



Executive Dean, College of Osteopathic Medicine and Vice Provost for Health Affairs

KANSAS CITY UNIVERSITY

EFL Associates, Inc.

A CBIZ COMPANY | 700 W. 47TH STREET #1100, KANSAS CITY, MO 64112
816-945-5400 | [HTTPS://EFLASSOCIATES.CBIZ.COM](https://eflassociates.cbiz.com) | SWALDRON@EFLASSOCIATES.COM



Kansas City University (KCU) invites applications and nominations from dynamic and inspiring leaders for the position of Executive Dean, College of Osteopathic Medicine and Vice Provost for Health Affairs

SUMMARY

Kansas City University (KCU), one of the largest private medical universities in the United States, is conducting a national search for the Executive Dean, College of Osteopathic Medicine and Vice Provost for Health Affairs. Focused on its mission of “improving the well-being of the communities we serve,” KCU will welcome an Executive Dean who thrives on academic entrepreneurship, embraces the energy of change and innovation, values diversity and inclusion, and is committed to the notion that KCU’s students must be given the opportunity to explore the knowledge and acquire the skills relevant to a complex and changing world.

ABOUT KCU



Kansas City University is a dedicated community of professionals located on a North Campus in Kansas City and a rapidly expanding South Campus in Joplin, Missouri. KCU is fully committed to its mission, vision and core values, striving to live them every day and wrap them into all aspects of the university experience. Excellence in education and service to students and community are integral to fulfillment of its mission to improve the well-being of the diverse community they serve.

Founded in 1916, KCU is a private, not-for-profit institution of higher education accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools, and the Commission on Osteopathic College Accreditation, and is recognized by the Coordinating Board of Higher Education for the Missouri Department of Higher Education. Today, the University is the 9th-largest medical school in the country, the second-leading producer of physicians for both Missouri and Kansas, and the leading educator of primary care physicians for the Midwest region.

In Kansas City, the majority of the student population is enrolled in the College of Osteopathic Medicine. Approximately half of these students are on-campus, with the other half completing third- and fourth-year clinical rotations at distributive sites throughout the country. The College of Osteopathic Medicine offers a dual-degree program with a master of arts degree in bioethics and a dual degree program with a masters of business administration degree from Rockhurst University (Kansas City) School of Business.

In 2005, the University enrolled its first students in its College of Biosciences, which offers a one-year master of science in biomedical sciences degree, a two-year master of science in biomedical sciences, and a five-year doctor of psychology degree.

KCU is a founding member of BioNexusKC. Along with partner stakeholder institutions, the University is working to transform Kansas City into a national center for biomedical research and to significantly advance the University's role in bench research. KCU is a partner of Frontiers: The Heartland Institute for Clinical and Translational Research is part of the Clinical and Translational Science Awards consortium of medical research institutions.

KCU opened its Joplin Campus in 2017 to help address the need for physicians in the region's rural communities. KCU Joplin is the seventh medical school in Missouri and the first new medical school to open in the state in nearly 50 years. KCU Joplin is the future site of the College of Dental Medicine which is expected to generate a financial impact of \$45 million annually and support over 200 jobs.



KCU Mission Statement: Kansas City University is a community of professionals committed to excellence in education, research, patient care and community service while improving the well-being of the communities we serve

KCU Vision: To be the most student-focused health sciences university in the nation by: delivering value; cultivating team spirit; and becoming a trusted partner.

KCU RESEARCH CAPABILITIES

KCU has demonstrated an ongoing commitment to developing a robust research program, partnering with universities and research institutions to advance research in areas such as neuromuscular disease, amyotrophic lateral sclerosis (ALS), cancer, cardiology and iron overloading. Leveraging the existing research programs of faculty members and working with local partners to impact health and disease will be an important and evolving component. KCU has the financial and visionary commitments to expand the magnitude and competitiveness of its research enterprise in order to create a thriving and nationally competitive research program. The institutional goal is to raise the quality and standard of research, to ensure extramural funding, and to demonstrate our contribution to the advancement of science. One of the ways this is being accomplished is through the foundation of the Kansas City Consortium on Musculoskeletal Diseases, which is comprised of researchers from Kansas University Medical Center, the University of Missouri-Kansas City and KCU.

KANSAS CITY METRO

Kansas City, Missouri has been home to KCU for 100 years. Throughout KCU's history, they have built strong community ties, particularly in the historic northeast neighborhood. Greater Kansas City has earned a reputation for being one of the best places to live and work in the nation. The approximately 1.8 million residents enjoy an affordable cost of living, safe neighborhoods, short commutes, and renowned schools. Named one of the "Top 50 Best Places for Business and Careers" by *Forbes*, Kansas City offers a vibrant community of professionals working in areas of entrepreneurship, innovation, higher education, and technology. Kansas City was also recently named the "Coolest City in America" by the *Huffington Post* (<http://www.huffingtonpost.com>).



Kansas City is alive with art, dance, theater, eclectic local attractions, international events, and music of all kinds, including jazz, for which Kansas City is famous. Kansas City has three major league athletic teams, including the Super Bowl Champion Chiefs, the World Series Champion Royals, and the Sporting KC soccer team, all of which play in remodeled or new stadium facilities.

Relevant websites that provide meaningful information about the region are as follows:

- City of Kansas City, Missouri www.kcmo.gov
- Kansas City Convention & Visitors Association www.visitkc.com
- Kansas City Star Newspaper www.kansascity.com

UNIVERSITY LEADERSHIP



In July of 2013, **Marc B. Hahn, DO**, became the University's 14th president and chief executive officer. Dr. Hahn came to KCU in the fall of 2012 to serve as executive vice president for academic and medical affairs, provost and dean of the College of Osteopathic Medicine. Prior to this appointment, Dr. Hahn served as senior vice president for health affairs and dean of the College of Osteopathic Medicine at the University of New England for three years. He also held a faculty appointment as a professor of anesthesiology. In addition, he held the appointment of senior vice president for health affairs at the University of North Texas Health Science Center at Ft. Worth and dean of the Texas College of Osteopathic Medicine.

Dr. Hahn has held numerous special appointments, including an inspector for medical school accreditation for the Commission on Osteopathic College Accreditation, a member of the Institute of Medicine's Planning Committee for Graduate Medical Education. He currently serves as chair of the Board of Deans for the American Association of Colleges of Osteopathic Medicine and is co-chair for the Blue Ribbon Commission for the Advancement of Osteopathic Medical Education.

A graduate of Syracuse University with a bachelor of science degree in biology, Dr. Hahn earned a doctor of osteopathic medicine from Des Moines University. He is board certified in anesthesiology by both the American Board of Anesthesiology and the American Osteopathic Board of Anesthesiology. He also holds sub-specialty board certifications in pain medicine by the American Board of Anesthesiology and the American Board of Pain Medicine.

Leadership Team: The President's Cabinet of collaborative leaders is committed to the university's core values of integrity, compassion, excellence, collaboration, intellectual curiosity, innovation and heritage. Expect these values to drive all decisions. The team includes:

- **Marc B. Hahn, DO, FAOCA** – President and Chief Executive Officer
- **Ed O'Connor, PhD, MBA, FACHE**– Provost and EVP, Academic Research and Student Affairs
- **Joe Massman, CPA, MBA** – Executive Vice President for Finance & Operations
- **Robert White, PhD** – Dean of the College of Biosciences
- **Linda Niessen, DMD** – Dean, College of Dental Medicine & Vice Provost, Oral Health Affairs
- **Laura Rosch, DO, CS, MS, FACOI** – Campus Dean, COM KCU-Joplin
- **Kristine Stevens, EdD** – Vice Provost, Student & Enrollment Services
- **Kenneth Durgans, EdD, MA, MS** – Associate Provost, Diversity and Inclusion
- **Jane Lampo, EdD, CFRE** – Vice President, Community Engagement
- **Kathleen Gould** – Vice President, Finance & Controller
- **Lisa Cambridge** – Executive Director, University Relations
- **Brooke Yoder, JD** – Director of Strategic Relations & Operations
- **Julie Deane** – Director, Human Resources

ACADEMICS

Founded in 1916, the College of Osteopathic Medicine is the largest medical school in Missouri and one of the five original schools of osteopathic medicine. As a leader in osteopathic medicine for more than a century, KCU offers students hands-on learning within their first year and access to clerkships sites across the nation.



College of Osteopathic Medicine – Mission: The College of Osteopathic Medicine prepares students to become highly competent, caring and compassionate osteopathic physicians who demonstrate the highest level of professionalism, ethics and sensitivity to the diverse personal and cultural contexts in which care is delivered. We are committed to the service of humanity and the advancement of knowledge through a collaborative environment that provides distinctive osteopathic clinical training and fosters excellence in education, research and scholarly activity, and life-long learning.

College of Osteopathic Medicine – Vision: The College of Osteopathic Medicine is recognized as a leader in osteopathic medical education and health care by exceeding standards of academic and clinical achievement.



The Simulation Center: The Human Patient Simulation and Standardized Patient Program features state-of-the-art patient simulators, introducing student in their first and second years to integrated medical emergency scenarios and linking those interactions with the standardized patient interactions. Not only will students develop important physician-patient communications skills, they'll be better prepared to complete their clinical clerkships during their third and fourth years.

Score 1 for Health: Through KCU's Score 1 for Health, students will perform free health screenings to children in need, focusing their efforts on low-income families in the urban core. Within their first two years, students will gain valuable clinical experience in pediatric health assessment while giving back to the KC and Joplin communities. [Learn more about the Score 1 for Health program.](#)

Medical Missions: KCU offers annual opportunities for students to participate in medical mission trips that provide much-needed health care to indigent and isolated people in remote areas around the world. [Learn about student opportunities for medical missions.](#)

Clerkships: We've teamed up with some of the top hospitals and preceptors across the country to provide students with clerkships best suited to their passion. Students can choose from one of KCU's core sites to practice anything from family medicine and internal medicine to anesthesiology and neurology. [Learn more about KCU clerkships.](#)

THE EXECUTIVE DEAN & VP

Reporting to the Executive Vice President of Academic and Research Affairs, Provost, and Chief Academic Officer, the Executive Dean, College of Osteopathic Medicine and Vice Provost for Academic Health Affairs ensures adherence to KCU's mission of "Improving the well-being of the communities we serve."

The Executive Dean & VP ensures adherence to the missions of the University's colleges and contributes to the leadership and achievement the University's strategic initiatives; oversees the development and execution of the University's innovative curriculum; directs and executes programs and/or systems enhancing faculty effectiveness; ensures the Academic division achieves and maintains compliance expectations and protocols for regulatory agencies, accreditation, and/or governing bodies [AOA-COCA, HLC, DOE, etc.]; directs and/or maintains authority over the fiscal management of the Academic Affairs division; ensures optimal Academic division functioning through the execution of student-related administrative services; builds partnership opportunities across and among various health care entities and educational institutions; provides oversight in directing the medical operations of the University's clinics; and provides visionary leadership through University and industry engagement.

Essential Duties and Responsibilities

- Engages in the development and execution of the University's Strategic Plan
- Evaluates and assesses plans for appropriateness and sustainability for the COM
- Directs the execution of curriculum ensuring that the curriculum adheres to the mission of the college and the University and meets/exceeds accreditation requirements
- Shares student outcomes and results with stakeholders
- Oversees the design and implementation of faculty development programs
- Participates in the development/deployment and maintenance/enhancement of the faculty adequacy model
- Serves as lead for accreditation and/or other governing body site visits
- Monitors activities for regulatory and organizational standards
- Directs the planning and management of the colleges' budgets and oversees departmental budgets for the entire Academic Health Affairs division, ensuring adherence to University practices
- Identifies and implements strategic initiatives that maintain academic excellence and innovation
- Enhances and improves departmental efficiencies, allocates resources consistent with the strategic initiatives
- Guides enrollment management staff in the achievement of objectives
- Develops external educational affiliations and ensures effective academic representation in various forums maintaining positive and productive relationships with various constituencies

- Strengthens community partnerships for academic, research and service missions of the College
- Represents the College and the University favorably and in accordance with established Core Values and expectations
- Perform other duties as assigned or directed to meet the goals and objectives of the organization

Supportive Functions

- Provides guidance in the development of department goals, objectives, and systems
- Participates in team and University meetings
- Other administrative tasks (i.e., filing, preparing documentation)

Desired Qualities

- **Leadership:** Leads change, inspires and motivates others, plans for long term future goals, clearly and consistently demonstrates KCU's mission, vision and values in words and actions, recognizes various dimensions of diversity to encourage inclusiveness in the workplace, drives performance by holding self and others accountable for achieving goals, solving problems and making decisions.
- **Developing and Engaging Effective Teams:** Holds frequent development discussions with measurable goals and outcomes, creates a culture of collaboration, fosters growth through development, instills strong morale in his/her team, promotes excellence and encourages participation in KCU's activities; provides timely, direct, and relevant feedback.
- **Communication:** Effectively collaborates with others to achieve success, builds relationships, promotes and encourages resolution, communicates verbally and non-verbally with diplomacy and tact, provides information back in a timely manner.

Qualifications

- D.O. degree from a COCA accredited COM. Residency training. AOA board certification. Maintain current medical licensure.
- Ten years' experience in academia, educating osteopathic medical and other health/science related students, along with working with university faculty.
- Substantial leadership experience as a senior administrator at an AOA-COCA accredited College of Osteopathic Medicine.
- Demonstrated leadership and proven record of successful academic administration, including collaborative programs in the community and with other medical schools.
- Experience in the field of philanthropy and community relations is essential.
- A strong record of scholarly or professional achievement; published medical research experience, preferred.
- Exceptionally talented in building and strengthening relationships among and between a variety of constituents (internally and externally), committed to increasing diversity, equity and inclusion and respectful of differences.

- Must possess excellent presentation, communication (oral/written), public speaking, and interpersonal skills.
- Outstanding ability to handle detailed complex concepts and problems, balance multiple tasks simultaneously, and make timely, thoughtful decisions.
- Must exhibit visionary qualities and have an ability to integrate and coordinate diverse areas of academic leadership and management, and translate broad goals into achievable steps.
- Adept at successfully managing the full range of academic operations, in a highly stressful and demanding environment, while remaining strong, resilient, vigilant, and productive.
- Demonstrated competency in effectively serving as a leader of change in a diverse and complex organization.
- Demonstrated leadership abilities in consensus building, conflict resolution, organization, and objective critique and succession planning.
- Must be highly motivated, a self-starter, and self-disciplined.
- Must be a systems thinker and one who is student-focused and goal driven.
- Demonstrated competency in the management of financial/budget planning and operations execution.
- General knowledge in human resources, finance, planning and evaluation, and university governance essential.
- Must have sound, rational decision making skills and the ability to address challenging and/or adverse situations in a calm and non-escalating manner.
- Must have the ability to work effectively and collegially within a team environment and with a diverse population of students, faculty, staff, and external groups.
- Demonstrated ability to lead and inspire faculty and staff to optimal levels of productivity, while meeting deadlines and maintaining positive relations.

Compensation

The compensation package will be competitive and market-based, corresponding to the experience level and qualifications of the candidate. A full range of employee benefits is offered as is relocation.

APPLICATION & NOMINATION PROCESS



EFL Associates (<https://eflassociates.cbiz.com>), an executive search firm, is assisting KCU with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

Application Process

- **STEP 1:** Complete a brief online application (2-3 minutes): [KCU Exec Dean Application](#)
- **STEP 2:** Send us your letter of interest and résumé or curriculum vitae...
 - Send in *PDF format* please
 - Send to alilje@eflassociates.com
 - Email subject line should read *KCU Executive Dean Application*

Please Note

- Application deadline is July 15, 2021.
- Preferred start date is no later than January 2022, but is negotiable.

Confidential Inquiries

Steve Waldron, JD
VP & Managing Director, Higher Education Practice
816-945-5423 (direct)
Email: swaldron@eflassociates.com

Nominations & Application Questions

If you would like to provide a nomination, please email all pertinent information (including an email address and phone number of the nominee) to:

Ms. Angela Lilje
Practice & Project Manager, Higher Education Practice
816-945-5410 (direct)
Email: alilje@eflassociates.com



Kansas City University is an equal opportunity/affirmative action employer and welcomes female and minority candidates.