Duquesne University in Pittsburgh, Pennsylvania invites nominations and applications for the position of Founding Dean of the College of Osteopathic Medicine. Under the leadership of President Kenneth G. Gormley and Provost David J. Dausey, Duquesne is moving forward with its plans to establish a College of Osteopathic Medicine to begin enrolling students for the fall semester of 2023. The Founding Dean will be instrumental in working toward candidacy and ultimately accreditation for the College of Osteopathic Medicine and is expected to begin in January 2020.

The Founding Dean will be expected to foster academic excellence, create an environment of open communication and engaged governance, provide decisive and consistent leadership, and develop and steward robust resources. Founded in 1878 by its sponsoring religious community, the Congregation of the Holy Spirit, Duquesne University is Catholic in its mission and ecumenical
in its spirit. Though the Founding Dean need not be Catholic, the individual is expected to be committed to the University’s mission, which includes “serving God by serving students,” and to support and contribute to this mission.

ABOUT DUQUESNE
Duquesne offers nationally-recognized academic programs, a strong financial position, a beautiful urban campus, an entrepreneurial approach to new curricular and co-curricular development, a talented and committed community, a close connection to one of the most dynamic cities in the country, and an exceptional record of service to the world. Duquesne’s solid institutional foundation, coupled with its impressive momentum, characterize an outstanding leadership opportunity.

Duquesne was founded by the Spiritans as a Catholic college for Pittsburgh’s poor immigrants. In 1911, it became the state’s first Catholic university. For the early part of its history, Duquesne was defined by its Pittsburgh campus and retained the character of a locally-focused, primarily undergraduate institution. Today, Duquesne is recognized on the national stage as a comprehensive research institution of excellent quality offering a strong core of the sciences and liberal arts sciences combined with a robust array of professional school offerings, including multiple medical health programs.

Duquesne ranked in the top tier of schools for the 11th consecutive year in the annual U.S. News & World Report Best Colleges rankings at 119th for 2019. It is also ranked 11th among the national Catholic universities within the U.S. News 2019 top tier schools. Money, Forbes, and U.S. News consistently rank Duquesne as a best value institution. For a comprehensive listing of recent accolades, please visit www.duq.edu/about/facts-and-rankings.

The University embraces a broad mission and serves a variety of learners in multiple contexts. This private institution with a current total enrollment of approximately 9,300 students (about 6,000 undergraduate and 3,300 graduate and professional students) educates traditional and non-traditional students through small classes, innovative instruction, and rigorous coursework. Through its nine schools, the University offers degree programs at the baccalaureate, professional, master’s and doctoral levels while also supporting an ambitious research profile.

Utilization of online and hybrid pedagogies is on the rise at Duquesne. Opportunities for community
members to benefit from associate campuses in Rome, Italy, and Dublin, Ireland, are also noteworthy. One-third of Duquesne students participate in international experiences of some kind. Study-abroad programs offer Duquesne students semester-long and short-term study options in Africa, Asia, Central America, and Europe. Affiliate agreements offer other viable options for study outside of the U.S.

**DUQUESNE’S CATHOLIC IDENTITY AND SPIRITAN MISSION**

As America’s only Catholic and Spiritan university, Duquesne bears a singular responsibility to reflect the distinctive charism of its sponsoring congregation. The Catholic and Spiritan call emphasizes education as a path to empowerment, service to the poor and underserved, commitment to justice in all forms, and interreligious understanding that embraces individuals of all faiths and backgrounds. As the priorities of the Catholic and Spiritan tradition evolve in response to a changing world, Duquesne has adapted to embrace more fully those emerging imperatives. Global outreach, as well as the preservation of God’s creations through enhanced environmental stewardship are chief among them. In addition, on-campus efforts to support sustainability practices abound, as do robust academic programs in environmentally-related studies.

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**Duquesne serves God by serving students through:**

- Commitment to excellence in liberal and professional education
- Profound concern for moral and spiritual values
- Maintaining an ecumenical atmosphere open to diversity
- Service to the Church, the community, the nation, and the world
- Attentiveness to global concerns

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**LEADERSHIP**

President **Kenneth G. Gormley** became the 13th President of Duquesne in July 2016. He is an impassioned leader who recognizes and advocates that central to the University’s goals and aspirations is Duquesne’s Catholic, Spiritan mission of serving God by serving students so that they, in turn, can serve others. He and his leadership team have worked diligently to move the University forward as a premier institution of higher education, a transformative community partner, and a place where students, faculty and staff have opportunities to grow and develop in meaningful ways.

President Gormley came to Duquesne in 1994 and was appointed Interim Dean in 2008 and Dean of the School of Law in March of 2010. He is an internationally recognized scholar and a highly sought expert on the workings of the Supreme Court of the United States. Under his leadership, the School ascended to the top tier of law schools as ranked by *U.S. News*, climbing 25 spots in two years, realized significant gains in fundraising, witnessed a dramatic increase in scholarly output from the faculty, and underwent a curricular transformation.

Dr. **David J. Dausey**, Provost and Vice President for Academic Affairs, began serving in his role on July 1, 2018. Prior to joining Duquesne, Dr. Dausey served as provost and executive vice president of Mercyhurst University in Erie, Pennsylvania. He was also a distinguished professor of health policy and management at Carnegie Mellon University, where he served as senior director of health programs and initiatives. An internationally recognized epidemiologist, Dausey was appointed a fellow of the American College of Epidemiology in 2012 and has directed more than $10 million in externally funded research grants.
ACADEMICS

The modern Duquesne consists of nine schools offering degree programs at the baccalaureate, professional, master’s and doctoral levels and operates on a semester schedule.

Nine Schools of Study

- Bayer School of Natural and Environmental Sciences
- Duquesne University School of Law
- Mary Pappert School of Music
- McAnulty College and Graduate School of Liberal Arts
- School of Pharmacy
- Palumbo-Donahue School of Business
- John G. Rangos, Sr. School of Health Sciences
- School of Education
- School of Nursing

Duquesne currently offers more than 70 undergraduate degree programs; more than 100 master’s, doctoral, and professional programs; and numerous certificate programs.

Duquesne’s national online programs offer a promising stream of additional revenue for the institution while also meeting the University’s access mission. There are several fully online programs, as well as a number of combined online/on-campus degree and certificate programs offered in nursing, business, leadership, and education.

Nearly 50 centers and institutes serve to expand the University’s academic offerings to provide cross-discipline learning, instructional support for students and faculty, research programs and forums for specialized academic communities, and education and services in leadership, ethics, and organizational growth for groups and business owners. Included among them are the Center for Healthcare Ethics, the Grefenstette Center for Ethics in Science, Technology, and Law, the Chronic Pain Research Consortium, the Aging Teaching and Research Consortium, the Center for Environmental Research and Education, the Center for African Studies, the Center for the Catholic Intellectual Tradition, the Center for Spiritan Studies, and the Cyril H. Wecht Institute of Forensic Science & Law.

Duquesne’s progressive curriculum reflects the University’s values and related service orientation through coursework in fields such as nursing, education, pastoral ministry, and social and public policy. All undergraduate students are strongly encouraged to participate in community-engagement activities that help to create a vibrant, productive community that recognizes the value and importance of all individuals—of all backgrounds and occupations—who collectively contribute to the rich tapestry of life in the region. The Center for Community-Engaged Teaching and Research supports community-engaged teaching, learning, and research that promote knowledge creation, civic development, and community transformation. The Office of Community Engagement (OCE) connects University and community resources across five areas of impact: growth and innovation, health and wellness, education, individual empowerment and volunteerism that combines real-world experiences and academics. Student volunteers complement classroom learning through intentionally designed service opportunities that benefit our neighbors.

An outwardly-focused institution looking to capitalize on its enviable location, Duquesne has developed collaborative partnerships with ten area institutions.
Included among them are Carnegie Mellon University, the University of Pittsburgh, and Robert Morris University. The partnerships allow students to transfer course credit with ease into a Duquesne four-year academic program.

**STRATEGIC PLAN**

Duquesne University has a recently initiated strategic plan for 2018–2023, “Re-Imagining Duquesne’s Spiritan Legacy for A New Era.” The strategic imperatives advance Duquesne’s historic mission of providing an education for the mind, the heart and the spirit. The Five Strategic Imperatives are:

- **Re-Imagine the Student Experience for 21st Century Success**
- **Become Flagship for Community Engagement**
- **Transcend Traditional Academic Boundaries**
- **Create a Vibrant Campus Community**
- **Encourage Entrepreneurial Spirit**

**AN ENGAGED FACULTY AND STAFF**

Duquesne students are taught and mentored by 970 talented and award-winning faculty members. The Duquesne community deeply values the teacher-scholar model where faculty members are committed to achieving excellence in both arenas. Nearly two dozen faculty members have been named fellows or the equivalent by their fields’ respective national academies.

The Carnegie Foundation has classified Duquesne as one of only seven Catholic universities in the nation with a “research university with high research activity” distinction. Duquesne faculty members are active in scholarship and research activity as well as in the supervision of student research.


At the same time, a sustained primary commitment to personalized teaching and learning permeates campus culture. Duquesne’s student-to-faculty ratio is 14:1, and the institution prides itself on offering small classes. Lively and frequent interaction between students and faculty is a hallmark of the Duquesne experience.

A staff of 1,244 make up the University’s dedicated workforce. Staff members are perceived as partners in the academic enterprise at Duquesne and embrace their roles as co-educators. A number of Duquesne’s own graduates have returned to their alma mater to build their careers, and that sense of institutional history is deeply valued.

**RESEARCH AT DUQUESNE**

Duquesne University is among the top institutions of higher education in Pittsburgh and is vital to the knowledge-based regional economy. The Duquesne difference is a close connection with students and faculty who are committed to guiding students through transformative research. Research is supported by the federal and state governments, foundations, and corporate partners. Duquesne’s mission of service is embedded in research that enables new discoveries in science and health that can improve society at large; economic development through public-private collaborations such as the Citizen Science Lab and Uptown Eco-Innovation Zone, and spin-off companies and technologies that create jobs and opportunities.
THE STUDENT BODY
Duquesne enrolls just over 80 percent of its students from the mid-Atlantic region. National and international outreach is significant. Nearly all 50 states and nearly 70 countries are represented in the student body, with six percent of the students identifying as international. Sixty-four percent of Duquesne students are female, and 36 percent are male.

Ecumenical in spirit and welcoming of all, Duquesne benefits from a diverse student body. Sixteen percent of Duquesne’s undergraduate student population is composed of underrepresented populations. All faiths are welcomed and many are represented on campus. Recognized for its commitment to educating the nation’s servicemen and women, Duquesne has experienced a significant increase in military and veteran students. Duquesne is an eager participant in the Yellow Ribbon GI Education Enhancement Program. First-generation college students have been welcomed and supported for decades on the campus as well. Duquesne has been, and will continue to be, a university of opportunity.

Duquesne competes at the NCAA Division I level in the Atlantic 10 Conference in all sports with the exception of football, which competes in the Northeast Conference. Its 17 sports teams include men’s and women’s basketball, cross-country, soccer, tennis, and indoor/outdoor track and field teams; men’s football; and women’s lacrosse, rowing, swimming and diving, bowling, and volleyball teams. The University’s varsity athletes are known as the Dukes.

FINANCES AND PHILANTHROPY
The Duquesne community has benefitted from strong fiscal stewardship. Duquesne’s operating budget stands at $311 million; its endowment, inclusive of other long-term investments, is currently valued at $473 million; its bond rating with Moody’s Investor Service is an A2; and Standard & Poor’s Ratings Services recently upgraded Duquesne’s rating to an A. In a significant move reflective of Duquesne’s commitment to social justice, the University raised its minimum wage to $16 per hour in 2015.

The University is 75 percent tuition- and fee-driven, with auxiliary enterprises and fundraising serving to augment the revenue stream. Duquesne is committed to keeping its tuition pricing low, and it currently provides one of the

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Pittsburgh was ranked 3rd best city to live in the U.S. by Wallet Hub.

Duquesne is situated in a beautiful setting overlooking downtown Pittsburgh, a vibrant metropolitan region of 2.3 million people that has been recognized world-wide for its livability, welcoming atmosphere, and professional opportunities. The campus is a short walk from downtown and only 30 minutes from the Pittsburgh International Airport.

Pittsburgh has long been cited as an exemplar of urban transformation. It has converted its manufacturing-based profile into a diversified economy which features financial services, technology, and distribution offerings. A mix of Fortune 50, 500, and 1000 companies—Alcoa, BNY Mellon, Bayer, Consol Energy, Dick’s Sporting Goods, Federated Investors, H.J. Heinz, Koppers, PNC Financial Services, PPG Industries, and U.S. Steel among them—call the city home. Pittsburgh also boasts superlative education and healthcare centers and has a well-earned reputation as a mecca for “eds and meds.” Leading hospital networks such as the Allegheny Health Network and the University of Pittsburgh Medical Centers (UPMC), as well as more than two dozen colleges and universities, are situated in the region.

In July 2017, Pittsburgh was ranked 3rd best city to live in the U.S. by Wallet Hub. In 2016, Livability.com rated Pittsburgh’s Downtown as 5th on its list of America’s best downtowns for 2016 and Huffington Post ranked Pittsburgh among “The Top 10 Cities Techies Should Consider Moving To.” Pittsburgh was rated by Travel + Leisure as one of the best places to travel, and the city
is ranked 8th among U.S. metros in Site Selection’s 2016 Sustainability Rankings. In 2014, The Economist again named Pittsburgh the most livable city in the contiguous U.S. MSN Money cites Pittsburgh’s stable housing market, influx of technology companies such as Google, “up- and-coming” neighborhoods, startup culture, and role in the oil industry as some of the many factors that make it one of the “hottest” American cities.

World-class museums, orchestras, theatre, and dance troupes add to the richness of the region’s offerings. Pittsburgh is also recognized as a “sports center” because of its successful professional franchises including the NFL’s Steelers, MLB’s Pirates, and the NHL’s Penguins. The PPG Paints Arena, immediately adjacent to Duquesne’s campus, is the Penguins’ home rink. Pittsburgh was recently ranked 5th on USA Today’s “The 10 Best American Riverfronts” list and has set a global standard for best practices in riverfront development and utilization.

Lastly, Pittsburgh has become a destination city for young professionals. In August 2019, “Hey Tutor” rated the Pittsburgh region as the sixth best place in the country for recent college graduates to lay down roots. In the recent past, the Travel Channel identified Pittsburgh as “… bubbling over with young people helping to redefine the city.” Duquesne students are an important part of the emerging energetic, entrepreneurial, and progressive nature of the University’s home.

All of these factors contribute to the extraordinary quality of life from which Duquesne’s students, faculty, staff, and alumni benefit.

THE CAMPUS

Duquesne’s urban campus of striking beauty lays claim to nearly 50 acres on a bluff with spectacular views of the city’s skyline, famous three rivers, and Mount Washington. It is composed of 49 structures totaling four million square feet and well-maintained grounds dotted with trees, flowers, and wrought-iron gates. Small groves tucked in between buildings, many featuring beautiful religiously-themed sculptures and murals, grace the landscape and allow space for quiet meditation.

Since 2001, Duquesne has invested more than $350 million in new facilities and improvements to the campus. A $44 million renovation to the University’s athletic facility is set to be completed in fall 2020. A $15 million renovation, coupled with upgrades to infrastructure and technology, was recently completed in Rockwell Hall, home to the business school. The Genesius Theater, a $6.3 million project, was completed in 2015, creating the campus’s first stand-alone performing arts venue. Duquesne constructed a remarkable $35.7 million LEED Gold-certified residence hall in 2012. The LEED Gold certification reflects Duquesne’s significant commitment to sustainability, a tenet of the Catholic tradition and Spiritan mission. Indeed, all new campus construction must meet LEED certification thresholds. The University is named by the Princeton Review Green Colleges list as one of America’s most environmentally friendly schools.

Duquesne is sound on the technology and information resources front. The campus is fully wireless and possesses an array of advanced hardware and software. SMART and FlexTech classrooms exist across the campus as do computer labs. Moreover, the Gumberg Library, the main campus library, holds extensive print and electronic collections.

For more information on Duquesne and its surrounding region, please visit these websites:

Duquesne University: www.duq.edu
Pittsburgh Tourism: www.visitpittsburgh.com
City of Pittsburgh: www.pittsburghpa.gov
DUQUESNE UNIVERSITY
COLLEGE OF
OSTEOPATHIC MEDICINE

Duquesne University is excited to be establishing a College of Osteopathic Medicine, targeted to open and enroll its first class in the fall semester of 2023. It will become the second medical school in the Pittsburgh region and the first Catholic osteopathic medical school in Pennsylvania. Duquesne planned for the addition of an osteopathic medical school during the creation of the University’s 2018-2023 strategic plan, Re-Imagining Duquesne’s Spiritan Legacy for a New Era. Following the encouraging completion of a feasibility study with globally recognized consulting firm Tripp Umbach, the administration has decided to pursue accreditation. The College will recruit an initial class of 75 students, with the intention of growing enrollments to a total of 600 students at full maturity.

For Duquesne, a college of osteopathic medicine aligns directly with the University’s Catholic and Spiritan ethos. Many doctors of osteopathic medicine serve as family doctors or general practitioners, for which a large unmet need exists nationally. In addition to practitioner training, Duquesne’s program will include work in the ethics of integrative medicine, as well as a focus on serving marginalized populations, aligning integrative health practice and research with Spiritan values of service that have been a hallmark of Duquesne for more than 140 years.

With its many highly ranked programs and its national draw for students, Duquesne is well positioned to open the College of Osteopathic Medicine. The College is envisioned to be a hub, synthesizing Duquesne’s many programs across campus. For example, Duquesne has well-established programs in pharmacy, nursing, health sciences, biomedical engineering and biomedical ethics. Thus, Duquesne’s strengths in all allied and practical health fields are already well known, providing a robust basis for inter-professional collaboration with the new medical college. As well, integrative health demands cultural competencies, so a liberal education is needed. Duquesne’s programs like music therapy align well with this goal, and the connection between law and medicine has many tentacles. Education is as much about wellness as it is about knowledge, and business concerns can both aggravate and ameliorate health challenges. The College will serve as a philosophical center for the biomedical basic science and clinical research that occurs across campus. Consequently, the resources of the entire university can be utilized to produce a world-class College of Osteopathic Medicine.

“Tripp Umbach recommends that Duquesne move forward with additional planning to develop a four-year osteopathic medical school in Pittsburgh. By focusing the osteopathic medical school on primary care and population health improvement, the medical school will secure public and private financial support and participation from multiple education, healthcare, and industry partners... Duquesne should be successful in opening a high-quality sustainable osteopathic medical school that meets the needs of 21st-century learners, teachers, healthcare delivery systems, and—most importantly—patients.”
THE AGENDA FOR LEADERSHIP FOR THE FOUNDING DEAN OF THE DUQUESNE UNIVERSITY COLLEGE OF OSTEOPATHIC MEDICINE

The Founding Dean of the Duquesne University College of Osteopathic Medicine will be responsible for preparing the College for great success. She or he will have an opportunity to articulate a clear vision for the College of Osteopathic Medicine while ensuring that it is consistent with Duquesne’s overall mission and strategic plan. The Founding Dean will build a quality program to meet the Commission on Osteopathic College Accreditation’s (COCA’s) accreditation standards, will identify and build distinctive attributes to position the College competitively, and will ensure the College is focused on service and excellence. The Founding Dean will be willing to take calculated risks while being anticipatory and proactive in identifying issues that may arise for the College as the medical education landscape evolves.

The Founding Dean will embody the essential values of academic integrity, collaboration, and civility in a collegial community of learners and scholars. The Founding Dean will be well-versed in the practice of osteopathic medicine and will have a strong understanding of the changing demands of healthcare and the importance of integrative approaches to healthcare. The Founding Dean will be deeply committed to building and serving communities locally, regionally, nationally, and globally.

The Founding Dean will be appointed by President Ken Gormley and report to Provost David Dausey and will have an extraordinary opportunity to build the academic enterprise and operational structure of the College of Osteopathic Medicine. The anticipated cost of building the College is about $60 million. Some key agenda items for leadership are as follows:

**Pursue and Earn COCA Accreditation**

Pursuing accreditation for the College of Osteopathic Medicine is a key agenda item for the Founding Dean. COCA has multiple standards that must be met and maintained for the College of Osteopathic Medicine to be successful. The accreditation process can take up to three years and is reserved until a school can demonstrate its ability to provide instruction, recruit students, and graduate them with viable degrees.

**Establish the Academic Enterprise**

The Founding Dean will have the opportunity to design a distinct curriculum for a college of osteopathic medicine that takes full advantage of being embedded within a large research institution. Duquesne places great emphasis on inter-disciplinarity and inter-professionalism, and the College of Osteopathic Medicine is expected to engage synergistically with other schools at Duquesne, and especially with the School of Pharmacy, the John G. Rangos, Sr. School of Health Sciences, the School of Nursing, and the Bayer School of Sciences. The Founding

The vision for the College is tied to integrative health and medicine.

“We have planned well for this move and will succeed in creating this resource at Duquesne,” says Duquesne University Provost David Dausey. “We envision a school of medicine that ties together inter-professional opportunities across all of our health programs. Integrative medicine considers the medical practitioner and the patient as partners not only in healing but also in prevention and general wellness. At the core, we seek a leader to educate medical students to look at the mind, body, and spirit of their patients, to be with them and to listen to what is happening. While such practice certainly is about curing, it is equally about caring.”
Dean will be responsible for recruiting and retaining the initial faculty for the College, as well as seeking out student placements that will ensure career-readiness for graduates.

**Develop and Steward Financial Resources**
As the College’s chief ambassador and fundraiser, the Founding Dean is expected to collaborate closely with the Office of University Advancement to garner the funds necessary to bring the College to fruition. The Founding Dean must be able to articulate a compelling vision to engage major donors and foundation heads, as well as other potential contributors. In addition, the Founding Dean will be a strong financial manager and aware of the medical education landscape, innovative with regard to forging new revenue streams, and capable of adjusting the business plan to ensure the College’s financial security.

**Build Facilities for the College**
The Founding Dean will be responsible for overseeing the design and construction of the physical building that will house the College while also optimizing existing state-of-

“This major leap forward for Duquesne, Pittsburgh, and our region is a bold move that recognizes how healthcare requires new kinds of practitioners,” says Duquesne President Ken Gormley. “Given Duquesne’s broad strengths in elements connected to integrative health—in pharmacy, nursing, the natural sciences, health sciences, and even in business and music—we are exceptionally well suited to serve this need in our region,” Gormley says.
art facilities across campus in the delivery of the program. A site on campus has been identified for the College, and the Founding Dean will work with architects and other contractors, as well as the university community, to bring the innovative facility into existence. The Founding Dean will ensure that the building provides an outstanding physical environment that is technologically sophisticated and supports student achievement, that it is well appointed for research, and that it is future-focused to take advantage of the most current, and anticipated, medical education trends and goals.

Initiate Partnerships and Engage the Community
The Founding Dean will be responsible for integrating the College into the medical community and for developing multiple partnerships for the College. Of deep importance to the success of the College and its students will be its clinical partnerships and placements with hospitals and other partners in the regional and national medical community. Pittsburgh has a robust healthcare and medical-services industry and there are many opportunities for partnership for the College. The Founding Dean will seek the most strategic partnerships both within the urban environment of Pittsburgh, as well as in the more rural communities that have great need for medical services. The Founding Dean will also seek to develop community health improvement programs.

Spearhead Creative Enrollment Management and Marketing Efforts
The Founding Dean will create an environment that supports students in reaching their intellectual, spiritual, and professional goals. The Founding Dean will have a firm grasp of enrollment management issues as they relate to medical schools and will seek to ensure strong enrollments for the College. The Founding Dean will be innovative and entrepreneurial in her or his approach to enrollment management to ensure that programs have broad reach to both traditional and non-traditional learners and utilize an appropriate variety of delivery modes to ensure the greatest potential for success. The Founding Dean will work collaboratively with the University’s enrollment management team to maximize effectiveness. Additionally, the Founding Dean will understand the value of a strong communication team who can advance the marketing efforts and brand awareness of Duquesne University College of Osteopathic Medicine.

- The state of Pennsylvania needs more physicians, specifically in the rural and underserved communities.
- Osteopathic medicine is one of the fastest-growing healthcare professions in the country.
- The development of an osteopathic medical school will have a positive impact on other health science programs at Duquesne.
- A four-year osteopathic medical school will be a driver of the regional economy, creating jobs and generating millions of dollars in annual net impact to Pennsylvania, Ohio, West Virginia, and Maryland.

Foster Collegiality and Lead with Transparency
The Founding Dean will have a positive, engaging, and influential presence. Recruiting and supporting faculty and staff and honoring their significant contributions is crucial. As well, collaboratively working with other deans in the University and with the president, provost, and their leadership teams will be essential. The Founding Dean’s capacity to ask thoughtful questions, listen carefully, shape discourse, and foster collegiality is of paramount importance. Modeling and encouraging transparent decision-making will also promote trust and nourish a spirit of mutual respect.

Cultivate and Celebrate Diversity, Inclusion, and Equity
Duquesne is committed to fostering a diverse faculty, staff, and student population and sustaining a welcoming and inclusive living, learning, and working environment. The Founding Dean will foster a culture in which widely diverse values, experiences, and ideas are welcomed and viewed as essential in the development of academic excellence.
DESIRED ATTRIBUTES FOR THE FOUNDING DEAN

The Founding Dean will lead the path to establish the Duquesne University College of Osteopathic Medicine with a sense of commitment to its mission, pride in its promise, and excitement about its impact in the field of osteopathic medicine and the health professions. Candidates must possess a strong understanding of the skills necessary for the practice of osteopathic medicine in an evolving profession, have an ability to communicate effectively with diverse constituents, and have the education, training, and experience necessary to provide effective leadership in education, scholarly activity, and patient care. As required by COCA, the Founding Dean must hold an earned D.O. degree from a COCA–accredited college of osteopathic medicine, an unrestricted medical license at some time in his/her career (free of disciplinary actions or sanctions while licensed), AOA or ABMS board certification at some time in his or her career, and at least five years of proven experience within the last ten years in academic leadership roles that includes budget management authority.

Duquesne’s College of Osteopathic Medicine will:

- Expand healthcare access for elderly and underserved populations.
- Address workforce needs by expanding numbers of highly qualified doctors who have regional connections and interests.
- Accelerate the expansion of an innovation economy whereby biomedical companies are launched in and attracted to the region; new jobs are created; and research sparks technology transfer, commercialization, and economic value through improvements in prevention, treatment, and practice.
- Ensure that the healthcare delivery system includes a focus on elderly and underserved populations. As a result, the quality of life for community residents improves as well as the ability to leverage healthcare cost savings.
The successful candidate will have established a reputation for high personal integrity, honesty, and trustworthiness. The Founding Dean is expected to collaborate with the Office of University Advancement in raising funds for the College, and to support the University’s overarching goals articulated in its ambitious strategic plan.

The successful candidate will demonstrate:

- the capacity to develop, articulate, and implement a clear and compelling vision for the development of Duquesne University College of Osteopathic Medicine;
- the enthusiasm and ability to secure the funding and other resources to fulfill that vision;
- a deep and thorough understanding of the processes to achieve initial and maintain continuing accreditation;
- the enthusiasm and desire to work collegially with existing medical and health professional programs at the University
- abiding respect and enthusiasm for the University’s Catholic and Spiritan mission and values coupled with an ability and willingness to contribute actively to this mission;
- a strong record of professional and/or scholarly achievement coupled with a deep understanding of osteopathic medical education and practice;
- synergistic thinking with a cross-disciplinary and inter-professional approach;
- exceptional collaboration skills and a track record of successful leadership in a collegial environment;
- the ability to work and communicate effectively with many diverse internal and external constituencies, including staff, students, faculty, administrators, alumni, donors, medical professionals, and community members;
- identifiable fiscal acumen and personnel management skills;
- experience with facilities management and construction oversight;
- intercultural competence and a global perspective with a commitment to celebrating and promoting diversity in its many forms;
- an inclusive and transparent leadership approach and record with an understanding of and respect for shared governance;
- the ability to set high standards and empower others coupled with a record of supporting teaching excellence, professional development, and scholarly activity;
- a deep commitment to community engagement and partnership–building;
- confidence to lead, coupled with humility to engage well with others; and
- an entrepreneurial spirit with an eye for innovation.

THE PROCESS OF CANDIDACY

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Final selection is made by the president of the university. The Founding Dean is expected to begin his or her tenure in January 2020.

Nominations and applications should be submitted electronically as soon as possible. Applications should include a letter of candidacy that responds to the agenda for leadership and the desired attributes for the Founding Dean and a complete résumé or vita, as well as a copy of D.O. diploma from COCA-accredited college of osteopathic medicine. All application materials will be considered in full confidence and should be submitted electronically to OsteopathicDUQ@storbecksearch.com.

To make a nomination, or express interest, all confidential communications may be directed to Ms. Julie E. Tea, Partner, and Ms. Julie Williams-Krishnan, Senior Associate, Storbeck/Pimentel & Associates, LP at OsteopathicDUQ@storbecksearch.com.

Duquesne University was founded in 1878 by its sponsoring religious community, the Congregation of the Holy Spirit. Duquesne University is Catholic in its mission and ecumenical in spirit. Motivated by its Catholic identity, Duquesne values equality of opportunity both as an educational institution and as an employer.