverse of the University of Missouri System’s four campuses. Its over 30,000 students work towards completion of over 300 degree and certificate programs enabled by its more than 15,400 full-time employees including more than 4,300 faculty members. Its yearly operations and revenues total \$1.4 billion, and its endowment as of FY 2021 stood at \$1.475 billion. It is home to 11 major research centers and the world’s first journalism school. Its designation as a land-grant university allows it unparalleled access and public service state-wide to support the citizens of Missouri. It engages in collaborative activities with industrial, educational, and agricultural partners across Missouri and abroad through its schools and colleges, MU Health, its network of Agricultural Research Centers, and its statewide MU Extension program which each year provides outreach to over two million Missourians.

The University of Missouri System is governed by a Board of Curators made up of nine members appointed by the Governor with the advice and consent of the Senate. Curators serve six-year terms with three positions expiring every two years. The Board is constitutionally comprised and carefully balanced in partisan terms. No more than five Curators can be from the same political party, with at least one, but no more than two from each of Missouri’s eight congressional districts. The Curators are also advised by a student representative from one of the four University of Missouri System campuses.

THE UNIVERSITY OF MISSOURI SCHOOL OF MEDICINE

In 1993, the University of Missouri School of Medicine implemented its problem-based learning style of medical education, making it one of the pioneers to apply a curriculum that emphasizes problem-solving, self-directed learning, and early clinical experience. The first and second years each consist of four 10-week blocks. The third year is made up of seven core clerkships. The fourth year consists of advanced clinical electives, advanced biomedical electives, and general electives. This innovative medical education program has been profiled in the Journal of the Association of American Medical Colleges, which has also published an extensive study on the success of MU's patient-centered learning curriculum.

In 2016, the School of Medicine opened a clinical campus in Springfield, MO, and expanded its medical school class size from 96 to the current 128 students, to address a critical shortage of physicians in Missouri and the nation. The school hosts multiple preparatory programs aimed at attracting historically underrepresented groups to the medical school. The Bryant Scholars Pre-Admissions Program is for students from rural communities who are interested in practicing medicine in rural Missouri and offers clinical education in underserved areas of the state. The Pathways to Success (PAWS) Pre-Admission Program encourages and supports first-generation college, socioeconomically, and/or educationally disadvantaged undergraduate Mizzou students as they pursue a career in medicine. Medical students spend their first two years at the Columbia campus and can spend their third and fourth years at Mizzou or at the Springfield Clinical Campus, which operates in partnership with Cox Health and the Mercy Health systems. There are 56 third- and fourth-year medical students based in Springfield.

The School of Medicine trains more than 500 residents and fellows in 37 specialty programs. More than 25% of the School of Medicine's physician graduates stay on for graduate medical education at MU. The School of Medicine also educates more than 200 students pursuing master's and doctoral degrees each year. Degree programs include biochemistry, health management and informatics, medical pharmacology and physiology, molecular microbiology and immunology, nutrition and exercise physiology, and pathology and anatomical sciences. Students in these programs typically pursue a two- to five-year course of study that is interwoven with the scholarly activities of the faculty researchers in their degree programs. The Translational Biosciences PhD program is the newest offering. Grounded in research programs supported by the NextGen Precision Health Institute and the School of Medicine, the PhD trainees will be actively contributing to the UM System-wide effort to translate groundbreaking biomedical research into a life-changing reality for people in Missouri and globally. In addition, the Department of Family and Community Medicine offers a Master of Science in Academic Medicine degree for practicing physicians who want to pursue an academic career teaching and conducting research.

Research at the School of Medicine is distributed across the 19 clinical and four basic science departments. MU has elevated research expenditures dramatically and has set a record of \$432 million in research expenditures in 2022, marking the tenth consecutive year of growth for MU research. MU Health has been squarely focused on developing the NextGen Precision Health initiative, which is focused on discovery

research, safer treatments, faster diagnostics, and transformational outcomes for patients. The Roy Blunt NextGen Precision Health building is the single largest research investment on campus, spanning four stories and 265,000 square feet and housing approximately 40 nationally and internationally recognized investigators. In 2023, MU Health Care signed a letter of intent to fully integrate with long-time Jefferson City affiliate Capital Region Medical Center, presenting new medical, professional, and academic opportunities to advance access to quality health care for the community.

In addition, MU has been a formal partner of the Institute of Clinical Translational Sciences at Washington University in St. Louis since 2015 and is supported by a Clinical and Translational Science Award (CTSA) from the National Institutes of Health. Together, these institutions work to develop translational research programs in Missouri that contribute to national CTSA goals.

The Harry S. Truman Memorial Veterans' Hospital is a key collaborator with the School of Medicine. Many faculty members have joint appointments at the VA hospital, which also serves as a training site for MU students and residents. Researchers at MU are working closely with VA investigators on studies of traumatic brain injury.

Research and the learners' experience at the School of Medicine benefit immensely from collaborations with other schools, colleges, and resources on the Columbia campus. Additionally, cross-college and cross-campus collaboration activities have increased recently and present great opportunities for future growth.

THE ROLE

The Senior Associate Dean for Medical Education plays a pivotal role in driving the School of Medicine's educational mission forward. This position carries the responsibility for overseeing various aspects of medical education, from student programs and admissions to clinical education, all while championing educational excellence among the faculty.

Reporting directly to the Executive Vice Chancellor for Health Affairs/Dean, the SADME manages a team of associate deans and directors who are integral to the success of medical education. This team includes leaders responsible for curriculum and evaluation, student programs, regional clinical campuses, preadmissions programs, the simulation center, and LCME accreditation.

Within the institution, the SADME collaborates closely with the dean to align medical education with clinical care and public service goals. They lead the development of innovative educational experiences in collaboration with faculty, institution leaders, and state officials, ensuring compliance with changing health policies at the state and federal levels within the School of Medicine.

KEY OPPORTUNITIES AND CHALLENGES

The Senior Associate Dean for Medical Education must successfully engage with the following opportunities for leadership:

Continue to drive an innovative strategic vision and direction for the educational mission

The Office of Medical Education at the School of Medicine possesses a remarkable array of strengths, including its well-respected patient-based curriculum, the highly acclaimed Rural Scholars program, and key assets such as the Springfield clinical campus, partnerships with healthcare networks across Missouri, a state-of-the-art clinical simulation center, and a strong commitment to asynchronous learning, telehealth, as well as social determinants of health and community engagement.

To advance and harness these strengths, the next SADME will play a pivotal role in driving transformative change. They will review and assess current programs and spearhead an innovative vision in close partnership with educational leaders across the spectrum of medical education. This visionary leader will work tirelessly to position MU as a trailblazer in educational innovation and scholarship, propelling the institution to new heights. For example, the SADME will need to assess opportunities to adopt and incorporate new teaching technologies, such as virtual reality and artificial intelligence, into the educational experience and will need to be responsive to changes in the healthcare delivery environment, such as the use of predictive modeling and big data. The successful candidate will provide bold ideas and strategic guidance to the Executive Vice Chancellor for Health Affairs/Dean to ensure MU is recognized as a national leader for all matters related to the medical education experience at the School of Medicine.

Moreover, the SADME will be instrumental in developing comprehensive systems that provide financial, learning, emotional, and social support to all learners within the institution. Their leadership will be pivotal in ensuring that all resources devoted to medical education activities across the School of Medicine are maximized to empower and uplift students, faculty, and staff, ultimately fostering a culture of continuous improvement and excellence in medical education.

Ensure all programming related to undergraduate medical education meets LCME accreditation standards

To meet LCME accreditation standards and drive improvements at MU, a proactive and strategic approach will be essential. This involves adapting, evolving, and innovating curricula to prepare graduates for evidence-based, equitable, and culturally responsive care in diverse communities. Furthermore, this role involves staying informed about national healthcare trends that impact medical education and strategically planning for necessary changes. Assisting in the development of LCME and AAMC periodic reports related to student and faculty experience is another critical responsibility. The SADME will oversee LCME committees and relevant task forces to ensure all future LCME site visits are a success. MU's next

scheduled LCME site visit is scheduled for April 2024 and preparations are already underway to ensure a productive visit.

The SADME plays a pivotal role in driving this improvement and will lead efforts to align curricula with accreditation standards while fostering a culture of continuous enhancement and quality improvement using a robust and evidence-based evaluation framework. The SADME's commitment to inclusive excellence is crucial in ensuring that graduates compete and succeed in securing their preferred match at premier residency programs. Following their unique, patient-centered educational experience, MU graduates are empowered to promote what they have learned in their medical careers, making a positive impact on healthcare practices.

Build and lead an effective team

The Office of Medical Education boasts a dedicated team of faculty, administrators, and staff committed to both medical education and student success. The next SADME will assess the current organizational structure and workload distribution within the office and will have the opportunity to grow the office, ensuring an optimal team structure. The SADME will prioritize transparent communication and role clarity within the office, and they will be an inspirational leader with expertise in medical education, empowering and delegating effectively. The team will foster innovation, collaboration, and a shared purpose.

Champion medical students

The University of Missouri School of Medicine consistently achieves top-tier rankings among medical schools, with students reporting high satisfaction and engagement in education, personal and professional growth, and emotional well-being. The next SADME must be unwavering in their commitment to the students. They should deeply understand and respect the medical school's traditions of innovation, impact, communication, collaboration, transparency, and trust. This will create an ideal learning environment that supports students' well-being and guides students throughout their educational and professional journeys. The SADME's ethos should encompass advocacy, compassion, and engagement, establishing credibility and instilling confidence among all students, who seek to be heard and validated.

Strengthen and promote a culture of inclusive excellence.

The SADME will champion the principles of inclusive excellence by actively promoting diversity among faculty, students, and staff. They will support programs that attract and retain a diverse community and actively encourage applicants from underrepresented and nontraditional backgrounds. This commitment ensures a rich learning environment and equitable healthcare practices.

Support and advocate for resource development in the educational domain

The SADME will have oversight of all operations in the educational domain. They will advise on needed investments within the education mission including educational space, equipment and technology, and specialized facilities like the Simulation Center, as well as learning and social spaces for students and conferencing facilities. The successful candidate will be an adept steward of resources with strong financial acumen, experience with funds flow in a complex academic medical center system, and experience cultivating philanthropic support. The SADME will be effective in presenting their vision for medical education, while gaining buy-in from multiple stakeholders for this vision, along with the resources required for its execution.

QUALIFICATIONS AND EXPERIENCE

While no one candidate will embody every quality outlined below, the successful candidate will bring many of the following professional qualifications, skills, experiences, and personal attributes to address the above priorities:

Education and/or Experience:

- MD/DO, PhD, or equivalent degree required.
- Experience as a medical school educator and/or medical student mentor.
- Maintain a record of scholarly productivity (e.g., articles, national workshops).
- Qualified for a faculty appointment at the medical school with the academic rank of associate professor or professor.
- Broad understanding of academic medical centers and faculty roles.
- Broad knowledge of organizational and departmental policies and procedures.
- Previous experience in successfully leading and/or contributing to LCME or ACGME accreditation efforts.
- Experience in designing, implementing, and evaluating learning environments and curricula.
- Commitment to the missions of education, discovery, patient care, and community engagement in academic medicine.

Licenses, Registrations, Certifications:

- Physicians with clinical responsibilities must maintain an active, unrestricted license to practice medicine in the State of Missouri and maintain privileges at clinical sites corresponding with their clinical responsibilities.
- Physicians with clinical responsibilities must have and maintain board certification in an American Board of Medical Specialties (ABMS) specialty.

Other Skills and Abilities:

- A skilled organizational leader, and a successful change agent.

- A creative and strategic thinker.
- Ability to effectively communicate with a variety of individuals and groups.
- Proficiency in managing and engaging with stakeholders within an intricate political environment is essential.
- Ability to successfully manage multiple inter-related and overlapping projects having competing deadlines with minimal direction.
- Strong interpersonal, leadership, and negotiation skills, fostering cooperation, collaboration, and effective decision-making while inspiring and motivating others to reach their potential.
- Demonstrated achievements in advancing inclusive excellence goals.
- Analytical, conceptual, and innovative thinking with the ability to look beyond the present and take a pragmatic approach to problem-solving.

COLUMBIA, MISSOURI

The [City of Columbia](#), home of the University of Missouri, has been consistently rated as one of the most desirable places to live and work in the U.S. This college city of 113,000+ residents has the best of both worlds – small-town convenience and warmth with urban sophistication and amenities. Located halfway between St. Louis and Kansas City, Columbia boasts affordable housing, moderate cost of living, diverse cultural and economic opportunities, and excellent public schools. Columbia itself is a quintessential college town. In this progressive community with rural roots, there's always something to do. While Mizzou football defines the scene on Saturday in late summer and fall, other popular events include dancing in the streets during the September Roots and Blues and BBQ celebration and the annual True/False documentary film festival. Mizzou's campus is adjacent to downtown Columbia, within walking distance of restaurants, clothing stores, ice cream shops, and music venues. Downtown's shopping corridor is packed with designer boutiques, jewelers, florists, bookstores, sweets shops, and purveyors of eco-friendly products and novelty items. Columbia's location in central Missouri is a two-hour drive to either Kansas City or St. Louis; a local regional airport connects the city directly to Chicago and Dallas. Columbia boasts multiple city parks for outdoor recreation as well as easy access to Rock Bridge State Park and Stephens Lake. The region's caves, forests, streams, and cliffs offer endless exploration for outdoor adventurers. The popular MKT Trail takes cyclists and hikers all through Columbia and links to the 225-mile Katy Trail, which stretches across the state.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of Missouri has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All inquiries, nominations, referrals, and applications (curriculum vitae and cover letter) should be sent electronically and in confidence to: Jay Torio, Kelly McLaughlin, Erin Schwass, and/or Kory Kinman at Isaacson, Miller via:

<https://www.imsearch.com/open-searches/university-missouri-school-medicine/senior-associate-dean-medical-education>

The University of Missouri System values the uniqueness of every individual and strives to ensure each person's success. Contributions from individuals with diverse backgrounds, experiences, and perspectives promote intellectual pluralism and enable us to achieve excellence in learning, research, and engagement. This commitment makes Mizzou a better place to work, learn, and innovate.

Application materials should address experiences and expertise that support these values and enrich the University of Missouri School of Medicine's mission of teaching, research, and engagement.