

Chair, Department of Veterinary Clinical Sciences
University of Minnesota, Twin Cities

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Posted Apr. 10, 2025, set to expire Aug. 12, 2025

Job Title	Chair, Department of Veterinary Clinical Sciences
Department	Veterinary Clinical Sciences https://vetmed.umn.edu/departments/veterinary-clinical-sciences/departments-veterinary-clinical-sciences
Institution	University of Minnesota, Twin Cities St. Paul, Minnesota
Date Posted	Apr. 10, 2025
Application Deadline	until filled
Position Start Date	Available immediately
Job Categories	Associate Professor Professor Department Head/Head/Chair
Academic Field(s)	Veterinary Medicine - General
Apply Online Here	https://hr.myu.umn.edu/jobs/ext/367362

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Job Description

The University of Minnesota College of Veterinary Medicine seeks a collaborative and visionary leader to serve as Chair of the Department of Veterinary Clinical Sciences (VCS). The ideal candidate will have experience leading clinical faculty, fostering a high-performing, inclusive and supportive academic environment, and driving strategic initiatives that enhance veterinary education, research, and service.

About the Department of Veterinary Clinical Sciences

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The faculty and staff of the VCS Department advances veterinary medicine through clinical education and mentoring, specialized care for companion animals, and innovative clinical research. Faculty members play a critical role in:

- **Teaching:** Delivering excellent didactic and clinical training to veterinary students, as well as small animal internship and residency programs. Faculty also actively contribute to graduate education in veterinary medicine and comparative and molecular biosciences.
- **Research:** Advancing clinical and basic research, including specialized initiatives such as the Animal Cancer Care and Research Program, the Minnesota Urolith Center, and the Surgical Research Laboratory. Research efforts are supported by the Clinical Investigation Center, which facilitates clinical trials.
- **Service & Outreach:** Delivering cutting-edge, collaborative clinical care, primarily at the Lewis Small Animal Hospital within the Veterinary Medical Center, as well as engaging with the broader community through a variety of community medicine and outreach initiatives, providing expert consultations, and delivering continuing education programs for veterinarians.

Position Overview

The Department Chair serves as the chief academic and administrative officer of the department, reporting to the Dean of the College of Veterinary Medicine. The Chair will provide strategic leadership to advance the department's mission in teaching/clinical training, research, and service. This position oversees approximately \$20 million in combined Foundation Endowments and Philanthropic Demand Funds. The Chair will collaborate with faculty, staff, and external stakeholders to foster excellence, innovation, and growth within the department.

This is a full-time position available as a tenure-track or contract (non-tenure) appointment at the rank of Associate Professor or Professor. The final rank and terms of appointment will be based on the candidate's qualifications and experience in alignment with collegiate and university policies.

Key Responsibilities

- **Representation and Leadership:**
Serve as the key representative for the department within the college, leadership councils, and with external stakeholders, fostering strong relationships and balancing the department's interests with those of the College and University.
- **Policy and Planning:**

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Contribute to the creation and implementation of collegiate policies within the department. Actively engage in strategic planning, ensuring the department's initiatives align with broader college and university goals. Participate in the development of interdepartmental and intercollegiate programs.

- **Budget Management:**

Oversee the department's budget, ensuring efficient allocation of resources from various sources. Anticipate opportunities and risks, taking proactive measures to address challenges and leverage potential funding opportunities.

- **Resource Allocation:**

Manage the distribution of all departmental resources—including fiscal, human, facilities, and equipment—while delegating administrative responsibilities where appropriate to ensure optimal functionality and efficiency.

- **Fundraising Support:**

Support and guide departmental fundraising efforts, aligning them with the overall college and university fundraising goals to enhance departmental resources.

- **Faculty Engagement:**

Foster an environment that sets realistic expectations and provides resources for faculty and staff to succeed individually and as a team, all while ensuring alignment with the college's mission.

- **Communication:**

Serve as the primary conduit of communication between the department's faculty, college administration, and other university units. Ensure effective and transparent flow of information within and beyond the department.

- **Faculty Recruitment and Development:**

Lead efforts to recruit, retain, and develop faculty who contribute to the department's success in teaching, research, and service. Build a cohesive, high-performing faculty team that aligns with the department's goals.

- **Faculty and Staff Mentorship:**

Collaborate with the Associate Dean for Faculty Affairs to provide mentorship and support, promoting career development and enhancing the work environment for faculty and staff.

- **Strategic Oversight:**

Develop and implement departmental objectives that further the college's strategic plan. Establish and monitor key performance indicators to assess progress toward departmental goals and their impact on the broader college mission.

- **Educational Leadership:**

Partner with the Senior Associate Dean for Academic and Student Affairs and the Associate Dean for Graduate Programs to assign teaching responsibilities, ensuring the department's educational contributions meet high standards of quality and efficiency.

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- **Research Development:**

Work alongside the Associate Dean for Research to provide leadership in developing the department's research programs. Advocate for and assist in securing the necessary resources and facilities to maintain and expand research initiatives.

- **Service and Clinical Programs:**

Collaborate with the Associate Dean for Clinical Affairs to oversee and enhance the department's clinical programs, ensuring they are of high quality, accessible, and aligned with the department's mission.

Required Qualifications

- DVM or equivalent degree.
- Demonstrated excellence in clinical service.
- Demonstrated excellence in research and/or teaching in veterinary medicine.
- A minimum of five years of leadership experience in an academic or clinical setting.
- Strong interpersonal and communication skills, with a track record of successful collaboration across diverse partners.
- Experience in strategic planning, budget management, and resource allocation.
- Commitment to fostering an inclusive, collaborative, and high-performing academic environment.

Preferred Qualifications

- Veterinary Specialty Board certification and/or PhD.
- Ten years of experience in veterinary academia, with demonstrated contributions to veterinary education, research, and clinical service.
- Experience securing philanthropic funding for strategic initiatives in nonprofit or higher education settings.

The University of Minnesota College of Veterinary Medicine is a highly-ranked institution dedicated to advancing the health of animals, people, and the environment we share through education, research, and clinical and diagnostic service. As Chair of the VCS Department, you will have the opportunity to drive innovation in veterinary education, research, and clinical practice while leading a team of exceptional faculty and staff. We seek a collaborative and visionary leader committed to fostering a high-performing, inclusive, and forward-thinking academic environment.

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Application

Qualified applicants must apply online at <https://hr.myu.umn.edu/jobs/ext/367362> (Job ID: 367362) and include the following: a letter of intent describing the candidate's interest in the position and the ways in which they are qualified, curriculum vitae, and a list of three references with contact information. Additionally, applicants must submit a diversity statement addressing their contributions to promoting a diverse and inclusive environment. Specifically, applicants should reflect on what they have learned from working with diverse populations.

Priority review of applications will begin on July 7, 2025, and continue until the position is filled.

For specific questions related to the position, you may contact Dr. Maxim Cheeran, search committee chair at cheeran@umn.edu.

EEO/AA Policy

The University recognizes and values the importance of diversity and inclusion in enriching the employment experience of its employees and in supporting the academic mission. The University is committed to attracting and retaining employees with varying identities and backgrounds. The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. To learn more about diversity at the U: <http://diversity.umn.edu>.

Contact Information

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

Contact Anna Jones
University of Minnesota, Twin Cities
1365 Gortner Avenue

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