



A Graduate Health Sciences University

The Search for a Provost

Des Moines University invites applications and nominations for its next Provost. The Provost is the chief academic officer and second-ranked executive after the President in the administration.

To receive full consideration materials should be received on or before October 18, 2017.

About Des Moines University

The history of Des Moines University reflects a continuing commitment to teach, to learn, and to serve.

Founded in 1898, Des Moines University (DMU) comprises three colleges offering eight degree programs in medicine and the health sciences.

Our students are highly motivated, intelligent and compassionate. They volunteer to work with community organizations and are fully imbued with the school's commitment to public service.

Our faculty have developed a curriculum designed to stimulate and support students in the acquisition of advanced knowledge and skills, while instilling compassionate attitudes and values so that they may best serve their patients.

In all that we do, we place the highest priority on respect for the dignity and diversity of the members of the entire campus community – patients, students, faculty, employees and volunteers. We are committed to supporting professional, intellectual and emotional growth so that all may have the opportunity to fulfill their potential and achieve their goals.

In addition to exceptional teaching, students on DMU's campus benefit from excellent facilities, and other learning resources, to achieve a top-quality education.

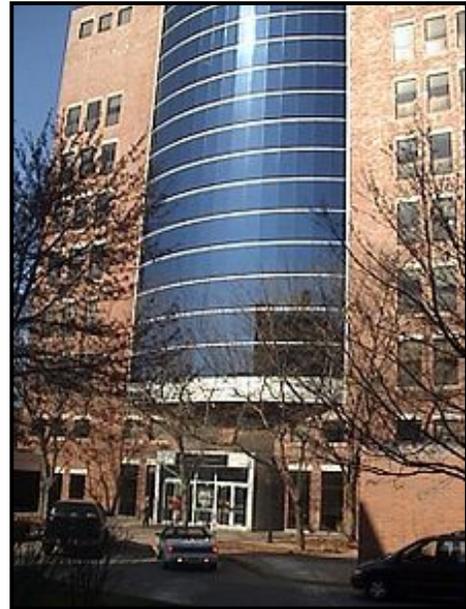
Curricular Distinctions

Doctoral programs

- Doctor of Osteopathic Medicine
- Doctor of Physical Therapy
- Doctor of Podiatric Medicine

Master's programs

- Master of Health Care Administration
- Master of Public Health
- Master of Science in Anatomy
- Master of Science in Biomedical Sciences
- Master of Science in Physician Assistant Studies



Facts about DMU

- Approximately 1,700 students are enrolled in eight graduate degree programs. As a non-residential campus, students live in housing across Des Moines, or pursue their master's degrees online.
- DMU enrolls approximately 1,330 students in its four clinical programs: 880 in osteopathic medicine, 200 in podiatric medicine and surgery, 150 in physical therapy, and 100 in physician assistant studies. It's large enough to offer every educational amenity, but small enough to focus on excellence.
- DMU is the second-oldest osteopathic school in the country. The first medical class in 1898 included both sexes, and today, 49% of the student body are women.
- DMU is the nation's top producer of primary care physicians.
- Students in all clinical programs consistently score well above the national average on their board and licensing exams.
- 68% of students are recruited from other states.
- Students received more than \$7.3 million in scholarships in the 2015–16 academic year.
- DMU has 14,000 living alumni and over 2,900 of those are working or living in all 99 counties of Iowa.
- DMU students and employees serve the community in a wide variety of ways, from free on-campus events like the annual Senior Health Fair and Girls in Science Day to off-campus health screenings, osteopathic manual medicine treatments, health education programs and many more volunteer activities.
- In 2016, DMU was named by the *Chronicle of Higher Education* as one of the "Great Colleges to Work For" and by the *Des Moines Register* as a "Top Workplace."



Mission

To improve lives in our global community by educating diverse groups of highly competent and compassionate health professionals.

Vision

Des Moines University will be:

- The leader in innovative health education that promotes lifelong learning.
- A cultivator of distinctive faculty and student researchers who discover and disseminate new knowledge.
- A provider of high-quality patient care and educational experiences dedicated to improving health and wellness.
- A policy consultant and resource for those engaged in healthy community transformation.

Values

- **Accountability:** Taking responsibility for actions and outcomes.
- **Collaboration:** Establishing cooperative relationships and innovative practices to enhance health education and care.
- **Honesty:** Demonstrating the highest standard of truthful and ethical behavior.
- **Inclusiveness:** Embracing a culture of diversity that accepts and respects the unique characteristics of each individual.
- **Wellness:** Committing to the well-being of the mind, body, and spirit.



The DMU Executive Leadership Team

The DMU Executive Leadership Team (ELT) comprises senior administrators whose role is to provide advice and guidance to the President on matters related to university strategic planning and operations.

ELT Members

- President and CEO, Angela L. Walker Franklin, Ph.D.
- Interim Provost, Robert Haak, Ph.D.
- Dean, College of Health Sciences, Jodi Cahalan, Ph.D., P.A., M.H.A., M.P.H.
- Dean, College of Osteopathic Medicine, Gregory Christiansen, D.O.
- Dean, College of Podiatric Medicine and Surgery, Tim Yoho, D.P.M.
- Vice President, Enrollment Management and Student Affairs, Kim Brown, Ph.D.
- Vice President, Research and Global Initiatives, Jeffrey Gray, Ph.D.
- Chief Strategic Communications Officer, Mark Danes
- Chief Development Officer, Stephanie Greiner
- Chief External and Governmental Affairs Officer, Sue Huppert
- Chief Human Resources Officer, Becky Lade
- Chief Compliance Officer, Erika Linden
- Chief Financial Officer, Mark Peiffer
- Chief Information Officer, Carolyn Weaver

Shared Governance

The DMU core values of honesty, inclusiveness, collaboration, and accountability are encompassed by its principles of shared governance. DMU lives these values in its guiding principles of shared governance. All participants in the shared governance process (committees, constituent groups, administrative groups, and administrators) are accountable for the proper execution of their role. True shared governance attempts to balance maximum participation in decision making with clear accountability and appropriately rested authority.



Provost Profile – Desired Attributes

Des Moines University seeks an engaging, inspiring, and collaborative leader, and a highly effective administrator. The Provost will be the chief academic officer of the University and shall oversee all matters relating to academic programs and personnel, curriculum, instruction, and research. The Provost shall be appointed by the President and shall report to the President. The Provost shall be the second ranking officer of the University and shall be a member of the faculty.

Candidates must have a Ph.D., Ed.D., M.D., D.O., or other terminal degree from a higher education institution with a minimum of seven to ten years of administrative experience in a complex, private or public sector institution. Experience at an academic health sciences setting is preferred.

Among the desired attributes for the Provost are the following:

- ❖ Well-articulated understanding of the significance of medical and health science education in American higher education, and a demonstrable understanding of and commitment to the mission and culture of Des Moines University.
- ❖ Demonstrated academic accomplishment as teacher, scholar and administrator, and record of success at a significant level of academic administration, ideally in an academic health center setting.
- ❖ A collaborative, flexible and transparent leadership style that enables team building and signals the ability to work effectively with faculty, staff, deans, students, the senior leadership team, and the trustees.
- ❖ The ability to think strategically and work collaboratively with the campus community to develop an action plan for the academic areas and thereby to ensure attainment of the goals of the strategic plan.

- ❖ Ability to cultivate excellence in teaching, scholarship and administration, and a commitment to effective professional development and accountability in achieving outcomes.
- ❖ Demonstrated ability to represent faculty and faculty needs effectively to the administration and Board, while representing the goals and needs of the University to the faculty.
- ❖ A student-centered orientation with a proven record of support for students inside and outside traditional learning areas and of positive collaboration with faculty and student support professionals.
- ❖ An understanding of and the capacity to lead the accreditation process at the University and program levels, with particular attention to consistency in administration of policy and procedure, assessment of academic programs and student learning, and institutional effectiveness in governance and management.
- ❖ A strong working knowledge of the financial management of the University and the ability to lead strategic financial planning and to develop and manage budgets, in consultation with constituents, to maintain quality, ensure attainment of priorities, and assure financial sustainability.
- ❖ Strong interpersonal, listening and communication skills that project a professional yet personable image and result in productive relationship building within the University and the community.
- ❖ Deep understanding of and advocacy for policy, programs and practices that advance the institutional commitment to diversity and inclusion.

Supervisory responsibility includes an Assistant or Associate Provost (proposed), the Deans, Vice President for Research and Global Initiatives, Vice President for Enrollment Management and Student Affairs, Director for the Center for Teaching and Learning, Simulation Director, Director of Continuing Medical Education, Institutional Research Manager, Director of the Library, and Senior Administrative Assistant. In carrying out supervisory responsibilities in accordance with the University's policies and applicable laws, responsibilities include but are not limited to interviewing, motivating and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; and addressing complaints and resolving problems.

The Action Agenda for the Provost

The agenda for the new Provost focuses on leading change. DMU seeks a servant leader who will collaborate with and empower others to solve problems by being strategic and aspirational. Specifically, the themes which will comprise the Provost's agenda include:

- ❖ **STRATEGIC PLANNING:** With a new strategic plan in place, the Provost will have an opportunity to ensure both the funding and implementation of the plan. Creating an inclusive process, engaging faculty and academic staff, prioritizing resource allocations around academic initiatives, and helping to identify key strategic issues and opportunities will call for a deft hand in leading the implementation process.
- ❖ **PARTNERING WITH THE PRESIDENT:** The Provost will be expected to work in a collaborative partnership with the President on matters of substance and style. Transparency, open and candid communications with all constituents, effective delegation of responsibility coupled with clear expectation of accountability, and a commitment to strategic leadership will ensure alignment between the President and the Provost on both vision and practice.
- ❖ **LEADING WITH CONFIDENCE:** The Provost will be expected to be a confident and proactive leader committed to building on existing strengths, planning and implementing future initiatives, and shaping the commitment to academic quality, exceptional student learning, and diversity and inclusion in the University. Not only will the Provost be expected to provide leadership for existing medical and health science programs, but also for program and student learning assessment, for hiring and retaining faculty (including promotion and tenure), and for professional development, including support for scholarship and research.
- ❖ **MANAGING WITH CREATIVITY:** Accountable for the full range of academic activities and the oversight of professional and support staff, the Provost will be expected not only to exercise strategic leadership but also to manifest strong administrative and management skills. Attention to detail and well developed organizational knowledge and skills will be essential, but equally important will be the capacity for mentoring deans, directors and chairs and other faculty, for conducting effective meetings and work sessions, for guiding productive shared governance procedures, and for a compelling call for excellence in all academic and educational endeavors.

- ❖ **ADVANCING ONE UNIVERSITY:** The Provost will play a central role to continue identifying and operating as “One University.” DMU’s three-college structure and varied history of each College necessitates sensitive, but strong, collaborative leadership. The Provost will serve as a consensus builder, a sponsor for cooperation between the three colleges and a leader in the development of additional health-related programs.

Des Moines, Iowa



Des Moines is the capital and the most populous city in the state of Iowa. The five-county metropolitan area is ranked 88th in terms of population in the United States with nearly 600,000 residents.

Des Moines is a major center of the U.S. insurance industry and has a sizable financial services and publishing business base. In fact, Des Moines was credited as the “number one spot for U.S. insurance companies” in a *Business Wire* article and

named the third-largest insurance capital of the world. Some notable companies that either call Des Moines home or have a major presence in the city include Principal Financial Group, Athene USA insurance, Meredith Corporation, Wells Fargo, Voya Financial, Nationwide Insurance, Pioneer Hi-Bred, Microsoft and Facebook.



Des Moines boasts a vibrant social and cultural scene with many diverse restaurants, entertainment venues and cultural attractions. Upscale restaurants offer a perfect dinner before taking in a Broadway show at the Des Moines Civic Center. Des Moines has a strong commitment to the arts as indicated by the John and Mary Pappajohn Sculpture park, the Des Moines Art Center and the many festivals that the city supports year-round. During spring, summer and fall, the downtown farmer’s market is a “must-attend” event complete with music, fine art, arts and crafts, and various purveyors of foods, beverages, recipes, clothing and more.

Enjoy a walk or ride along some of the more than 800 miles of bike and walking trails, or take in a concert at Wells Fargo Arena. Des Moines has also hosted multiple NCAA basketball regionals, other NCAA championships, Men’s PGA Senior Open and the Solheim Cup.



The city, together with the surrounding communities, has recently been recognized as a top place to live, work and raise a family as indicated by some of the following rankings:

- #1 Best City for Young Professionals - *Forbes*, 2014
- #1 Wealthiest City in America - *TODAY show*, 2014
- #2 Best Affordable Place to Live in the U.S. - *U.S. News & World Report*, 2016
- #3 Best Place to Live with a Low Cost of Living - *Business Insider*, 2017
- #4 Best Place to Raise Children - *SmartAsset*, 2016
- #6 Best Place for Business and Careers - *Forbes*, 2016
- #7 Most Charitable City - *CNBC*, 2017
- #9 Best Place to Live - *U.S. News & World Report*, 2017
- Top 25 Community for Well-Being - *Gallup-Healthways Well-Being Index*, 2017

For more information please visit:

<https://www.dsmpartnership.com/>
<http://desmoinesdowntownchamber.com/>

THE PROCESS OF CANDIDACY

Nominations and expressions of interest may be submitted electronically to:

Erika Linden, Chief Compliance Officer
Search Committee Chair
Des Moines University
DMUprovost@agbsearch.com

Candidates are asked to submit electronically in MS Word or Adobe PDF:

1. A letter of interest that directly addresses the leadership opportunities and attributes outlined in the profile above,
2. A curriculum vita, and
3. The names, email addresses, and telephone numbers of four references. References will not be contacted without first securing the permission of the candidate. To receive full consideration, materials should be submitted by October 18, 2017.

This search is being assisted by:

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Des Moines University Equal Opportunity Statement

Des Moines University is an equal opportunity employer. We evaluate qualified applicants without regard to race, color, national origin, ethnicity, creed, religion, age, disability, sex, gender identity, sexual orientation, pregnancy, veteran status, genetic information and other characteristics protected by law ("protected class"). DMU encourages applications from candidates of underrepresented groups.

Des Moines University is committed to the promotion of health care and the prevention of disease for our students, employees, patients, and communities. Thus, Des Moines University is a tobacco- and smoke-free campus environment, and the use of tobacco products anywhere on University/Clinic property is prohibited.

AGB has prepared this document based on personal interviews and information copied, compiled, or quoted in part from source documents obtained from our client institution, and as such, the contents of this document are believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern, and the material presented here should be relied upon for informational purposes only.