

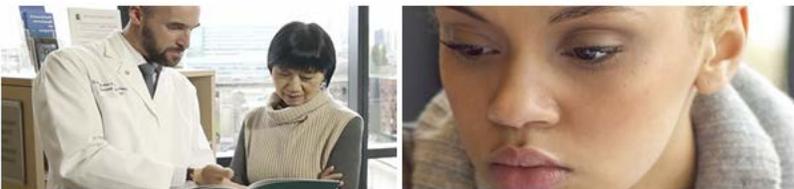
# Oregon Health & Science University



## Position Profile

**Associate Dean for Graduate Medical Education and Designated Institutional Official (DIO)**

**January 2017**



*OHSU is where healing, teaching and discovery come together.*





## About the OHSU School of Medicine/Graduate Medical Education (GME)

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The Oregon Health & Science University (OHSU) School of Medicine is home to a vibrant community of educators, students, scientists, clinicians and others working side-by-side to heal, teach, discover and serve. Since 1887, the School of Medicine has been committed to meeting the health professions and science education, biomedical research and health care needs of the people of Oregon and beyond. One of the most important ways that OHSU meets that mission is through its highly-rated Graduate Medical Education (GME) programs. The latter include both core programs and sub-specialty fellowships spanning nearly every field of medicine.

OHSU Hospital, Doernbecher Children's Hospital and the Portland Veterans Affairs Medical Center (VAMC) are the major clinical teaching facilities of OHSU and the patient care and teaching programs at the University and the Portland VAMC are under the direction and supervision of OHSU faculty. In addition, house officers gain additional experience in a variety of affiliated community teaching hospitals located across the state.

Many centralized functions associated with GME are coordinated through the Office of Graduate Medical Education which is housed within the Dean's Office of the School of Medicine. Aided by a skilled and engaged GME community, the office staff coordinates resident and fellow appointments, manages institutional affiliation agreements, facilitates faculty and staff development, provides infrastructure and other resources to aid program staff with running over 80 programs, monitors compliance with ACGME requirements and ensures that residents and fellows are involved with program review and other issues affecting trainees. The office disseminates and shares best practices across programs so that prospective, current and past residents and fellows are optimally served.

## The Associate Dean's Role

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The Associate Dean is responsible for all strategic, programmatic and policy issues related to Graduate Medical Education in the School of Medicine at Oregon Health & Science University. The person filling this position will report directly to the Senior Associate Dean for Education in the OHSU School of Medicine.

The Associate Dean is expected to be a member of the clinical faculty at OHSU and actively see patients as part of their departmental duties. However, the person filling this position will spend most of their effort on strategic and administrative responsibilities. Specifically, the Associate Dean will hold a full-time faculty appointment and will spend between 10-30% of their effort (0.1-0.3 FTE) in departmental activities and dedicate between 70-90% of their effort (0.7-.0.9 FTE) on strategic and administrative work in the Dean's Office.

The person filling this position will have foundational attributes that include a high degree of emotional intelligence and professionalism; outstanding communication skills; agility and adaptability; ability to think in terms of systems; a results-oriented mindset; and the courage and commitment to foster excellence, inclusion and diversity in all aspects of graduate medical education.

The Associate Dean must also have the capability to create new GME programs and grow existing ones; manage complex relationships; lead program directors and administrative staff; build and direct teams; drive improvement based upon data analytics; and think strategically while overseeing operational aspects of the institution's overall GME program.

The Associate Dean must maintain institutional and programmatic accreditation; promote positive and safe learning environments; integrate GME effectively into all three academic missions of an academic health center and the university; develop and support GME leaders, faculty, staff and chief residents; maintain operational oversight by measuring progress and monitoring results; link the overall program to the larger health care and policy environment; and demonstrate a high level commitment to lifelong learning, diversity, patient safety, quality improvement and educational innovation.

The Associate Dean will need to understand and build on current leadership approaches and operations that are currently serving GME well while guarding against complacency and paying attention to areas that may need to improve. The successful candidate will demonstrate leadership skills in supporting residents and fully integrating them into patient care operations; expanding scholarship and quality improvement at the GME level; increasing diversity and inclusion, and fully integrating partners in shaping the future of GME.

The Associate Dean for Graduate Medical Education will:

- Provide strategic, programmatic and policy leadership for all issues relating to GME.
- Serve as liaison with the Accreditation Council for Graduate Medical Education as OHSU's Designated Institutional Official (DIO).
- Regularly participate in strategic and operational discussions involving GME within OHSU as well as with the university's educational and clinical partners.
- Advocate for residency and clinical fellowship programs within and outside the institution.
- Ensure the development and maintenance of healthy clinical learning environments in all locations that OHSU residents and clinical fellowships train.
- Develop and implement policies, procedures and best practices to expand and enhance diversity within the ranks of the OHSU house officers to better serve society.
- Align resources with OHSU's clinical enterprise strategic plan while contributing meaningfully to the workforce needs of Oregon and the nation.
- Work collaboratively with the Chief Executive Officers, Chief Medical Officers and Chief Quality Officers associated with OHSU Partners, OHSU Healthcare and OHSU-affiliated organizations in order to integrate the overlapping education and clinical missions as they relate to house officers.
- Create and monitor a continuous educational improvement model for the overall GME program.

- Participate in institutional efforts that span the educational continuum, including competency-based transitions from medical school to GME as well as the use of data in continuing professional development to change behavior, impact systems and improve patient outcomes.
- Engage in education research and foster scholarly productivity of the OHSU GME community.
- Assure program readiness for individual site visits, and for compliance with all aspects of the ACGME's accreditation system.
- Oversee the activities of the Resident/Fellow and Faculty Wellness Center.
- Provide mentorship, support and appropriate remediation for residency and fellowship programs, their leadership and trainees.
- Chair monthly GME Committee and GME Executive Committee meetings.
- Provide direct supervision of both the Assistant Dean for GME and the GME Director.
- Maintain budgetary oversight of GME operations within and affiliated with OHSU.
- Represent OHSU at national and regional meetings related to graduate medical education.
- Work on special projects at the request of either the Dean or Senior Associate Dean for Education.

## Qualifications

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- An MD or DO degree is required.
- At least three years as a leader in graduate medical education (i.e., successfully holding a position as either a GME program director or a Designated Institutional Official) is considered essential.
- A well-developed skill set related to leadership, management, communication, collegiality, team work, change agency and cultural sensitivity is necessary for the successful candidate.
- Experience in growing and developing statewide GME initiatives is strongly desired.
- An exemplary record in the following areas is highly valued: understanding educational theory and learning principles, especially as they relate to GME and health professions education; knowledge of the health care industry and health care systems; experience with accreditation and regulatory requirements; understanding of human resources and legal issues related to residents and clinical fellows; business skill and acumen; a track record demonstrating innovation in educational programming, faculty development, and improvement science; and experience with fostering healthy and safe clinical learning environments.



## About Oregon Health & Science University

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Today OHSU is a thriving institution that has seen enrollment in its degree programs increase by 20 percent over the last decade. OHSU offers undergraduate, graduate, and professional degrees and/or certificates in over 60 accredited education programs, several of them joint with other institutions. OHSU provides training to approximately 840 residents and fellows in over 80 accredited programs. In addition, OHSU delivers continuing education to thousands of health care professionals each year.

OHSU has over 15,000 employees including nearly 3,000 faculty members and also engages over 2,000 volunteer faculty at clinical sites throughout Oregon to help train its learners in a community setting. For the fiscal year ending June 30, 2015 OHSU's revenues totaled approximately \$2.5 billion with about 75% of revenue coming from clinical fees, 20% from grants, and less than 2% from state appropriations.

The University's history and current activities demonstrate a deeply felt commitment to community service, improving the health and well-being of people in and around Oregon, and educating Oregon's healthcare providers of the future. OHSU cares for more than 258,000 patients annually through about 1,000,000 visits and is the primary resource in the region for many types of highly specialized or tertiary care cases. The University's patient care services also include dozens of general and specialty clinics and diagnostic laboratories.

Patient care connects directly to the thriving research on the same campus. OHSU is currently conducting 657 clinical trials to accelerate the translation of research from basic science lab discoveries into treatments that directly benefit patients. The University attracted \$376 million in the past year to fund promising studies to add to the body of knowledge about prevention, detection and the treatment of disease. OHSU has faculty members who are Howard Hughes Investigators, members of the National Academy of Sciences and National Academy of Medicine, and fellows of the Royal Academy of Sciences and the American Academy of Nursing.

To view OHSU's Mission: <https://www.ohsu.edu/xd/about/vision/>

Over the University's 128-year history, OHSU has grown into a world-class teaching hospital and research center that educates, employs and cares for people from many cultures, belief systems and experiences. Diversity is vitally important to OHSU's evolution as a world-class health and science university. Being a diverse institution creates an intellectually vibrant climate where a variety of ideas and perspectives work together to foster innovation. Diversity is key to maintaining a competitive workforce advantage. Integrating diversity within all areas and all parts of its mission is critical to OHSU's strategic goal of being a great organization, "diverse in people and ideas." OHSU is dedicated to improving the health and quality of life for all Oregonians through excellence, innovation and leadership in healthcare, education, research and community outreach and recognizes that diversity of people and ideas are essential to succeed and thrive.

## Educational Innovation

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Over the past five years, OHSU has undergone structural and programmatic changes that have fostered innovation and growth across the University's academic programs. State-of-the-art facilities have come online, dynamic leaders have been recruited and a multitude of major initiatives have transformed the University's science and health professions educational programs. These exciting developments have put OHSU on a firm trajectory towards educational innovation and excellence. Examples of these recent developments include:

- The opening of the Collaborative Life Sciences Building which houses a 20,000 square foot state-of-the-art simulation center that provides an unparalleled opportunity to assess the performance of both individuals and teams;
- The expansion of VirtuOHSU, the university's surgical and advanced procedures simulation center, that serves as the focus for resident skill building in simulated settings;
- The successful launch of the GME-focused Foundations of Improvement Science Curriculum (FISC) faculty development series;
- The creation of a House Officer Quality and Safety Council that facilitates patient safety and quality improvement projects in GME;
- The expansion of rural programs that enhance learning experiences for residents and fellows interested in serving in underserved areas;
- The receipt of numerous, high-profile educational grants focused on competency-based education and interprofessional education;
- The selection of OHSU to participate in national pilots such as the Core Entrustable Professional Activities (EPAs) for Entering Residency sponsored by the Association of American Medical Colleges;
- The development of a ground-breaking international partnership with several institutions in Southeast Asia; and
- The creation of OHSU Partners – a network of healthcare systems affiliated with OHSU consisting of hospitals with minimal experience hosting residents and fellows – which will enable the growth of OHSU's GME programs in Portland and beyond.

## Diversity and Inclusion

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## OHSU Campus and Community

OHSU's Marquam Hill Campus sits on 116 acres overlooking downtown Portland. The University occupies 35 major buildings on the hill, and dozens of offices, clinics, education and research facilities throughout the state. The University's 166 acre West Campus in Hillsboro includes the Oregon National Primate Research Center and the Vaccine and Gene Therapy Institute.

In 2002 OHSU, in collaboration with several other entities, purchased approximately eight acres along the Willamette River in Portland to support additional growth. The Center for Health and Healing opened in November 2006 on the South Waterfront Campus to house physician practices, outpatient surgery, a wellness center, research labs, and educational space served by a streetcar and an aerial tram to the top of Marquam Hill. A new building that will expand outpatient surgery and related procedures is currently under construction. In 2005-2006 OHSU also opened the 300,000 square foot Kohler Pavilion, which is a new addition to the existing hospital, and a new 300,000 square foot Biomedical Research Building.

In 2004 a 20 acre parcel of riverside property was donated to OHSU to allow the University to build an interprofessional educational campus just north of the South Waterfront Campus. In July 2014 the \$295m, 650,000 sq. ft., Collaborative Life Sciences Building (CLSB) opened; an exciting interprofessional space that houses faculty, staff and students from OHSU, Oregon State University and Portland State University. Finally, the \$160m, 230,000 sq. ft., Knight Cancer Research Building is scheduled to open July 2018.

OHSU has a long history of engagement with Oregonians, with volunteer faculty teaching students in clinics, hospitals and other community settings throughout Oregon and southwest Washington. The School of Nursing has campuses in Ashland, Klamath Falls, Monmouth, and La Grande. In 2015, OHSU established a Campus for Rural Health in Klamath Falls, with a site in Coos Bay and additional expansion planned in 2016 and beyond. There are also significant programs in distance education at OHSU.





## About Portland

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Big city excitement and small town charm make Portland, known as "the City of Roses," one of the favorite cities on the West Coast. Situated approximately 70 miles from the Pacific Ocean where the Columbia and Willamette Rivers meet, Portland enjoys a magnificent setting, combining sparkling waterways with lush greenery rarely found in urban settings. Portland is home to approximately 610,000 residents and the population of the surrounding metropolitan area is approximately 2.35 million. Portland is widely recognized in national surveys and rankings as one of America's most livable cities.

Portland's historic old town, many galleries and museums, Saturday Market, Waterfront Park and an abundance of fine restaurants keep residents and visitors busy and satisfied. The performing arts in the area offer classical music, jazz and blues as well as theater and dance. Portland is just a short distance from the spectacular Columbia Gorge and Multnomah Falls, windsurfing at Hood River, touring valley wineries, skiing at Mt. Hood, and the drama of the Oregon coast.

Portland is known for its extensive park system of more than 200 parks. These encompass such areas as the elm shaded South Park Blocks in the downtown area and Washington Park, home of the Rose Gardens and the Japanese Gardens. Portland's Forest Park, at nearly 5000 acres, is the largest park within a city in the U.S. and has nearly 50 miles of walking trails.

Portland's award winning mass transit system is one of the most extensive and advanced in the U.S. and includes buses and the MAX, an urban light rail line, as well as a downtown transit mall.



*For more information on Portland, Oregon:*

City of Portland: <https://www.portlandoregon.gov/>

Travel Portland: <http://www.travelportland.com/things-to-do/>

Portland Parks and Recreation: <https://www.portlandoregon.gov/parks/35300/>

## To Apply

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While applications and nominations will be accepted until the position is filled, interested parties are encouraged to apply by **March 13, 2017**. To apply online, go to <http://highereddecisions.com/ss> and select this vacancy. Please submit a PDF version of your curriculum vitae and letter of interest upon application. All applications and nominations will be held in confidence.

### For nominations or further information:

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*OHSU is an affirmative action/equal opportunity employer, and seeks candidates who are committed to the highest standards of scholarship and professional activities and a campus climate that supports equality, diversity and inclusion.*



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