



UNIVERSITY
OF MINNESOTA
Driven to Discover®

Dean, College of Veterinary Medicine
St. Paul, Minnesota

The University of Minnesota's College of Veterinary Medicine is a global leader in advancing education, health, research, and outreach at the interface of animals, humans, and the environment. We do this through discovering and disseminating new knowledge and skills, educating current and future veterinarians and scientists, and providing innovative veterinary services.

The University of Minnesota, the public land-grant research University of the State of Minnesota, invites applications by May 1, 2021 for the position of dean of the College of Veterinary Medicine. The University seeks a collaborative leader to take advantage of the current moment for veterinary medicine and academic health sciences to inspire a new strategic plan for the college; provide administrative oversight for all aspects of academic life within the college; foster University and community collaborations in the role that veterinary medicine plays in health disparity and One Health interdisciplinary initiatives; and advance the excellence of the college's educational, research, clinical, and outreach programs. The appointment is anticipated to begin at the start of the University's fiscal year on July 1, 2021.

The dean reports to the Executive Vice President and Provost and is the chief executive and academic officer of the college. The dean serves as a senior academic administrative leader at the University and works with other collegiate deans as a member of the Council of Twin Cities Deans to advance the educational mission of the University. The dean also serves as a member of the Academic Health Sciences Deans Council to support integration across the health sciences in interprofessional education, research, clinical work, and outreach.

Fully accredited, the College of Veterinary Medicine (CVM) is recognized as one of the top veterinary medical schools nationally and internationally. The college's faculty is nationally and internationally recognized for teaching, research, outreach, and clinical excellence. The college offers DVM, PhD, and MS degrees, as well as a number of dual-degree programs. Students benefit from one of the largest veterinary teaching hospitals in the country, as well as world-renowned faculty. The college has graduated more than 4,800 veterinarians and hundreds of scientists throughout its 74-year history.

As part of one of the largest and most comprehensive academic health centers in the nation, CVM collaborates with partners across the allied health sciences, the broader University, and globally to advance a One Health vision of education, health, research, and outreach at the interface of animals, humans and the environment. The academic health sciences at the University of Minnesota includes schools of Veterinary Medicine, Medicine, Nursing, Public Health, Pharmacy, and Dentistry, as well as interprofessional and allied health programs. The University is one of only five in the nation with schools of human and veterinary medicine, biological sciences, and agriculture on a single campus.

The dean of the college is responsible for ensuring excellence in education, research, outreach and service. Additionally, the dean is responsible for all matters relating to the administration of the college, including academic programs, faculty, staff, students, alumni, facilities, resources, budgets, fund raising, and relationships with the university and community. The College of Veterinary Medicine includes the departments

of Veterinary and Biomedical Sciences; Veterinary and Clinical Sciences; Veterinary Population Medicine; Veterinary Medical Center; Veterinary Diagnostic Laboratory; the Raptor Center; and the Center for Animal Health and Food Safety.

Role and Responsibilities:

The successful candidate must have a substantial history of senior administrative leadership; a demonstrated commitment to veterinary medical education, research, outreach, and clinical care; and a demonstrated commitment to promoting and strengthening diversity, equity and inclusion.

The key responsibilities and duties of the dean of the College of Veterinary Medicine include:

- Develop, in consultation with the college’s various constituencies, the vision, strategic direction and programs to guide the college in meeting rapid and revolutionary advances in veterinary medicine.
- Support and enhance academic and intellectual excellence in teaching, research, service and outreach, and clinical practice of the college through the recruitment, retention, professional development, and support of outstanding faculty, staff, and students.
- Promote and support a diverse and inclusive collegiate community of faculty, staff and students.
- Enhance excellence in the college’s educational programs and students’ educational environment to ensure that its graduates have the competencies required of tomorrow’s veterinarians and researchers in a multicultural state, nation, and world.
- Foster excellence in the college’s clinical programs; oversee the Veterinary Medical Center to ensure support of the college’s academic mission.
- Enhance and support the college’s research mission and goals.
- Support excellence in the Veterinary Diagnostic Laboratory in collaboration with the Minnesota Commissioner of Agriculture and State Veterinarian to ensure appropriate diagnostic services for the animal industries of Minnesota; serve as a non-voting member of the Minnesota Board of Animal Health.
- Secure and foster adequate resources for the college, including operating funds, capital funds, additions and renewals to endowments, private philanthropic support, research grants and contracts, and clinical income. Build strong relationships with state and federal legislators and agencies in order to assure continued funding at the state and national level.
- Oversee the management of the college’s administrative, business, and financial affairs; develop and oversee annual financial plans and compacts for the college and its departments and centers; ensure compliance with university and collegiate policies and procedures.
- Foster and promote interdisciplinary and collaborative approaches to research, learning and service; represent the College of Veterinary Medicine on the Twin Cities Deans Council and Health Sciences Deans Council, collaborating to advance strategic initiatives including interdisciplinary and interprofessional programs advancing college and university priorities.
- Build strong relationships with state and national human and animal health and veterinary medical agencies and entities, such as the Minnesota Department of Health, Minnesota Department of Agriculture, Minnesota Board of Animal Health, Minnesota Board of Veterinary Medicine, University of Minnesota Extension Service, Minnesota Veterinary Medical Association, American Veterinary Medical Association, AAVMC, and the Animal Humane Society.
- Enhance and support faculty, staff, and student governance.
- Serve as the public and academic advocate for the college, reflecting and advancing its standing within the local, state, national and international animal and human health communities.

QUALIFICATIONS, CHARACTERISTICS AND EXPERIENCE:

The successful candidate for the position of dean of the College of Veterinary Medicine must exhibit:

- DVM degree, or a recognized equivalent (e.g., BVSC, VMD, DMV).

- A track record of successful leadership in academic administration and management.
- Demonstrated success in managing and leading a complex organization, in higher education or a related field.
- Demonstrated ability to create, promote, and support an inclusive and collaborative collegiate community of faculty, staff, and students, including a demonstrated commitment and success in promoting and supporting diversity, equity, and inclusion in the recruitment and retention of faculty, staff, and students and in veterinary medicine education, clinical care, research, and outreach.
- Ability to represent the college effectively, to build strong relationships with internal and external constituents, and to be an effective advocate for the college and advancement of the profession.
- Effective communication and interpersonal skills, and ability to effectively lead and work collaboratively with many and diverse communities.
- Proven experience or demonstrated potential in successful fundraising and development activities and in developing new revenue streams.
- Proven experience in building strong relationships with state and national legislators.

Although no individual candidate for the position may embody them in equal proportions, preferred experience and characteristics include:

- Demonstrated ability to engage internal and external constituencies in support of a shared strategic vision and to effectively lead its implementation.
- Exceptional interpersonal and communication skills and the ability to build strong relationships with internal and external constituents, including donors and alumni.
- Appreciation of processes associated with garnering extramural funding (e.g., NIH, USDA, NSF, CDC) and the ability to generate resources and build multidisciplinary programs in teaching, research and outreach.
- Demonstrated understanding of and commitment to the land-grant mission of the University of Minnesota and the College of Veterinary Medicine

ADDITIONAL INFORMATION ABOUT THE POSITION:

The dean is a full-time, 12-month, senior academic administrative appointment. The dean is appointed by, and serves at the pleasure of, the Executive Vice President and Provost. Salary will be commensurate with background and experience. Qualified candidates may also hold a secondary faculty appointment with or without tenure based on qualifications and professional accomplishments.

TO APPLY:

Applications will be reviewed on May 1, 2021. All applications will be held confidential and will not be made public without permission of applicant.

Application materials (consisting of a letter of application and curriculum vitae) should be submitted to the University of Minnesota's confidential online employment system, *requisition number 340083*
https://z.umn.edu/Dean_CVM.

Inquiries may be directed to the search chair, Dr. Beverly Durgan, at bdurgan@umn.edu.
Nominations of potential candidates may be directed to umn-cvmsearch@umn.edu.

The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

Appendix

The University of Minnesota

The University of Minnesota is a comprehensive public research university that is ranked among the world's most renowned institutions of higher learning. The University has scholars of national and international reputation as well as a strong tradition of education and public engagement. With five campuses located throughout Minnesota—the Twin Cities, Duluth, Morris, Crookston and Rochester—the University advances discovery and innovation to improve society for all. The University of Minnesota has the special distinction of being both a globally engaged R1 research institution and Minnesota's land-grant university, with a unique capacity and responsibility to improve the lives of Minnesotans and drive the state forward.

With an annual operating budget of \$4.2 billion a year, the University generates an estimated economic impact of \$9 billion for the Minnesota economy. The University enrolls 65,000 students, 52,000 on the flagship Twin Cities campus, and has over 25,000 faculty and staff. As a research university of exceptional breadth and depth, it has schools and colleges in the broad fields of liberal arts; biological sciences; dentistry; design; education and human development; food, agriculture and natural resource sciences; law; business; medicine; nursing; public affairs; public health; science and engineering; and veterinary medicine. The state's sixth-largest employer, the University encompasses regional Extension offices, research and outreach centers, clinics, labs, professional education outreach, and K-12 educational engagement programs throughout the state, as well as world-class performing arts facilities, museums, and galleries. As one of an elite few land-grant universities that also are world-class research institutions, and one of few major land-grant research institutions situated in a major metropolitan area, the University consistently has advanced the land-grant mission with exceptional vigor—distinguished by a comprehensive commitment to integrating public engagement deeply into teaching and learning, research and discovery.

The University averages over \$1 billion in research expenditures annually, ranking eighth nationally among public universities, and its faculty and experts are considered some of the best in their respective fields. UMN currently boasts 29 Nobel Prize winning faculty, recipients of prestigious awards such as Guggenheim and MacArthur Fellowships, and many who are members of the National Academies and the American Academy of Arts and Sciences.

The University strongly embraces diversity, equity, and inclusion as foundational values and has made both engagement and diversity central to strategic planning across the system. Students on the Twin Cities campus include 24% students of color, 11% international students, and 25% of all undergraduates are first-generation students. The University ranks ninth nationally for students learning abroad and offers programs in more than 70 countries.

The Twin Cities campus is located in a diverse and economically vibrant region at the heart of an increasingly global Midwest, with 11 federally recognized tribal nations, the largest urban American Indian population in the country, and growing African American, Latinx, and Asian American populations. The links between Minnesota communities and communities around the world are notable; the Twin Cities has the largest number of people of Somali descent outside of Somalia and the nation's largest urban Hmong American population. UMN is located on traditional, ancestral, and contemporary lands of Indigenous people. The University resides on Dakota land ceded in the Treaties of 1837 and 1851. The University acknowledges this complex and layered history and is committed to ongoing efforts to recognize, support, and advocate for American Indian Nations and peoples. The University recently announced a search for the newly created position of new senior adviser to the president on Indian affairs who will focus on further strengthening the University's partnership with Minnesota Tribal Nations.

Appendix

College of Veterinary Medicine (CVM)

The College of Veterinary Medicine's vision is to be a global leader in advancing education, health, and research at the interface of animals, humans, and the environment. CVM's mission is to build a globally diverse and inclusive community to improve the health of animals, humans, and the environment. This will be accomplished by discovering and disseminating new knowledge and skills, educating current and future veterinarians and scientists, and providing innovative veterinary services.

The college's faculty is nationally and internationally recognized for teaching and research excellence. The college has established three signature areas of focus that reflect critical needs, are aligned with its research strengths, and engage internal and external partners and stakeholders: Comparative Medicine; Population Systems; and Emerging, Zoonotic, and Infectious Diseases. Significant research includes infectious disease, genomics, comparative medicine, raptor conservation, public health, epidemiology and dairy, swine, and avian medicine. The college also plays an important role in the health of the community by assuring food safety, conducting biomedical research, preventing zoonotic diseases, and enhancing our physical and psychological well-being through the care of companion animals and the protection of Minnesota's wildlife natural resources.

The CVM is one of the top veterinary colleges in the nation. In addition, the college is a leader in how it selects and develops veterinary students and in use of pipeline programs for selection of food animal students. The college has recently formed a partnership with South Dakota State University to increase training of rural mixed practitioners with a food animal focus, to meet a specific need in the upper Midwest. Through the use of public/private partnerships, the college has developed novel training programs for dairy and small ruminant students that provide excellent training in a cost-effective manner.

The college developed a strategic plan in 2016 that is coming to completion in 2021. The plan was developed to be consistent with the strategic aims of the University and the integrative health sciences. Each year, the college develops a "compact" that describes yearly plans and activities that are aligned with those of the University. The college benchmarks both financial and nonfinancial metrics with data in the Association of American Veterinary Medical Colleges (AAVMC) Comparative Data Report and with other schools and colleges at the University. The Administrative Council of the college recently reviewed all projects within the strategic plan and has begun planning creation of the next strategic plan to include all relevant stakeholders.

Among its signal strengths, the college has identified seven areas of special significance: 1) talented and dedicated CVM faculty, 2) supportive and accomplished staff, 3) intelligent and engaged students, 4) contemporary teaching facilities, 5) productive relationships with the veterinary community and other collegiate stakeholders, 6) numerous public/private and public/public partnerships, and 7) abundant clinical and diagnostic materials for teaching and research.

Total expenditures for the college have increased from \$117 million to \$122 million during the past five years. During the same timeframe, revenues have increased from \$117 million to \$124 million. The college has managed to grow funding sources during this time, including increases in state appropriations, tuition, and teaching hospital clinical revenue. Additionally, the college has been successful in controlling costs to maintain financial stability during the past five years. Snapshot information is available at: [CVM Snapshot 2020.pdf](#).

The college continues its history of having an outstanding and committed faculty and staff that have built and maintained successful relationships with students, alumni, the veterinary community, commodity groups, and University colleagues. The faculty continue to be actively involved with an innovative admissions process and curriculum reviews and revisions, NIH funded and other established research programs, and successful dual-degree programs (DVM/PhD and DVM/MPH). They provide clinical expertise with a large VMC caseload and

varied clinical rotation options, innovative production animal educational opportunities, and support of a successful VDL that meets the demands and needs of the public and area commodity groups. Veterinary technical staff often hold certification credentials; many are also specialty certified and/or have additional training experiences.

A strength of our basic and clinical science faculty is their dedication to providing quality education to the professional and graduate students. The majority of CVM faculty are engaged in scholarly activity and many are actively engaged in clinical teaching and clinical research programs. The latter activity provides a wealth of practical, applied experience that enhances the teaching mission of the college. Many of our faculty members are actively involved in continuing education programs and specialty college meetings. Clinical faculty members often use these venues to enhance clinical and/or didactic teaching skills to the benefit of the students.

The college offers DVM, MS and PhD degrees as well as a number of dual degree programs. Our curricular strengths are diverse. We introduce our students to leadership, professional, and clinical skills early in their course of study. We emphasize experiential learning from the beginning and also expose students to numerous options for veterinary careers soon after they arrive. Students have considerable flexibility in the clinical rotations they choose in their senior year and can access an outstanding caseload in the Veterinary Medical Center and numerous external rotations. <https://vetmed.umn.edu/education-training>

The college is uniquely positioned to research current and emerging problems threatening the health of animals, humans, and the environment. Based on the concepts of one medicine and comparative medicine, the CVM emphasizes integration of research into education, clinical service, and translation of research outcomes and impacts to the public as part of its land grant mission. The CVM strives for research excellence and most of the college's research falls into three signature programs: comparative medicine, emerging and zoonotic diseases, and population systems. <https://vetmed.umn.edu/research>

The college's facilities are located on the University of Minnesota's Twin Cities Campus in St. Paul. Four connected buildings and five support structures are located near one another. Of particular note are the Ben Pomeroy Student-Alumni Learning Center, the Leatherdale Equine Center, the Raptor Center, the Veterinary Medical Center, and the Veterinary Diagnostic Laboratory.

Off campus, the college also has facilities for teaching and research: (1) John Fetrow Dairy Education Center (DEC) is a collaboration with a private dairy which includes teaching, research, and dormitory space for students and faculty, located in New Sweden Township, 80 miles from campus; (2) West Metro Equine Practice (WMEP) is an equine ambulatory practice owned by CVM, with office space, ambulatory vehicle storage, and teaching space in Long Lake, Minnesota, located 23 miles west of campus. The veterinarians, staff, and students on the Equine Ambulatory rotation serve patients at client owned facilities in the practice area; and (3) Animal Humane Society (AHS) is a large humane facility with several locations. The college has a collaborative agreement with the Golden Valley site, located 12 miles from campus. The facility is currently the location for the UMN Spay-Neuter rotation.

Further information available at:

<https://vetmed.umn.edu/about/mission-values>

<https://vetmed.umn.edu/sites/vetmed.umn.edu/files/cvm-strategic-plan-2016-summary.pdf>

<https://vetmed.umn.edu/about>