



## **Dean, Texas College of Osteopathic Medicine**



**UNT** | **HEALTH**  
SCIENCE CENTER

**3500 Camp Bowie Blvd.  
Fort Worth, Texas 76107**

## Introduction

The University of North Texas Health Science Center (UNTHSC) invites nominations, expressions of interest, and applications for the position of, Dean, Texas College of Osteopathic Medicine (TCOM). The next Dean will be a key member of the UNTHSC leadership team committed to realizing the University's mission of creating solutions for a healthier community.

### **The University**

UNTHSC is located in the heart of Fort Worth's Cultural District on a 33-acre campus immediately adjacent to nationally recognized museums, the Will Rogers Memorial Center campus and the soon-to-be completed 14,000 seat Dickies Arena. With more than 2,400 students and over 300 faculty, UNTHSC is a comprehensive academic medical center awarding 712 medical, doctoral, masters and professional degrees annually. It is a leader in innovative, interprofessional training, collaboration and interdisciplinary research that generates over \$52 million of external research funding yearly.

The 1.4 million square-foot campus is composed of large, small and modular classrooms, lecture halls, teaching labs, training rooms, patient care facilities, and research labs located in its seven buildings. UNTHSC is a complex organization that has a budget of over \$300 million allocated over 200 fund sources and approximately 1,400 FTEs.

In addition to the [Texas College of Osteopathic Medicine](#), other major components of UNTHSC include:

- Graduate School of Biomedical Sciences
- School of Public Health
- School of Health Professions
- UNT System College of Pharmacy
- UNT Health Clinical Practice Group
- Texas Christian University and UNTHSC School of Medicine (opening July 2019, pending accreditation)

UNT Health, UNTHSC's clinical practice group spans all colleges, schools and institutes. UNT Health offers a platform to support the interprofessional education, clinical practice and research missions of UNTHSC. With over 75 clinicians practicing in primary care, pediatrics, geriatrics, family medicine, comprehensive musculoskeletal care, correctional medicine and other specialties, UNT Health is one of Tarrant County's largest multi-specialty provider groups.

Most recently, UNTHSC has partnered with Texas Christian University to create a joint allopathic medical school. The MD school is expected to increase educational and research opportunities at the two institutions, while preparing the next generation of physicians to meet health care needs in Texas and beyond. The inaugural class of 60 students is expected to matriculate in July 2019.

UNTHSC is governed by the University of North Texas System Board of Regents, and is a state-supported institution. Other system institutions include UNT in Denton and UNT Dallas. UNTHSC is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

### **Texas College of Osteopathic Medicine (TCOM)**

Founded as an independent non-for-profit in 1970, the Texas College of Osteopathic Medicine (TCOM) affiliated with the University of North Texas in 1975 to become a state-funded medical school. With over 65 percent of graduates practicing in primary care (family medicine, internal medicine, obstetrics/gynecology and pediatrics), TCOM is a leader in training physicians skilled in comprehensive primary care and rural medicine and is proud to be recognized as one of the nation's top medical schools for primary care by *U.S. News & World Report*. In addition, many TCOM graduates have gone on to practice in specialty careers ranging from aerospace medicine to cardiovascular surgery. Faculty in TCOM are currently housed in one of four academic departments: Department of Family Medicine and Osteopathic Manipulative Medicine (OMM); Department of Internal Medicine; Department of Pediatrics and Women's Health; and the Department of Medical Education; With a total enrollment of over 900 students, TCOM is helping reduce the shortage of physicians both in Texas and nationally.

### **Academic Departments in TCOM**

The **Department of Family Medicine and Osteopathic Manipulative Medicine** has the largest clinical and educational network of ambulatory primary care clinics within the medical school. With a diverse faculty of physicians, social scientists, nurse practitioners and physician assistants, the department provides instruction in medical interviewing, physical examination, physical diagnosis, ambulatory family practice and elective courses in sports medicine and emergency medicine. The department is also home to the Rural Osteopathic Medical Education (ROME) program, which is a four-year parallel curriculum specializing in the education of future rural physicians. As part of the department's commitment to research, Family Medicine operates the North Texas Primary Care Practice-Based Research Network (NorTex), which is a collaborative network of physicians who perform patient-oriented evidence-based research.

The department offers both a two-year and a 'plus one' graduate training program in Osteopathic Manipulative Medicine (OMM). Medical students are provided additional opportunities for specialized training in OMM through a Teaching Assistant Program and a Pre-doctoral Fellowship Program. In addition to our educational mission, the OMM faculty actively conducts research through the Physical Medicine Institute and the Osteopathic Research Center.

The **Department of Internal Medicine** and the Center for Geriatrics prepare students for successful practices in adult primary care and subspecialty disciplines. Department faculty members honor the principles of osteopathic medicine, including health promotion, disease prevention and nutrition in all teaching activities and they strive to serve as role models and mentors for all students. Specialty practice areas of departmental faculty include cardiology, gastroenterology, geriatrics, neurology, pulmonary, and sleep medicine.

The **Department of Pediatrics and Women's Health** provides clinical instruction, patient care and research in the care of newborns, infants, children and adolescents. The department collaborates with a number of hospitals and clinics to provide students with both outpatient and inpatient exposure to pediatric care. In addition, the department provides OB/Gyn medical education and is involved in Women's Health research and community programs.

The **Department of Medical Education** is a multifaceted, interdisciplinary team of healthcare providers and researchers. Through innovative curricular designs, early clinical experiences, and mentorship, we are committed to providing excellence in clinical care, education, and research. Our goals and objectives amplify the distinctive nature of osteopathic physicians and their roles in delivering the highest quality health care to the citizens of Texas and beyond.

## **The Opportunity**

### **Position Summary**

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is the chief academic and executive officer of the Texas College of Osteopathic Medicine (TCOM) and is responsible for optimizing outcomes and assuring the effectiveness of the academic, clinical, research, community engagement and administrative aspects of the organization. The Dean will determine the distribution of funds from revenues derived from state appropriation, tuition, research grants, and philanthropic contributions which are applied to faculty and staff salaries, research stipends, service commitments, faculty development and travel, student enrichment, and maintenance and operation of TCOM and its academic departments. The Dean is responsible for all matters relating to the administration of the College, including curriculum, faculty, staff, students, facilities, resources, budget, alumni and fundraising. The Dean will create an organization that supports the vision, mission and goals of the Health Science Center and will promote collaboration with other schools/colleges at UNTHSC and its partner institutions. In addition, the Dean will play a lead role in establishing and maintaining positive relationships with hospitals, health related organizations, UNT Health, and local, state and federal governmental agencies to ensure that TCOM and the UNT Health Science Center achieve all goals and objectives.

### **Opportunities and Challenges**

Areas of opportunity, challenges, and expectations for the next Dean, Texas College of Osteopathic Medicine include:

- Fostering a student-centered environment that provides an exceptional experience , from the moment students receive their acceptance letter to graduation and beyond. The next Dean will have the opportunity to develop innovative and engaging academic programs that not only prepare students for their medical licensing exams (COMLEX/USMLE), but also imbues TCOM graduates with the knowledge, training, skills, and confidence for lifelong professional success amidst a rapidly changing healthcare environment. As such, the Dean will ensure effective and efficient administration of the admissions and enrollment process, as well as the development of additional outreach programs to further strengthen the College's recruitment of a diverse pool of highly-qualified applicants.
- Identifying and supporting community engagement activities in the service of community outreach, academic and clinical partnership development, and fundraising. The next Dean will have the opportunity to formulate and implement a comprehensive plan to create additional graduate medical education opportunities in Tarrant County and across

the State of Texas. Moreover, the Dean will be at the forefront of efforts to develop new partnerships with healthcare organizations to optimize and expand clinical rotation opportunities. Finally, the Dean will contribute to the emergent culture of philanthropic giving at UNTHSC and will work closely with the Office of Institutional Advancement to increase fundraising activity and support for TCOM.

- Serving as a strategic partner to the President, the Provost/Executive Vice President for Academic Affairs, and other Deans in setting institutional priorities. The Dean will be a critical voice on the development and implementation of faculty compensation programs that align with the clinical, academic, and research missions of the College and University. Moreover, the Dean will work closely with department chairs to recruit, mentor, develop, and retain high-quality faculty to achieve the College's goals. In addition, the Dean will be able to renew UNTHSC's commitment to a diverse and equitable environment where faculty, students, and staff actively contribute to the vibrant life of the University. To be successful in all of these areas, the Dean must have the ability to anticipate and communicate issues facing graduate medical education, academic medical centers, and their potential impact for TCOM and UNTHSC.
- As its strongest champion, the next Dean will serve as a passionate advocate on behalf of the College's constituent academic departments. The Dean will work collegially and collaboratively with key internal and external stakeholders to establish an inclusive and bold vision for the future. In doing so, the Dean will partner with the University's senior leadership to secure the necessary resources to support this vision while assuring their strategic and efficient deployment.
- With the new TCU-UNTHSC School of Medicine set to welcome its first class in 2019, the next Dean of TCOM will have the unique opportunity to play a critical role in developing fruitful partnerships between these two academic units to establish new and exciting approaches to osteopathic and allopathic collaboration. With its nearly 50-year history and strong national reputation, the Dean will have the ability to leverage TCOM's strengths in the development of joint instruction, service, and research initiatives in concert with the TCU-UNTHSC School of Medicine to establish these organizations amongst the leading institutions in the nation in providing a team-oriented, educational approach that benefits patients, increases academic and research excellence, and shapes the future practice of medicine.

## **Characteristics and Qualifications**

### **Characteristics and Attributes:**

Essential characteristics vital to the success of the next Dean, Texas College of Osteopathic Medicine include:

- Strong interpersonal skills, including a commitment to listening, problem solving, and consensus building.
- A keen understanding of organizational development to increase faculty, staff, and student engagement.

- A collaborative and entrepreneurial leadership style coupled with the willingness to take calculated risks and promote inclusive and innovating thinking.
- Personal and professional integrity and the ability to foster an environment of accountability and transparency.
- A down-to-earth approach that empowers others, including the ability to delegate authority while retaining responsibility for key strategic goals.
- The charisma to serve as an ambassador and representative of the School and University to internal and external stakeholders coupled with a willingness to develop connections and establish partnerships with local community health providers.

### **Required Qualifications**

Successful candidates for the Dean, Texas College of Osteopathic Medicine will possess:

- An earned Doctor of Osteopathic Medicine (D.O.) degree and academic credentials that unquestionably qualify the candidate for appointment as a full professor with tenure.
- Experience as a steward of fiscal resources, including leading complex resource allocation processes to accomplish academic and administrative priorities.
- Experience implementing and/or promoting initiatives to better prepare students for success.
- Experience in leading and/or participating in accreditation efforts with the Council on Osteopathic College Accreditation (COCA), including program development, institutional self-evaluation, reporting, and working with regional and national accreditation bodies.
- A track-record of advancing interprofessional collaboration in education, practice, and service.
- The ability to inspire and empower faculty, with an emphasis on recruiting, mentoring, developing, and retaining high-quality faculty to support the clinical, research and academic missions of the College and University.

### **Preferred Qualifications**

In addition to the aforementioned list of qualifications, the most competitive candidates for the Dean, Texas College of Osteopathic Medicine will also possess:

- Experience in expanding research opportunities in a school of medicine and with other health professions.
- Experience utilizing assessment metrics and institutional analytics, including the Gallup survey of employee engagement, and net promoter scores.
- A track-record of promoting student success, including improving graduation and persistence rates, and success in medical licensing exams (e.g., COMLEX and USMLE).
- Experience securing private financial support from donors, foundations, other non-profit organizations, and/or the private-sector.

## **Procedure for Candidacy**

### **Application / Nomination Process**

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence.

Applications and letters of nomination should be submitted to:



Alberto Pimentel, Managing Partner  
Navid Nakai, Senior Associate

Storbeck/Pimentel & Associates  
6512 Painter Avenue  
Whittier, CA 90601  
562-360-1353 (FAX)

Email: [apsearch@storbeckpimentel.com](mailto:apsearch@storbeckpimentel.com)  
Refer to code **"UNTHSC-TCOM"** in subject line

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