



Confidential Position Specification

**Executive Vice President, Health Affairs
Dean, School of Medicine**

January 2024

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Position

**Executive Vice President for Health Affairs
and Dean, School of Medicine**



Location

Louisville, Kentucky



Reporting Relationship

The primary reporting relationship of the EVP/Dean will be to the President of the University of Louisville, Dr. Kim Schatzel. The EVP/Dean will have accountability to the Provost for academic activities of the School, including appointment, tenure, promotion and faculty affairs.



Website:

<https://louisville.edu/medicine>

Position Summary

The University of Louisville (UofL), founded in 1798 as one of the nation's first city-owned, public universities, is located in Kentucky's largest city. Now a public university in the state system, UofL is a thriving academic enterprise of 12 academic schools and colleges recognized by the Carnegie Foundation as both a Research 1 and a Community Engaged university. Among its most impactful programs is the School of Medicine, celebrating the 185th anniversary of its founding. Today, looking to the future as always, the University is embarking on a search for the Executive Vice President for Health Affairs and Dean, School of Medicine (EVP/Dean). This search comes at a propitious time as President Kim Schatzel, in office for only a year, begins a new era at UofL. Moving forward with a newly recruited Provost and EVP/Dean, both the University and the SOM will embark on an ambitious strategic plan to continue the trajectory that began long ago.

The Executive Vice President and Dean will be a nationally recognized scholar and leader in academic medicine, one who is passionate about the academic mission of medical schools and has a deep understanding of academic health science centers; how they succeed in an evolving health care environment, as well as how they best support the academic purposes of the School of Medicine. The EVP/Dean will have a track record of collaborative partnership across organizational boundaries, demonstrate the learning agility that is characteristic of great leaders, and exhibit the cultural intelligence to effectively engage all those that contribute to the School's success while focusing their efforts to benefit the School, the community, and society. The EVP/Dean will seek consensus among diverse stakeholders and will be a courageous leader who can bring confidence to a broad audience during challenging times. They will be a champion for ensuring an environment that promotes diversity, equity, and inclusion.

As Executive Vice President of Health Affairs, the EVP/Dean will serve as a key member of the President's leadership team and contribute to the University's success in all of its missions and activities. They will be a member of the UofL President's cabinet and in the absence of the President and Provost serve as Acting President. They will have primary responsibility for ensuring that UofL faculty have the best possible opportunity to provide high quality health care to the community of Louisville and beyond.

The EVP/Dean will be the University's principal partner to its primary provider affiliate, UofL Health. The EVP/Dean will serve on the Board of UofL Health and work closely with the UofL Health CEO to ensure the success of both clinical and academic activity that serves the purposes of each entity. The EVP/Dean will oversee all relationships with the various health care organizations with which UofL partners to fulfill its objectives and approve all agreements with such entities.

As Dean of the School of Medicine, the EVP/Dean will serve as the Chief Academic Officer and Chief Administrative Officer of the School with responsibility for strategies, operations, finances, and academic development of the School. They will ensure that the School is fully accredited by and in good standing with LCME at all times, and is operated in compliance with the requirements of all other accrediting and regulatory bodies. The EVP/Dean will be supported by a strong team of administrators and Chairs and financial decision making will reside in EVP/Dean's office.

The successful candidate will be an accomplished academic physician leader, one with a strong record of clinical excellence, commitment to education and training, and a history of growing extramurally funded research. The EVP/Dean is expected to share vision and values that will energize the faculty, staff, and trainees, focusing their efforts on a strategic mission of excellence in all facets of education, research, and clinical care. The new EVP/Dean will be an expert at building internal and external relationships and possess communication skills that inspire individuals and teams to work synergistically.

The successful candidate will demonstrate a leadership style that is focused on the success of the faculty in all their endeavors; commitment to the EVP/Dean leadership role in both the University and the School; a deep understanding of the role of culture in organizational success; and a willingness to be both strategic and tactical in achieving the School's objectives. The EVP/Dean will be seen as a champion for diversity, equity, and inclusion in all areas of the School. Indeed, their success will be measured in part by achievement in recruiting, developing, and promoting women and under-represented minorities. They must be passionate about seeking consensus, but not afraid to make difficult decisions or lead change.

The School of Medicine has both challenges and opportunities with far reaching consequences and seeks an EVP/Dean who will relish accepting the mantle of leadership in this special moment. The School experienced significant financial and academic stress over the past decade and the Health System is a new construct, with a corporate structure that is independent of the University while at the same time being deeply interdependent on a strategic, operational, and clinical level. Both organizations are today financially strong and thriving in their respective missions, but both recognize that finding better ways to work together are going to be critical to further success. The new EVP/Dean, working with the leadership of the System, will be a critical figure in making this happen, advancing the goals of creating a Shared Academic Health Enterprise.

Continuing the growth of discovery and innovation will be a critical focus of the EVP/Dean, identifying areas of new opportunity, recruiting new leadership when appropriate, and identifying both needs and new sources of support. The EVP/Dean will demonstrate particular focus on the education and training missions of the School and work closely with student leadership to continue the tradition of a progressive medical education that prepares students for a rapidly changing clinical environment. There are issues of facilities, increasing training sites, and ensuring adequate teaching effort by clinical faculty that need near term resolution. The research enterprise, especially clinical research, is underdeveloped and represents an important opportunity.

Among the most important opportunities is to leverage the Shared Academic Health Enterprise, located in urban Louisville but serving the rural areas across the entire Kentucky Commonwealth in a time of a crisis of health care workforce shortages. The \$16M HRSA grant is an example of federal recognition of UofL's importance in addressing this issue. The EVP/Dean will be a central figure in working with the leadership of the Commonwealth as well, demonstrating the strategic importance of the University and the Health Enterprise made possible by its Schools and programs.

Achieving all of the School's goals will require that the Dean insist on exceptional financial and operational systems in the School and a spirit of accountability at all levels of leadership. At each step of these important endeavors, the Dean will communicate with, engage, and inspire faculty, chairs, and staff, building confidence that, in the midst of change, there is stability and a better, stronger future.

Key Responsibilities as Executive Vice President and Dean

- Serve as the chief executive and academic officer of the School with responsibility for its academic programs and clinical activities, strategies, culture, operations and reputation.
- Work effectively with leadership of UofL Health to promote the success of the clinical enterprise and ensure its support of the academic mission.
- Provide leadership for the Faculty of Medicine in all academic matters, including research and curricular initiatives and faculty recruitment to strengthen the medical school's position among the top tier of research-oriented schools in the country.
- Ensure that the teaching programs at the professional and graduate levels provide a positive learning experience, offering high-quality and innovative educational opportunities to facilitate the transition from student to professional.
- Provide the necessary stewardship of the School of Medicine's resources to ensure successful execution of its primary missions.
- Oversee development of the financial and administrative systems required to ensure prudent utilization of resources in each of its missions.
- Ensure accountability for effective resource management within each of the school's units.
- Work effectively as a senior leader of the University and member of the President's team to advance the goals of the University of Louisville.
- Serve as principal advocate and spokesperson for the School of Medicine within the Louisville community and to local, national, and international constituencies in the public and private sectors.
- Lead fundraising activities successfully on behalf of the School of Medicine in collaboration with the President and the Development offices of the medical school and university.
- Foster alumni recognition and participation in the growth of the School.

- Serve as a member of the council that advises the President on academic and administrative issues.
- Serve as the chief culture officer, responsible for promoting professionalism, high ethical standards, and diversity.
- Promote collaborative relationships with the other Schools of UofL to further the goal of interdisciplinary health science education, research, and patient care.
- Develop and expand the philanthropic base and overall recognition and respect for the School of Medicine.
- Ensure that the School of Medicine continues to be a leader in working in the community it serves, addressing a broad list of needs that bear on the community's health and social welfare.

Experiences and Professional Qualifications

- An M.D. or equivalent degree with a sustained record of academic accomplishment, and a reputation in a medical sciences discipline that has resulted in national and/or international recognition.
- Exceptional leadership record in a senior level administrative academic position.
- Strong managerial, financial, and interpersonal skills.
- Strong relationship-building and communication skills to work with and engage multiple and diverse constituencies; particularly effective communication skills with faculty, staff, other healthcare leaders, and government and community representatives.
- Demonstrated success and comfort with fundraising.
- Demonstrated success with growing research and promoting the value of research to the University.
- An ability to support and advance all missions of the academic medical center - education, research, and clinical care, working with colleagues and other organizations to achieve that end.
- Ability to build consensus, including an understanding of the issues and options facing medical schools and their affiliated hospitals, with the interpersonal and communication skills required to form productive partnerships.

University of Louisville School of Medicine

The University of Louisville School of Medicine (SOM) is one of the oldest medical schools in North America, founded in 1837. It has a notable history of medical achievements, including the first fully self-contained artificial heart implantation and pioneering work in hand transplantation and stem cell research.

The SOM boasts a total medical school enrolment of 628 students, with a diverse gender distribution of 61% female and 39% male. Additionally, the school is committed to promoting diversity, with 22% of students being from under-represented groups in medicine. Supported by a dedicated full-time faculty of 835 members, the school maintains an excellent faculty-student ratio of 1.3 to 1.

In the 2022 Residency Match at the University of Louisville School of Medicine, there was an impressive 97% overall match rate for students. Among these matches, 37% were in primary care placements. Notably, 45 of these placements were in Kentucky, including 36 in Louisville. The top 5 overall matches included Internal Medicine, Pediatrics, Surgery - Preliminary, Radiology - Diagnostic, and Family Medicine. The SOM is home to 5 [Basic Sciences Departments](#) and 18 [Clinical Departments](#).

Education and Training

The University of Louisville School of Medicine is dedicated to providing comprehensive medical education and training programs to prepare future healthcare professionals, advance medical knowledge through research, and improve healthcare outcomes for patients and communities. The SOM offers a wide range of education programs, including undergraduate, graduate, and postgraduate programs.

The SOM offers a diverse range of graduate and doctoral programs to cater to various career aspirations in the medical and healthcare fields. Among the master's programs are the M.S. in Anatomical Sciences and Neurobiology, M.S. in Biochemistry and Molecular Genetics, M.S. in Communicative Disorders, M.S. in Microbiology and Immunology, M.S. in Pharmacology and Toxicology, and M.S. in Physiology and Biophysics, each providing in-depth knowledge and skills in their respective fields. The school also offers a Medical Doctorate (M.D.) program and a unique M.D./Ph.D. program for those interested in combining clinical practice with cutting-edge research. Additionally, there is a Doctor of Audiology program for aspiring audiologists. For those pursuing a Ph.D., the School of Medicine provides Ph.D. programs in Anatomical Sciences and Neurobiology, Biochemistry and Molecular Genetics, Microbiology and Immunology, Pharmacology and Toxicology, and Physiology and Biophysics, allowing students to engage in advanced research. The institution also offers dual degree programs and a Post-Baccalaureate Pre-Med Program.

The University of Louisville School of Medicine offers an extensive array of residency and fellowship programs to provide advanced training and education for medical professionals in various specialties. These programs are designed to prepare physicians for independent practice, subspecialty expertise, and leadership roles in healthcare. There are 25 [Residency Programs](#) and 49 [Fellowship Programs](#).

Research

The School of Medicine is currently experiencing a dynamic phase of expansion, driven by the acquisition of cutting-edge research facilities and the recruitment of a new generation of esteemed research professors, thanks to the Kentucky Commonwealth's Bucks for Brains program. Notably, almost two-thirds of the school's faculty participate in clinical and/or basic investigation, with 15 who currently occupy endowed chairs amongst the divisions. This growth has led to a notable increase in research funding in recent years.

The SOM has strategically prioritized various domains in molecular medicine and biotechnology to achieve scientific excellence. These areas encompass therapeutic oncology, tumor cell biology, cardiovascular disease research, transplantation, immunology, neurobiology, aging, ophthalmology, visual sciences, and contemporary matters in public health and bioethics. A dedicated team of scientific researchers are diligently working towards innovative strategies to combat prevalent societal diseases, including breast and lung cancer, sickle-cell anemia, AIDS, diabetes, digestive disorders, paralysis resulting from spinal cord injuries, and academic challenges in children caused by sleep disorders.

New interdisciplinary centers have been established, focused on reducing heart damage post-heart attacks, enhancing cardiovascular function through internal artificial hearts, and stimulating spinal cord regeneration using neural stem cells. Furthermore, UofL takes pride in its prominent team dedicated to unravelling the genetics of aging through advanced micro-array technology, as well as its internationally recognized group at the forefront of pioneering hand transplantation research.

Mission & Goals

Mission

- To be a vital component in the University of Louisville's quest to become a premier, nationally recognized metropolitan research university,
- To excel in the education of physicians and scientists for careers in teaching, research, patient care and community service, and
- To bring the fundamental discoveries of basic and clinical scientists to the bedside.

Goals

Education

- Meet and exceed the accreditation standards of the LCME, ACGME and ACCME.
- Graduate physicians who have the knowledge, skills and attitudes to provide outstanding medical care and who are well prepared for residency training.
- Provide the necessary educational, financial and human resources to support a broad spectrum of fully accredited Graduate Medical Education Programs in generalists and specialist disciplines.
- Provide high quality Continuing Medical Education in an environment of lifelong learning.
- Provide cutting edge graduate education programs (MS and Ph.D.) in the basic science disciplines.
- Increase the production of under-represented minority physicians.
- Increase the placement and retention of physicians in rural and underserved urban areas of Kentucky.
- Promote collaborative teaching and learning across disciplines, departments and schools.

Research

- Increase the quality and quantity of research, especially federally funded research.
- Develop, recruit and retain top-quality scientists, including those qualifying for Challenge-for-Excellence chairs.
- Provide state-of-the-art laboratories and equipment for investigators and trainees.
- Provide cutting-edge research training and experience to medical and graduate students, as well as to postdoctoral scholars.
- Encourage basic and translational research, as well as commercialization of faculty inventions.
- Promote collaborative research across disciplines, departments and schools.

Patient Care

- Develop programs of clinical excellence with complementary translational research components which will be nationally recognized.
- Add new endeavors to historic relationships to build UofL Healthcare into a major network of referral care for the region and state.
- Participate in a system of coordinated inpatient and outpatient care delivery for the medically underserved of the metropolitan region.
- Promote collaborative clinical ventures.

University of Louisville

Founded in 1798 as one of the nation's earliest publicly owned universities, the University of Louisville (UofL) stands as a vibrant ecosystem dedicated to fostering prosperous futures for students, the local community, and society at large. Located just south of the heart of Kentucky's largest city, UofL's Belknap Campus is home to eight of the university's 12 academic schools and colleges, serving as a vibrant academic hub where students engage in a wide array of disciplines and experiences. The Health

Sciences Center, nestled in downtown Louisville's bustling medical complex, serves as the anchor for health-related programs, housing four schools and the headquarters for UofL Health, which includes prestigious institutions such as University of Louisville Hospital and UofL Health – Jewish Hospital. Here, cutting-edge research and medical education thrive in the heart of the city. The Shelby Campus, situated in eastern Louisville, offers a unique blend of academic and professional opportunities, housing several university centers that foster innovation and collaboration. It's also home to the dynamic Shelbyhurst office park—a thriving center for business and technology endeavours.

Distinguished as one of only 80 universities in the United States honored by the Carnegie Foundation as both a Research 1 institution and a Community Engaged university, UofL holds a unique position in driving positive change in the realms of student success, research, and innovation. The profound connections with both local and global communities provide unparalleled opportunities for students and citizens alike. UofL takes great pride in its recognition as one of the nation's premier institutions for African American, LatinX, and LGBTQ+ students. Additionally, it has earned the designation of a military-friendly school and has produced an impressive number of Fulbright Scholars since 2003—surpassing the combined count of all other Kentucky public institutions. Committed to broadening access to higher education, the university actively enhances the availability of financial aid for low-income and first-generation college students, while also providing substantial support and resources for under-represented populations. The diverse student body, numbering over 23,000, weaves a dynamic tapestry of perspectives that drives positive transformation within the Cardinal community.

At UofL, the pursuit of progress extends beyond the student body. The university harnesses the power of research and innovation to benefit not only the community but the world at large. Undergraduate and graduate students collaborate closely with field experts, uniting in the dedication to addressing three Grand Challenges of our era: advancing health, empowering communities, and shaping the future economy through groundbreaking discoveries aimed at constructing a better world. In 2022, the university secured more than \$150 million in total research funding. With a global alumni network exceeding 160,000 members, the impact of Cardinal achievements reverberates across the globe. Within the local community, UofL ranks among Louisville's largest employers and plays a significant role in enriching the cultural and intellectual fabric of the region. The city serves as an extended classroom for UofL students, offering invaluable internships, partnerships with top employers, and a diverse array of community service opportunities. Through the distinctive approach to education, innovation, and engagement, Cardinals lead change that truly matters, shaping a brighter and more promising future for all.

Mission Statement

The University of Louisville pursues excellence and inclusiveness in its work to educate and serve its community through:

1. teaching diverse undergraduate, graduate, and professional students in order to develop engaged citizens, leaders, and scholars,
2. practicing and applying research, scholarship and creative activity, and
3. providing engaged service and outreach that improve the quality of life for local and global communities.

The University is committed to achieving preeminence as a nationally recognized metropolitan research university.

Vision Statement

The University of Louisville will be recognized as a great place to learn, discover, connect and work because we celebrate diversity, foster equity and strive for inclusion.

UofL Health

UofL Health, based in Louisville, Kentucky, represents a visionary integration of healthcare prowess. Born from the reorganization of KentuckyOne Health and acquisition by the University of Louisville in 2019, this regional academic health system is a beacon of innovation and care. It unites the University of Louisville Hospital with a network of hospitals and medical centers under a single, expertly managed umbrella.

UofL Health is distinguished by its deep-rooted affiliation with the University of Louisville School of Medicine. Academic physicians spearhead medical advancements through groundbreaking research that transcends laboratory boundaries, extends to patient bedsides, and enriches communities. Their mission is not confined to the education of medical students and aspiring physicians alone but extends to practicing doctors worldwide. They achieve this through compelling lectures, impactful journal publications, and influential conferences that disseminate cutting-edge medical knowledge far and wide. UofL Health is not just a healthcare system; it's a dynamic nexus where excellence, research, and education converge to redefine the future of healthcare. A full list of UofL Health locations can be found [here](#).

Affiliated Institutions

The Ackerly Child Psychiatric Service

Established in 1975 within Norton Children's Hospital, the Ackerly Child Psychiatric Service is an 18-bed inpatient unit specializing in diagnostic evaluation and short-term treatment for emotional problems in children up to age 17. It offers a comprehensive program including schooling, art and activity therapy, individual therapy, group and family therapy, and medication therapy, with direct involvement from the Division of Child and Adolescent Psychiatry in the Department of Psychiatry and Behavioral Sciences.

The Bingham Clinic

Located on the second floor of Norton Hospital, the Bingham Clinic is a vital component of the Department of Psychiatry and Behavioral Sciences at the School of Medicine. Supported by local agencies like the Metro United Way and WHAS Crusade for Children, as well as department funds, it stands as the fourth oldest Child Guidance Clinic in the nation. The clinic serves as an approved training center for a range of medical professionals and plays a crucial role in postgraduate child psychiatry training.

Brown Cancer Center

Affiliated with the UofL School of Medicine and part of UofL Health, the Brown Cancer Center strives to make cancer a disease of the past through innovative clinical trials, cancer prevention efforts, and

cutting-edge care. Known for its excellence, it houses Kentucky's first National Accreditation Program for Breast Centers and boasts the largest cancer trials program in the region, specializing in experimental cancer therapeutics and diagnostics.

Frazier Rehab Institute

In partnership with the UofL School of Medicine, Frazier Rehab Institute conducts a physical medicine and rehabilitation residency program. This 135-bed acute rehab hospital, located in the state-of-the-art Frazier Rehab and Neuroscience Center, provides a range of services, including physical, occupational, and speech therapies, as well as neuropsychological testing. It also operates 21 community-based outpatient rehab sites in Kentucky and Southern Indiana.

Jewish Hospital

A nonprofit medical-surgical specialty hospital situated in the Louisville Medical Center, Jewish Hospital is renowned for its quality medical and nursing care. It played a pivotal role in medical history, being the site of the world's first and second AbioCor Totally Implantable Replacement Heart procedures and the world's first successful hand transplant. Jewish Hospital is closely affiliated with the University of Louisville School of Medicine, facilitating groundbreaking research and training for students, interns, and residents.

Norton Children's Hospital

Formerly known as Kosair Children's Hospital, Norton Children's Hospital is a leading pediatric referral, diagnostic, and treatment center serving Kentucky and Southern Indiana. It boasts a state-of-the-art neonatal intensive care unit, pediatric cardiac, bone marrow, and kidney transplant programs, making it a major facility for the University of Louisville and its Department of Pediatrics. Norton Children's Hospital is pivotal in educating students and residents while providing specialized pediatric care.

Norton Hospital

Norton Hospital is an innovative teaching and patient care facility offering medical, surgical, and obstetrical services. It serves as an ideal location for educating students and residents in various medical fields, including anesthesiology, medicine, obstetrics and gynecology, pathology, psychiatry, radiology, and surgery. It's located conveniently near the UofL School of Medicine, providing valuable private patient setting experiences.

Norton Audubon Hospital

Norton Audubon Hospital, a full-service acute care medical center with 484 beds, offers highly specialized services in various medical areas, including cardiology and laser surgery. This facility is essential for training students and residents in a private patient setting, and it plays a crucial role in the generalist physician efforts of the UofL School of Medicine.

Trover Clinic

Serving as an off-campus teaching center of the University of Louisville, the Trover Clinic includes a 401-bed hospital and 120 physicians. It plays a central role in training students and residents, particularly those interested in rural and underserved communities. Graduates of UofL's Trover Clinic programs frequently choose to practice in these areas, making a significant impact on healthcare access.

University of Louisville Hospital

As the primary teaching hospital for UofL students and house officers, University of Louisville Hospital is a modern 404-bed acute and trauma care hospital. It offers a wide range of diagnostic, therapeutic, emergency, and surgical services. The hospital houses Kentucky's first Level One Trauma Center and provides comprehensive care. Its close proximity to the UofL School of Medicine ensures a robust teaching environment for students and residents.

The Veterans Administration Medical Center

Located three miles east of the downtown Medical School campus, the Veterans Administration Medical Center offers 369 beds and a wide range of services. It provides ample opportunities for training students and residents, as well as conducting research activities. The center has strengthened the clinical opportunities available and has brought highly trained physicians to the faculty.

Procedure for Candidacy

The search committee will begin reviewing candidates immediately and will continue until the position is filled. Applications should include a detailed curriculum vitae and a letter of interest that highlight the applicant's personal vision and relevant leadership experience. To ensure full consideration, inquiries, nominations, and applications should be submitted electronically in confidence, to: Chanel.Smith@kornferry.com

Warren Ross, MD

Global Sector Leader and Senior Client Partner
Academic and Healthcare Services
T. 267.251.2582
E. warren.ross@kornferry.com

Tonika Lam, PhD

Senior Client Partner
Academic and Healthcare Services
T. 215.656.5315
E. tonika.lam@kornferry.com

Melissa Bacon, DO

Principal
Academic and Healthcare Services
T. 507.513.2319
E. melissa.bacon@kornferry.com

Chanel Smith

Senior Associate
Academic and Healthcare Services
T. 484.332.6206
E. chanel.smith@kornferry.com

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