

Associate Dean of Clinical Affairs
University of Minnesota

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Posted Aug. 8, 2022, set to expire Dec. 10, 2022

Job Title	Associate Dean of Clinical Affairs
Department	Veterinary Clinical Sciences
Institution	University of Minnesota Saint Paul, Minnesota
Date Posted	Aug. 8, 2022
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Associate/Assistant Dean
Academic Field(s)	Veterinary Medicine - General Small/Lab Animal Medicine Large Animal Medicine Equine Medicine/Surgery Clinical/Medical Sciences
Job Website	https://humanresources.umn.edu/content/find-job
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Job Description	

Position Description - Associate Dean of Clinical Affairs

The College of Veterinary Medicine at the University of Minnesota seeks an Associate Dean of Clinical Affairs (ADCA). The ADCA provides leadership, administers oversight, and guides the College in the strategic and operational aspects of the clinical programs of the College. The ADCA is responsible for the clinical operations, operational policies, and comprehensive patient care programs, in addition to

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working with collegiate leaders to grow community medicine outreach and service programs. The ADCA should promote and nurture a positive workplace culture with an emphasis on principles of diversity, inclusion, and equity. In addition, the ADCA will ensure that appropriate diversity and inclusion standards are met and are responsive to local community needs. This position serves as a member of Dean's senior leadership team and other relevant committees.

Academic rank and salary will be commensurate with qualifications and experience. This is a full-time, 100% appointment, wherein up to 15% of the position can be assigned to maintaining additional interests via clinical, research, or teaching time.

The Associate Dean for Clinical Affairs carries out the following essential job functions:

- Provide direction and leadership for the clinical enterprise and hospital management that supports academic and scholarly activity to elevate the reputation of the hospitals, college, and University to include DVM and post-graduate education (teaching and learning), clinical research, discovery, healthcare, and service missions of the college.
- Provide administrative leadership and coordination for clinical service activities in all parts of the Veterinary Medical Center's (VMC) teaching hospital, including oversight of the Lewis Small Animal Hospital, Piper Equine Hospital, Large Animal Hospital, and West Metro Equine practice.
- Oversee the business operations of the VMC in a fiscally responsible and sustainable way for both the Hospitals and the college. Work closely and collaboratively with the college's Chief Financial Officer.
- Demonstrate an innovative and entrepreneurial ability to improve clinical operational efficiencies while balancing academic excellence with the financial needs of the clinic enterprise.
- Demonstrate and advocate for clinical excellence throughout the College, guided by a passion and commitment to caring for veterinary patients and their client owners, and ensure quality clinical experiences for students.
- Develop and optimize student educational and faculty outreach initiatives and partnerships in accordance with both the VMC and College strategic plan.
- Support the department chairs in providing leadership, coordination, mentoring, and advocacy of clinical faculty, residents and interns at the Hospitals.
- Ensure compliance with accreditation standards, veterinary practice regulations and University of Minnesota policies related to the College's clinical facilities.
- Oversee recruitment, hiring, retention, review, and documentation of performance of hospital staff. Foster communications and respect among team members.
- Provide oversight of the clinical care provided within the Community Medicine program, in collaboration with the Sr. Associate Dean of Academic and Student Affairs.

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- Collaborate with College leadership, faculty, and development team members to raise strategic funds for VMC and college-wide clinical needs
- Oversee client-related items including client complaints and forward-looking assessment of client satisfaction.
- Develop and expand strong relationships with referring veterinarians and other stakeholders.

Minimum Qualifications:

- DVM degree (or equivalent) and eligibility for licensure in Minnesota
- Demonstrated experience in directing large clinical operations, clinical affairs or service as a clinical department chair or similar leadership position
- A minimum of five (5) years of leadership experience in veterinary practice administration or education at an institutional level
- Outstanding interpersonal, verbal and written communication skills, and have a record of consensus building in an academic setting. This individual must have the ability to quickly respond to requests with accuracy, reliability, and flexibility; this will frequently include assembling the right team of people to match the request that is presented.
- Demonstrated ability to collaborate and partner within an academic setting as well as with community members

Preferred Qualifications:

- Veterinary Specialty Board certification
- MBA (or other business qualification)
- Ten (10) years of experience in veterinary education at the institutional level, working in development, implementation, evaluation and monitoring of a clinical educational program leading to a veterinary degree
- Proven history securing philanthropic funds in non-profit or higher education settings for strategic initiatives, such as capital campaigns

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Qualified applicants should apply online at <https://humanresources.umn.edu/content/find-job> and use 348905 in the search function. Candidates should attach 1) letter of application, 2) curriculum vitae, 3) statement of intent highlighting relevant accomplishments, experience and interests (maximum three pages), 4) names, addresses and email contact information for three (3) professional references, and 5) DEI written statement (see instructions below). Applicants will be notified before references are contacted.

To be considered for this position, in addition to the standard application process, all applicants must submit a separate written statement on: why diversity and inclusion are important to you and offer specific examples of how you have demonstrated this commitment. Applicants are encouraged to reflect on their philosophy of diversity, experiences, and how diversity affects the workplace and Veterinary Medicine. The maximum word length is 500 words. For the sake of examples these are provided, but not limited to:

- created a program that impacted low-income communities
- identified a need in care for a certain community and met that need
- currently working on one's own professional development in DEI and attending DEI conference, etc.

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact Julia Ponder
Veterinary Clinical Sciences
University of Minnesota
Saint Paul, MN