

Department Chair - College of Veterinary Medicine  
Clemson University

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Posted Jan. 29, 2024, set to expire May 29, 2024

**Job Title** Department Chair - College of Veterinary Medicine  
**Department** Veterinary Medicine  
**Institution** Clemson University  
Clemson, South Carolina

**Date Posted** Jan. 29, 2024

**Application Deadline** Open until filled

**Position Start Date** Available immediately

**Job Categories** Department Head/Head/Chair  
Professor

**Academic Field(s)** Veterinary Medicine - General

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**Job Description**

**Clemson University: College of Veterinary Medicine**  
**Department Chair - College of Veterinary Medicine**

Location: **Clemson, SC**

**Description**

Strategically located midway between Atlanta and Charlotte on the I-85 economic corridor, Clemson University is the land-grant university of South Carolina and, according to U.S. News & World Report, ranks #27 among the country's top national public universities. The University has nearly 23,400

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students (including nearly 18,600 undergraduates) who can select from 80 undergraduate and 110 graduate degree programs. Clemson employs over 1,150 full-time faculty and has an annual budget expenditure of over \$900 million. Clemson University maintains its status as an R1 research university while maintaining a strong focus on undergraduate education.

The College of Veterinary Medicine (CVM) is currently seeking accreditation by the American Veterinary Medicine Association (AVMA) to offer the Doctor of Veterinary Medicine degree to approximately 80 students per cohort starting in 2026 (pending approval). CVM plans to utilize a distributive model of education for students' fourth year clinical experience. Its brand-new state of the art main campus will reside in Pendleton, SC, near the T. Ed Garrison Arena, will house research and teaching labs, and utilize both ambulatory services as well as teaching sites at the Clemson University Equine Center, Lamaster Dairy Cattle Center, and other locations for education in the field.

Reporting directly to the Dean, the Chair of the Department of Veterinary Medicine and Sciences is a key leadership position in the College of Veterinary Medicine. The Department Chair serves as a member of the Dean's leadership team and is a member of the college's executive committee. Clemson University's strategic plan strives to deliver the "No. 1 student experience in the nation, where every student thrives." The Department Chair is critical to the successful implementation of this plan. In this role the Department Chair will have principal oversight of all faculty activities in the CVM. Areas of oversight include:

- **Academic Leadership:** Lead and guide the department's faculty in their scholarship and academic pursuits, their contributions to pre-clinical and clinical teaching in the Professional DVM Program, and their ongoing efforts in the development and implementation of the new curriculum.
- **Fulfill the Department's Mission:** Ensure the department excels in teaching, research, clinical practice, and community outreach through the support and guidance of our dedicated faculty, staff, and trainees.
- **Department Budget:** Develop and manage the departmental budget.
- **Personnel Planning:** Develop and maintain a strategic personnel plan that addresses current academic, research, and teaching needs while also considering potential succession planning.
- **Promote a Culture of Collaboration:** Model and foster an environment of collegiality, professional citizenship, and collaboration to encourage team science, team teaching, and shared governance.
- **Uphold our Values:** Through intervention and coaching, proactively address circumstances where college values are not met, to ensure a collaborative, collegial, and inclusive environment where our faculty, staff, and trainees can work, serve, and learn.
- **Mentor and Develop:** Assess, review, support, and mentor faculty and staff, fostering their professional growth and career advancement.
- **Faculty Reviews:** Oversee and be actively engaged in the annual performance review of faculty

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and the processes and procedures for faculty appointments, promotion, tenure, and reappointment.

- **Strategic Planning:** Advance departmental strategic planning to identify, prioritize, and implement initiatives.
- **Manage Effectively:** Oversee departmental administrative processes, such as recruitment, policy development, and committee management, to ensure the department's efficiency and effectiveness.
- **Ensure Compliance:** Provide guidance and clarification regarding external, university, college, and department policies and procedures to uphold compliance and accountability.
- **Contribute to Teaching and Research:** Maintain your own role as a faculty member in the Department of Veterinary Medicine and Sciences, engaging in teaching, research, and outreach as appropriate.
- **Advancement:** Work collaboratively with the college's Advancement Team (fundraising, alumni affairs, marketing/communications, continuing education, and external relations) to promote the activities and initiatives of the department and foster and advance a culture of philanthropy.

### **Qualifications**

A DVM or equivalent degree, faculty experience at the Associate or Professor level in a college of veterinary medicine and board certification or a PhD are required. The Department Chair will serve as an innovative and strategic thinker who can build consensus amongst a diverse faculty, supporting faculty initiatives in curricular development, and creating a cohesive and collaborative culture for the evaluation and ongoing revision of the DVM program. Important to these requirements are excellent communication skills and the recognition that the profession needs to incorporate changes in modern pedagogy, technology, patient demographics and workforce structure.

### **The Department Chair must have the ability to:**

- work independently as well as part of a team and possess exceptional organizational skills and attention to detail.
- prioritize and manage multiple tasks, meet deadlines, and function independently with limited supervision and guidance.
- work with faculty and staff from multiple disciplines and functions across the college and university.
- demonstrate a commitment to diversity and inclusion.

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**Preferred qualifications include experience in:**

- veterinary medical education at the institutional level, preferably working in the development, implementation, evaluation, and monitoring of an education program leading to the DVM degree.
- developing, sustaining, and enhancing programs that keep pace with changes in veterinary education.
- implementing technology to support classroom and clinical learning for contemporary veterinary students and/or support the acquisition of clinical knowledge and patient management skills in simulated or authentic clinical teaching settings.

**Application Instructions**

Applications and nominations will be accepted until a new Department Chair is selected. Interested parties must apply electronically in [Interfolio](#) and submit a cover letter, resume, and contact information for three references by February 15th to assure full consideration.

For questions regarding this position, please email Brennan Ledford, Executive Talent Partner at [bnhaski@clemson.edu](mailto:bnhaski@clemson.edu).

**Equal Employment Opportunity Statement**

Clemson University is an AA/EEO employer and does not discriminate against any person or group on the basis of age, color, disability, gender, pregnancy, national origin, race, religion, sexual orientation, veteran status or genetic information. Clemson University is building a culturally diverse faculty and staff committed to working in a multicultural environment and encourages applications from minorities and women.

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**Contact Information**

Please reference Academickeys in your cover letter when  
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**Contact**      Bnhaski@clemson.edu  
Veterinary Medicine  
Clemson University

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