

**WRIGHT STATE  
UNIVERSITY**



# **Dean of the Boonshoft School of Medicine**

## **Leadership Profile**



**Greenwood/Asher & Associates, Inc.**  
Executive Search, Consulting and Training

## The Position

Wright State University invites nominations for and applications from individuals interested in assuming an exciting leadership opportunity as Dean of the Boonshoft School of Medicine (BSoM). Wright State University seeks a Dean who will provide strategic vision and operational leadership for the academic and scholarly program, creating an environment and community that supports the school's faculty, research agenda, students, residents, and patient care in its clinical facilities. The Dean, with the faculty, will define the standard of excellence for faculty recruitment, promotion and retention. Supporting the University's research mission and the opportunities for clinical research with affiliated partners, the Dean will advance the scholarly activities of the faculty, including opportunities that interdisciplinary approaches afford. The BSoM Dean reports to the Provost.



## Duties/Responsibilities

The Dean will provide strategic vision and operational leadership for the academic and scholarly program, creating an environment and community that supports the school's faculty, research agenda, students, residents, and patient care in its clinical facilities. The Dean, with the faculty, will define the standard of excellence for faculty recruitment, promotion and retention. Supporting the University's research mission and the opportunities for clinical research with affiliated partners, the Dean will advance the scholarly activities of the faculty, including opportunities that interdisciplinary approaches afford.



## Required Qualifications

- The successful candidate must possess an MD, MD/Ph.D. or equivalent degree.
- Be board-certified and be able to obtain a medical license in the State of Ohio.
- National recognition for achievement in clinical, educational, and/or research pursuits.
- Demonstrate broad progressive administrative leadership experience within an academic or similarly complex institution and possess a deep understanding of community-focused medical education.

In addition, strong candidates will possess a combination of professional experience and leadership traits to:

- **Implementation of a vision:** Collaboratively develop and implement a vision for the future of the BSoM and in its relationships with the rest of the University that will enable responsiveness to future opportunities in education, research, patient care, and services.
- **Strategic alignment of school and clinical partners:** Lead the academic (teaching and research) and clinical (patient care) programs and services within the BSoM; advancing the

responsible growth for Wright State Physicians while continuing to support the meaningful alignment of the common interests between the School and the clinical partner sites throughout the region.

- **Grow scholarly activity:** Support the fundamentals of BSoM's founding charter as a primary care-focused medical school while growing the education and research and scholarly activity including increases in basic, translational and clinical research programs.
- **Coordination of clinical teaching programs and continuing medical education:** Provide for and control the clinical teaching sites and program activities for medical students and residents in the patient care facilities. Provide leadership for development, management, review, and coordination of extramural education and research activities, including continuing medical education and clinical research by University faculty.
- **Representation of BSoM to others:** Act as an effective advocate and spokesperson within the University, to the community, region, state, and nation, including state and federal regulatory and research agencies. Communicate effectively and consistently with various publics, including the state legislature in sharing the BSoM successes, relevance to the state and its citizens and the plans for the future.
- **Promotion of diversity:** Consistent with the University's commitment to diversity, provide leadership in the realization of diversity of faculty, students, and staff.
- **Administration of Facility Resources:** Oversee facilities planning/utilization for all education, research, and clinical activities; periodic review of space utilization, establishing guidelines for retention or reallocation of space based on faculty productivity.
- **Development and philanthropy:** Substantial responsibility for development activities within the University as they relate to the BSoM (all in partnership with university development professionals).
- **Social mission:** support the BSoM's passion and commitment to the mission of serving the community.
- **Business/Financial leadership:** Develop and implement a thoughtfully aligned budget that maximizes support for all related programs and the long-term strategic goals of Wright State University. Conduct periodic reviews of academic units relative to mission, administration, and finances, making recommendations for improving performance.



## Preferred Qualifications

The search committee welcomes applicants from a diversity of backgrounds and experiences and will consider the factors listed below in evaluating candidates for this important leadership role. While no single individual will possess all the desired experiences and qualifications, the successful candidate should possess many of the following characteristics:

- Demonstrate effective relationships/collaboration with clinical care, education, and research community partners.
- Experience working in a community-focused medical school.
- Broad understanding of current national health policy and future challenges to academic medicine.
- A national recognition for achievement in clinical, educational, and/or research pursuits, that would warrant appointment as a full professor.
- Ability to effectively represent a public academic entity on a regional, state, and national level.
- Expertise in management techniques, financial management, clinical operations, and oversight of a large distributed infrastructure.
- Balanced commitment to educational, clinical and research missions.
- Commitment to employee, environmental and patient safety and quality initiatives.
- Philanthropy, alumni relations, and development experience.
- Community and government relationship experience.

## About the Boonshoft School of Medicine

Wright State University Boonshoft School of Medicine is located in Dayton, Ohio, and serves the Miami Valley region of Southwest Ohio. Its educational programs include:



- Medical education leading to the M.D., M.D./Ph.D., M.D./M.B.A., or M.D./M.P.H. degree for about 480 medical students.
- Residency training in 13 medical specialties and fellowship training in multiple subspecialties for about 460 resident physicians and fellows.
- M.S. and Ph.D. in Biomedical Science disciplines and M.P.H. degree.
- A wide variety of continuing medical education programs for practicing physicians in the community.

Instead of operating a university-based hospital for clinical training, Wright State is affiliated with eight major teaching hospitals in the region and has formal affiliation agreements with more than 25 other health care institutions in the Miami Valley. This model exposes medical students and resident physicians to a diverse range of patients and health care facilities. Medical educators



believe this "real world" experience is excellent preparation for medical careers in a rapidly changing health care system.

The school's academic departments include basic science departments located on the Wright State University campus and clinical departments based throughout the community. Wright State's clinical faculty teach and provide medical care for almost half a million patient visits annually. In addition to almost 485 full-time faculty, Wright State's voluntary faculty include more than 1,280 physicians in private practice and other health care professionals in the community. Voluntary faculty provide an invaluable service by donating their time and expertise to the training and development of both medical students and residents.



The innovative educational programs have made the Boonshoft School of Medicine a national leader in generalist medicine, community service, and the diversity of our student body. The research programs are distinguished by interdisciplinary teamwork and community collaboration and include nationally recognized centers of excellence in genomics, toxicology, neuroscience, substance abuse and treatment, translational pharmacology, and human growth and development.

## Boonshoft School of Medicine Points of Pride

- **Two AAFP Top Ten Awards:** Known for its strong social mission, the BSoM has been honored twice since 2013 with Top Ten Awards from the American Academy of Family Physicians as one of the nation's top medical schools with the highest percentage of graduates who enter family medicine after graduation.
- **Home of the Remen Institute for the Study of Health and Illness:** The BSoM is the home of the Remen Institute for the Study of Health and Illness (RISHI), founded by noted author Rachel Naomi Remen, M.D. More than 17,000 medical students nationwide have taken RISHI's groundbreaking course, The Healer's Art, which helps students strengthen



their calling and experience a deeper sense of meaning, community, and commitment to their work.

➤ **Grads accepted into top residency programs:**

The BSoM graduates have been accepted into the nation's top residency programs, including the Mayo Clinic, Johns Hopkins Hospital, UCLA Medical Center, Cleveland Clinic, New York-Presbyterian University Hospital, Barnes-Jewish Hospital, Duke University, Stanford University, and Wright State University.



➤ **First with a lecture free curriculum:** The WrightCurriculum is a lecture free curriculum designed using teaching and learning strategies that are evidence-based in the science of learning. Our goal is that students will become self-directed learners with skills in critical thinking and evidence-based practice. Retrieval based learning, a highly effective learning strategy, is utilized in Peer Instruction (PI) sessions and Team-based Learning (TBL), while WrightQ, our form of problem-based learning, primarily uses elaborative interrogation and self-explanation. Our curriculum was designed using interleaving and spaced repetition—all of these strategies have evidence for improved learning. Both TBL and WrightQ take place in small collaborative groups, which our students report as being engaging, helpful, and fun! Besides preparing one for success on national licensing examinations, the WrightCurriculum is delivered in the context of a supportive and collaborative learning environment, and fosters the personal and professional growth of its students.



➤ **NeuroRural Health Education:** The Wright Rural

Medical Scholars program (WRMS) strives to bolster the healthcare workforce in rural areas, particularly in rural West Central Ohio. To meet this goal, WRMS gives Boonshoft School of Medicine students opportunities to complete clinical experiences in the local area. WRMS follows in the footsteps of the Wright Rural Health Initiative, which has placed BSOM students in rural areas since 2013.

WRMS works in collaboration with the Wright State University Lake Campus, located in Celina on beautiful Grand Lake St. Marys, about 90 miles northwest of the Dayton Campus.

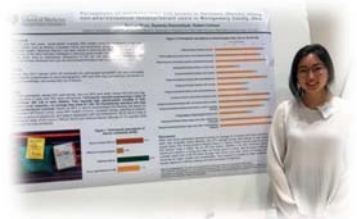
➤ **Three Year Educational Track:** Educational Track: The Liaison Committee on Medical Education recently granted BSOM permission to start a three year track for selected students planning careers in Family Medicine and Pediatrics, completing all requirements for medical school in 3 years, allowing them to begin residencies in those WSU programs.

➤ **Neuroscience Institute named Ohio Center of Excellence:** Designated as a University System of Ohio Center of Excellence, the Wright State University & Premier Health Neuroscience Institute unites the Dayton region's most advanced biomedical research institution with the clinical resources of its leading hospital system. The \$37 million Neuroscience Engineering Collaboration Building completed in 2015 is brings together basic researchers, clinical researchers, and engineers to develop not only new treatments and cures but also medical devices and imaging technologies that will revolutionize medicine.

➤ **National leader in community-focused medical education:** The BSoM is a national leader in community-focused medical education, providing clinical training at eight major

teaching hospitals. Two of these institutions are premier federal hospitals, and another one operates the busiest emergency-focused department in the state of Ohio.

- **National leader in civilian/military integrated residency programs:** For more than 30 years, the BSoM, Dayton Children's Hospital, and the U.S. Air Force have partnered to offer the nation's only civilian-military integrated pediatric residency program, one of six civilian-military residency programs at Wright State training 135 military residents.
- **Pioneer in emergency medicine:** Wright State created the fourth academic Department of Emergency Medicine in the United States and initiated one of the first 10 emergency medicine residency programs in the nation, graduating its first class in 1980.
- **AAMC honors Boonshoft School of Medicine professor:** Dean X. Parmelee, M.D., professor of psychiatry and pediatrics and associate dean for medical education, was recognized with the Alpha Omega Alpha Robert J. Glaser Distinguished Teacher Award by the Association of American Medical Colleges (AAMC) at an awards presentation on Nov. 13, 2016, during the Learn Serve Lead 2016: The AAMC Annual Meeting in Seattle, Wash. Dr. Parmelee has been an early pioneer of team-based learning (TBL) and medical education innovation for more than three decades. In 2001, he joined the Boonshoft School of Medicine as associate dean for academic affairs, where he partnered with colleagues to transform the largely passive curriculum into one that engages medical learners. He has been instrumental in the design and implementation of many TBL modules incorporated throughout the medical school's curriculum.



## Boonshoft School of Medicine Fourth in the Nation for Its Social Mission

A previous study published in the Annals of Internal Medicine ranks the Wright State University Boonshoft School of Medicine fourth in the nation for its social mission. The study, entitled "The Social Mission of Medical Education: Ranking the Schools," measured the percentage of graduates who practice primary care, work in health professional shortage areas, and are underrepresented minorities, and combined the data into a composite social mission score. It was the first to score all U.S. medical schools on their ability to meet a social mission.



To determine the true outcomes of medical education rather than the intermediate preferences of medical students and residents, the study tracked physicians in practice after the completion of all training and national service obligations. The researchers examined data from medical school graduates over a three-year period. This approach differs from previous studies, which relied on the initial residency selection or reported specialty preference of students. This study pinpoints where graduates are and what type of medicine they actually practice.

"The study provides a balance to other rankings such as the U.S. News & World Report rankings that emphasize research funding, student selectivity and school reputation, which is very subjective," said Howard Part, M.D., dean of the medical school at the time of the study. "Since many medical school graduates who enter primary care residencies, such as internal medicine, ultimately practice in sub-specialty areas such as cardiology or gastroenterology, studies that only track initial residency selection can be misleading. The methodology used in this study gives a much clearer picture of how many graduates actually practice primary care."



As the nation's health system faced an influx of newly insured patients, the study examined the record of 141 U.S. medical schools in graduating physicians to meet the need for more primary care physicians and highlights the role medical schools play in determining the makeup of the U.S. physician workforce. The study was funded with a grant from the Josiah Macy, Jr. Foundation.

"Where doctors choose to work, and what specialty they select, are heavily influenced by medical school," said lead author Fitzhugh Mullan, M.D. "By recruiting minority students and prioritizing the training of primary care physicians and promoting practice in underserved areas, medical schools will help deliver the health care that Americans desperately need," he said.

## About Wright State University

Inspired by the Wright brothers but designed for the world, the groundwork for Wright State University was laid over 50 years ago when Dayton's emergence as a technology center created a critical need for an increasingly educated workforce and research enterprise. When Wright State achieved its status as an accredited independent university in 1967, 3,203 students were enrolled. Wright State University now serves over 12,000 undergraduates and 3500 graduate or professional students annually and offers more than 295 undergraduate, graduate, doctoral, and professional degree programs through eight colleges and three schools. Located in the city of Fairborn in Greene County, Ohio, Wright State is conveniently situated adjacent to Wright-Patterson Air Force Base (WPAFB) and is less than 10 miles from downtown Dayton. In addition, Wright State University–Lake Campus is a university-operated regional campus on the shores of Grand Lake St. Mary's in Celina, Ohio. The Wright State alumni community is more than 108,000 strong.



Wright State University is tied to a history of exceptional ingenuity and courage thanks to its namesakes, the Wright brothers, who invented the world's first powered flight from their Dayton bicycle shop. Following their lead, Wright State intentionally creates pathways to success for its





students through diverse educational opportunities. By offering exceptional programs at an exceptional value, Wright State puts quality education within reach.

Wright State meets students where they are, then joins them on a journey to where they want to go. The university is nationally recognized for the unprecedented support it gives to students with disabilities and to veteran and military-connected students. At Wright State, first-generation college students, high school valedictorians, and adult learners alike all find the support they need to achieve their dreams.

Wright State University was named to honor aviation pioneers Orville and Wilbur Wright, who invented the world's first successful airplane in their Dayton bicycle shop. In fact, the Wright brothers conducted most of their early test flights at Huffman Prairie, just a short drive from the Dayton campus.

Wright State University takes pride in its beautiful 557-acre campus, which includes lush forests and a biology preserve. The university's state-of-the-art facilities include 32 academic and academic support buildings, 33 student residential buildings, and a world-class entertainment and athletics venue. Underground tunnels connect 20 of 22 buildings in the academic section of campus, shielding students and employees from any adverse weather and adding to the university's national reputation for accessibility for those with disabilities.

## Research at Wright State University, Boonshoft School of Medicine

From its inception, Wright State University was created by the community to meet the research needs of the region. Wright State University maintains a robust portfolio of basic, translational, and applied research. Through our nearly \$100 million in external funding, we apply emerging technologies and creative ideas to solving the problems that face our industry, healthcare, and government partners. We have the talent, facilities, infrastructure, and partnerships to transform our region and the world.



The Boonshoft School of Medicine houses several research centers of excellence that are nationally recognized, as well as a University System of Ohio Center of Excellence. Currently, the medical school employs about 130 research faculty and staff. Over the past five years, the Boonshoft School of Medicine received a total of \$64,846,535 in research and sponsored program funding. Medical students have ample opportunities to participate in this vibrant research community, and many present their work at the school's annual Medical Student Research Symposium.

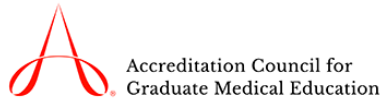


## Accreditation

BSOM has full accreditation status with the Liaison Committee on Medical Education (LCME), with the next site visit in 2024-25 cycle.



Wright State University Boonshoft School of Medicine has a vibrant post graduate education enterprise sponsoring 11 residency and 9 fellowships accredited by the ACGME. BSOM is fully accredited as a sponsor of GME programs with 382 trainees spread across 4 major community hospital campuses, a Veterans Administration Medical Center, the Wright Patterson Air Force Base Medical Center, and numerous health centers and practices in the greater Miami Valley



The Wright State University Boonshoft School of Medicine has been (re)surveyed by the Accreditation Council for Continuing Medical Education (ACCME).

## Mission Statement

- **Purpose:** To progress as a preeminent community-focused medical school that advances new models of academic excellence and community health care.
- **Content Areas:** The content of educational activities reflects core competencies defined by the Accreditation Council for Graduate Medical Education (patient care, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism, systems-based practice), Institute of Medicine (patient-centered care, evidence-based practice, quality improvement, interdisciplinary teams, informatics), and American Board of Medical Specialties (professional standing, commitment to lifelong learning, cognitive expertise, and performance in practice). The content of CME is that body of knowledge and skills generally recognized and accepted by the profession as within the basic medical sciences, the discipline of clinical medicine, and the provision of health care to the public.
- **Target Audience:** The target audience is the faculty of WSU BSOM and the physicians and health care providers of our community in Southwest Ohio and contiguous region and include multiple size groups from small (6-12) to large (50+) participants.
- **Types of Activities:** Educational activities include case conferences, small group discussions, peer instruction, and self-study activities that are designed to engage learners in professional improvement. Activities encompass regularly occurring, episodic, and one-time-only programs.
- **Expected Results:** As a result of participating in sponsored educational activities, physicians and health care providers will make evidence-based clinical decisions, use up-to-date therapies, and improve health care outcomes to benefit patients, their families, and the communities of Southwest Ohio. Our activities will develop a culture of lifelong learning and improve competence among our constituent physicians and health care providers.

## Nomination and Application Process

### Salary

The salary is competitive and commensurate with qualifications and experience.

## How to Apply

Greenwood/Asher & Associates, Inc. is assisting Wright State University in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

**Confidential inquiries, nominations, and application materials should be directed to:**

Jan Greenwood, Partner

Joe Stanley, Consultant

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For more information about Wright State University, please visit: [www.Wright.edu](http://www.Wright.edu)

For More Information about Boonshoft School of Medicine, please visit: [www.medicine.wright.edu](http://www.medicine.wright.edu)

*Wright State University, an equal opportunity/affirmative action employer, is committed to an inclusive environment and strongly encourages applications from minorities, females, veterans, and individuals with disabilities. Wright State University does not discriminate on the basis of race, color, religion, age, national origin, national ancestry, sex, pregnancy, gender, gender identity or expression, sexual orientation, military service or veteran status, mental or physical disability, or genetic information in employment, admission, treatment, or access to its programs or activities. Wright State University adheres to all applicable state and federal equal opportunity/affirmative action statutes and regulations.*