The University of Alabama at Birmingham

The University of Alabama at Birmingham (UAB) is an internationally renowned research university and academic health center. UAB prides itself as being the premier medical facility in the state and region. The centerpiece of the UAB Health System is UAB Hospital, one of the largest and most advanced in the nation. It was established in 1945, as the teaching hospital for what is now the UAB School of Medicine.

The University’s academic programs at all levels – from undergraduate through post-doctoral – are nationally and internationally acclaimed, ranking in the top 100 globally for the life sciences in the Academic Ranking of World Universities. The academic medical center is Alabama’s leading institution devoted to the education of medical professionals, the investigation of new discoveries, the translation of those discoveries from bench to bedside, and the provision of high-quality patient care.

Driven by an intensely collaborative and entrepreneurial character, UAB is one of the leading economic engines of the State, with a budget of approximately $2.5 billion and a statewide economic impact exceeding $5 billion annually. UAB is Alabama’s largest single employer with more than 23,000 employees (including over 2,000 faculty members); it supports more than 61,000 jobs statewide—one of every 33 Alabama jobs.

UAB’s outstanding School of Medicine is now a central feature of a complex campus with an enrollment of almost 18,000 undergraduate and graduate students. In addition, UAB includes schools in Public Health, Optometry, Dentistry, Nursing, and Health Professions. Together with the School of Medicine, this creates a dynamic academic health care environment. In addition to its strong healthcare programs, UAB includes a College of Arts and Sciences, a School of Engineering, a School of Business, a School of Education, and a Graduate School.

Additional Facts on The University of Alabama Birmingham

- Since 2008, UAB’s Center for Clinical and Translational Science has invested $1,037,000 in 36 pilot projects; recipients have garnered $33,722,319 in new grants, a return on investment of 32:1.
- UAB Hospital is the third largest public hospital in the United States.
- 391 UAB physicians are on the Best Doctors in America list in 2015-2016.
- UAB is consistently ranked among the most diverse universities nationally by the Princeton Review.
- 124,000+ individuals in underserved communities reached through cancer awareness and education programs from UAB’s Deep South Network for Cancer Control.
- UAB is one of 7 inaugural NIH designated Centers for AIDS Research.
- 5,000 new patients per year are treated at the UAB Comprehensive Cancer Center.
- UAB is a founding partner in Innovation Depot, the largest high-tech incubator in the...
Southeast, which had an economic impact of $1.33 billion between 2009 and 2014.

- There are currently 16 new drugs in the pipeline for the Alabama Drug Discovery Alliance, a UAB-Southern Research Partnership.
- UAB has one of the only two Level 1 ocular trauma centers in the United States.

*For more information, please visit: [http://www.uab.edu/didyouknow/](http://www.uab.edu/didyouknow/)

The School of Medicine

UAB School of Medicine is a multi-campus medical school with the main campus in Birmingham and three regional campuses: Huntsville, Montgomery, and Tuscaloosa, as well as a residency program in Selma, Alabama. The School of Medicine has nearly 900 students, 1,200 residents and fellows, and more than 1,300 faculty who attract more than $200 million in NIH funding through 26 academic departments, some of which rank in the top 10 nationally. It is the faculty home for The Kirklin Clinic, a multi-disciplinary medical home, UAB University Hospital, and Children’s of Alabama.

The faculty is world renowned, in research, education and clinical care. Many of the faculty lead professional organizations, edit national and international journals and publish groundbreaking research. With nationally competitive educational programs in both primary care and the medical specialties, the students are among the most accomplished in the nation, passing exams and boards at rates higher than the national average. They also are leaders in the community and in student medical organizations. Its historical success in its teaching mission is reflected in the fact that 80% of physicians in Alabama owe their training to the UAB School of Medicine.

UAB’s University Hospital provides patients with a complete range of primary and specialty care services, as well as the most up to date treatments and innovations in health care. As an academic health system, UAB is a major center for clinical and translational research. As one of U.S. News and World Report’s Best Hospitals and a winner of the Women’s Choice Award, UAB is a national leader in patient care, research and training. Medscape recently named Alabama in its top three best places to practice medicine, primarily due to the reputation of, opportunity at and impact of UAB.

UAB School of Medicine ranks 25th nationally in NIH research funding and in the top 10 for all public institutions. UAB received over $410 million in extramural grants and contracts in fiscal 2014.

Vision, Culture, Mission & Values

Through innovation and dedication to excellence, UAB and UAB Medicine attract the best and brightest employees and faculty and are a preferred provider of care.

Vision

The School of Medicine is committed to being one of the nation’s premier institutions for research, training and patient care and being recognized as such by faculty, students and patients regionally and nationally by other schools of medicine and research universities. Excellence in each of its primary missions—education, clinical care, and basic, translational and clinical research—is essential to this recognition. With the School of Medicine, the Health System will create highly innovative, well-coordinated interdisciplinary services and partnering relationships that serve as a model for health education and service.
Mission

To improve the health and wellbeing of society, particularly the citizens of Alabama, UAB will provide innovative health services of exceptional value that are patient and family centered; a superior environment for the education of health professionals, and support for research that advances medical science. Central to its educational mission are the enhancement of new knowledge through clinical and basic biomedical research and the provision of outstanding medical care and services.

UAB is the largest academic medical center in Alabama and one of the largest academic medical centers in the United States.

- UAB’s nationally ranked Heart and Vascular Services provides the full spectrum of cardiovascular care and performs the most advanced cardiovascular, peripheral vascular, and thoracic surgery procedures available
- The UAB Comprehensive Cancer Center provides oncology treatment and care and performs some of the nation’s most advanced cancer research, utilizing the largest cyclotron in a U.S. academic medical center
- As the only Adult Level I Trauma Center and as the only Comprehensive Stroke Center in Alabama, UAB Hospital is equipped to handle any medical emergency
- The level IV Regional Neonatal Intensive Care Unit is the only one of its kind in Alabama, caring for the sickest newborns in the state and region
- UAB’s Comprehensive Transplant Center is a national leader in kidney transplants
- The UAB Callahan Eye hospital was the first level I ocular trauma center in the nation and is the only one in Alabama

UAB Clinical Operations

The University of Alabama (UA) System, which is composed of UAB, the University of Alabama (Tuscaloosa), and the University of Alabama in Huntsville, was created in 1969. A single Board of Trustees governs the three autonomous campuses. The School of Medicine evolved from the Medical College of Alabama, which was relocated to Birmingham in 1945.

The UAB Health System was created in 1996 with a Joint Operating Agreement between the University of Alabama Health Services Foundation, P.C. (UAHSF), a 501(c) (3) faculty practice plan, and the UA Board of Trustees. The UAB Health System consists of UAB Hospital (which includes UAB Highlands, the Spain Rehabilitation Center, the Haz尔rig-Salter Radiation Center, the Center for Psychiatric Medicine, and the UAB Women and Infants Center), the Kirklin Clinic (designed by I.M. Pei), and the Kirklin Clinic at Acton Road, UAB Urgent Care, the Callahan Eye Hospital, Valley Foundation, Ophthalmology Services Foundation, VIVA Health (a 90,000 member health plan), as well as affiliates Medical West and Baptist Health (in Montgomery). The flagship UAB Hospital, a key partner with the School of Medicine, is the largest hospital in the State, and is among the largest hospitals in the country (1,157 beds). It is the only
Alabama hospital listed for 23 straight years in the US News and World Report’s Best Hospitals survey (every year since the issue’s inception). It is also a four-time certified Magnet Hospital, ranked #1 locally in patient satisfaction, and home to the State’s only level I adult trauma center. The UAB Health System, which consists of more than 17,000 employees, has over 81,000 discharges, more than 1.2 million patient visits to outpatient clinics, more than 278,000 ER visits, and $3.2 billion in revenue.

UAB Medicine was created in 2009, not as a formal entity, but as an operating model with the School of Medicine, the UAB Health System, and the UAHSF. Together, these three powerhouses collaborate closely through an executive management structure called the Joint Operating Leadership (JOL). Through this tight partnership, UAB Health System collaborates closely with the School of Medicine and the UAHSF under the banner of UAB Medicine to provide world-class quality care to serve the region and beyond and to provide a rich environment for research and teaching.

These partners cemented their collective vision with the establishment of AMC21 as the roadmap for the organization to become the “preferred academic medical center of the 21st century.” The goal is to be preferred for delivery of outstanding patient care, for scientific discovery and biomedical research, and for the teaching and training of professionals. Recent changes to AMC21 include updates in the areas of genomics, informatics and population health, and an increase in the size of the system as a whole. The JOL has undertaken a formal review of AMC21 to create an updated strategic plan that builds on past experiences and that more closely integrates the activities of the clinical, research and educational enterprises.

As illustrated in the figure below, the UAB Medicine strategic plan is based on four pillars: Engagement, Quality, Financial Stability and Advancement of Knowledge. In addition there are foundational elements that are pivotal to the success of the whole enterprise.
Leadership

In 2013, Selwyn M. Vickers, M.D., F.A.C.S., was appointed Senior Vice President for Medicine and Dean of the University of Alabama at Birmingham School of Medicine. A member of the prestigious National Academy of Medicine, Vickers is a world-renowned surgeon, pancreatic cancer researcher, pioneer in health disparities research, and a native of Alabama. Previously, he served as the Jay Phillips Professor and Chair of the Department of Surgery at the University of Minnesota Medical School, although his formative years as a young faculty member were spent at UAB, beginning in 1994; he directed the section of gastrointestinal surgery from 2000 – 2006.
Position Description: Associate Dean for Admissions

The Associate Dean for Admissions (associate dean) provides overall leadership and direction for the UAB School of Medicine’s student recruitment, admissions, records, scholarships and financial aid programs. As the School’s chief enrollment strategist, the associate dean is responsible for developing an enrollment management program built upon quantitative analysis, strategic decision making, and an ethos of continuous improvement, while fostering a culture that emphasizes strong personal relationships, a high-touch, “white glove” customer-service approach, communication and transparency, flexibility, and collaboration. The associate dean reports to and works closely with the Senior Associate Dean for Medical Education, partnering with him to establish an ambitious vision for enrollment management that can be clearly articulated. The associate dean will lead the creation and implementation of a multi-year action plan for recruitment and admissions, establish a scholarship and financial aid plan that supports the enrollment philosophy and targets, and to mobilize a cogent message that leverages the School’s unique position within medical education and the value proposition for prospective students.

The associate dean advises the Senior Associate Dean in setting and evaluating student recruitment, admissions, records, scholarships and financial aid policies for the School. The associate dean will ensure the engagement of faculty and alumni in the admissions process and development of relationships with pre-health advisors and other external partners to identify the hardworking, passionate, and intellectually curious students who will thrive in the School of Medicine’s culture and rigorous educational model.

The associate dean acts in partnership with the Senior Associate Dean for Medical Education and other senior leaders to look strategically at how the School communicates its culture on all four campuses, student population, academic rigor, innovative programs, and student outcomes. The associate dean will continually oversee the collection of data about student success factors to inform the development of strategies regarding admissions marketing and recruitment and allocation of financial aid resources.

The associate dean leads a total budgeted staff of 9 professional and administrative personnel, which is augmented by student workers and alumni, faculty and community volunteers for admissions. Direct reports include a director of admissions and the registrar.

Specific Responsibilities:

- Provide creative and energetic leadership in the development, execution, and ongoing renewal of a student recruitment, admissions, and financial aid program that embodies the values and goals of the School of Medicine and recruits and supports a diverse student body best suited to the School’s culture and rigor; ensure that programs produce measurable results that are communicated to the wider campus community.
- Establish strategic direction and priorities for admissions. Develop an overall strategic admissions and recruitment plan in consultation with the Senior Associate Dean and annual tactical business plan to present the School to the various audiences who can help to achieve its enrollment goals.
- Develop and continually evaluate an admissions experience that includes frequent and timely communication, benchmarks for decision making and an admissions day that presents UAB as one of the most exciting schools in the country.
• Establish close working relationships with the Senior Associate Dean, medical education leadership and staff, admissions committee, alumni leaders, and others to engage in conversations about enrollment priorities, shifting demographics, recruitment, financial aid allocation, retention, branding, alumni engagement, School aspirations, and priorities that inform and shape admissions, financial aid, and retention policies and programs.

• Create and implement strategies for the intentional recruitment of students underrepresented in medicine, working together with the Associate Dean of Students and the Assistant Dean for Medical Student Diversity and Inclusion to coordinate specialized support services and integration of URiM students to the campus community.

• Work closely with senior leaders in enrollment management and other key stakeholders to review and analyze data on student enrollment and success to shape strategic direction; regularly re-evaluate the effectiveness of the School’s recruitment, admission, and financial aid programs to ensure alignment with the strategic goals and direction of the School.

• Oversee recruitment, management, professional development, and retention of direct reports and staff on the team. Provide strategic oversight and expertise; develop a strong sense of teamwork, equity, and investment in mission across all functional areas; establish an environment on the team of mentoring and support. Ensure interaction and collaboration with faculty and staff supporting enrollment management across all four campuses within the School.

• Develop and manage the budget for enrollment management, ensuring that resources are allocated in a way that achieves goals.

• In collaboration with the Senior Director of Communications for the School, ensure that the School’s vision is creatively represented on the admissions and financial aid websites and in other digital and social media. Creatively develop and utilize existing and emerging technologies to communicate and build relationships with students, families, alumni, and pre-health advisors; deploy appropriate technology and other tools and resources within enrollment management.

• Work with School leadership, faculty, staff, students, and alumni to deliver messages about their work that communicate the School’s unique character and inform the enrollment strategy for the School.

• Serve as an energetic and articulate ambassador for the School in communicating its message to prospective students, current students, undergraduate programs, alumni, faculty, staff, and other external constituents; participate in communicating the School’s model in the national discourse about the medical school enrollment management.

Qualifications:

• M.D., Ph.D. or other doctoral degree. The ability to engage effectively with others in an intellectual context is critical.

• Strong knowledge about all aspects of the application process to medical school with proven leadership and experience in medical school admissions.

• The capacity to build strong and supportive relationships and to work effectively with all who have an interest in the shaping and success of the School of Medicine’s student body. Experience working directly with the most senior levels of an institution is very important. Ability to effectively strategize and engage various groups and constituents, including the dean, senior associate dean, trustees, faculty, senior administrators, alumni, donors, and major benefactors.

• Proven experience in providing leadership, oversight, and strategic direction. Excellent organizational skills and analytical ability, an understanding of systems and how they work,
experience in framing new programs, a strong focus on outcomes, and experience in communicating results.

- Experience leading change and fostering collaboration and a sense of shared purpose across units and functional areas.
- An understanding of how to use data analysis to inform strategic and tactical plans for enrollment management, optimizing the allocation of staff and financial resources throughout the enrollment process.
- A foundation in financial management with the ability to make sound judgments in a resource-constrained environment; ability to develop and implement the budget effectively, aligning resources with strategic priorities.
- A strong record of recruiting and developing exceptional people and fostering a transparent work environment where collegiality is a key to success. Ability to develop trust and strong collaborative working relationships. Experience nurturing and motivating high-level volunteers and expressing appreciation for their role in building an effective enrollment management program.
- Demonstrated commitment to and knowledge about diversity, equity, and inclusion as critical components of academic excellence and student success.

**Personal Qualities and Competencies:**

- Commitment to, and passion for, the mission of the UAB School of Medicine. Ability to communicate and create excitement about the School’s mission, vision, programs, and fundamental strengths.
- Knowledge of the culture of academic medical institutions.
- Excellent strategic thinking skills; the capacity to manage the complex interplay of marketing and recruitment strategies, enrollment goals, yield, and financial aid.
- Outstanding organizational skills, with the ability to complete projects on a timely basis and to manage multiple priorities.
- Superior presentation skills, including the presence to deal effectively with academic leaders, faculty, senior administrators, senior executives, alumni, donors, prospects, and volunteers, together with the ability to make the appropriate connections among members of these groups and to nurture strong and long-lasting individual and institutional relationships. Excellent communication skills, including the ability to write and speak clearly and effectively and deliver an effective, coherent, and consistent message. A communication style that is open, cordial, and compelling.
- A penchant for diplomacy and the capacity for inclusive leadership; a real appreciation for consultation and collaboration, and the patience to build consensus. Must be a team builder who takes a non-hierarchical approach and empowers team members to get the job done while providing the support and information they need.
- An understanding of and commitment to diversity with the ability to work effectively with students, faculty, staff, and alumni from diverse backgrounds; cultural competency with respect to issues such as sexual, racial, cultural, and gender identity.
- Excellent listening skills, ability to take feedback and incorporate constructive criticism is critical to success.
- Interest in new ways of teaching and learning, and experience in discerning and preparing for the needs of the students of the future, grounded in evidence-based decision-making.
• A self-starter with a sense of urgency, a clear set of priorities, a strong work ethic, and the ability to adapt to changing circumstances in a highly collaborative academic environment. Must have a creative approach to problem-solving, and the ability to take advantage of emerging opportunities. A good sense of humor, a high level of energy, self-confidence, a positive "can-do" attitude, charisma, a commitment to self-development, and the ability to function at peak level in a high expectation environment are essential.
• Unimpeachable integrity and trustworthiness. Mature judgment in handling sensitive and confidential information.

Nomination/Application Procedures

Confidential review of applications, nominations and expressions of interest will begin immediately, and will continue until an appointment is made. To be ensured full consideration, please email a curriculum vitae and a bullet point summary of the leadership roles you have held, the scope of your responsibilities, and your major accomplishments, to:

Toni Leeth
Assistant Dean for Strategic Planning and Administration
Executive Administrator for Medical Education
tleeth@uab.edu

UAB is an Equal Opportunity/ Affirmative Action Employer committed to fostering a diverse, equitable and family-friendly environment in which all faculty and staff can excel and achieve work/life balance irrespective of race, national origin, age, genetic or family medical history, gender, faith, gender identity and expression as well as sexual orientation. UAB also encourages applications from individuals with disabilities and veterans.
The Community

UAB’s decades long partnership with its community and State has led to the economic, cultural and social renaissance of Birmingham – the State’s largest metro area with a population of just over 1 million – as the city has grown from a primarily steel-based economy to a thriving nexus of R&D, medicine, banking and other services industries. The area is also steeped in the arts and culture. The Birmingham Museum of Art is the largest art museum in the southeast. In addition, Birmingham is home to the state’s major ballet, opera, and symphony orchestra companies including the Alabama Ballet, Alabama Symphony Orchestra, Birmingham Ballet, Birmingham Concert Chorale, and Opera Birmingham.

UAB’s Alys Stephens Center serves as Birmingham’s home for the performing arts and an anchor of the burgeoning Cultural Arts District – hosting performances by the Alabama Symphony Orchestra as well as diverse, top-billed acts from Itzhak Perlman to Smokey Robinson to Kristen Chenowith. The metro area’s vibrancy and diversity continues garnering national attention and has been hailed as a top travel destination by Zagat, National Geographic Traveler, The L.A. Times, NBC’s Today Show, and Forbes.

The Birmingham area is also home to some of the country’s best high schools. The Jefferson County International Baccalaureate School in Irondale was ranked first in Alabama and 8th in the U.S. in the 2016 Washington Post study of America’s Most Challenging High Schools. The school remains among the nation’s top five high schools. Local schools that have been rated among America’s best in various publications include Mountain Brook High School, Homewood High School, Vestavia Hills High School, and the Alabama School of Fine Arts. The metro area is also home to three highly regarded preparatory schools: Saint Rose Academy, The Altamont School, and Indian Springs School.

With endless river ways, 22 million acres of lush forests and diverse vistas that range from Gulf Coast beaches to Appalachian cliffs, Alabama is a paradise for those who love the great outdoors. Recreational opportunities abound and the scenery is exquisite.
From the majestic mountains of North Alabama to the sugar-white sands of the Gulf Coast beaches, outdoor lovers will find Alabama a great place. In fact, Birmingham has more green space per capita than any city in the country.

Outdoor entertainment is one of the main attractions to Birmingham. The addition of Birmingham’s Railroad Park and the new Rotary Trail give the city more green space per capita than any other city in the country, so outdoor recreation is easily accessible.

Championship golf, hiking and mountain biking are virtually year-round sports, along with fishing in what is known as the “Bass Capital of the World”. Alabama’s location at the southern end of the Appalachian mountain chain provides the unique opportunity to hike in some of the most diverse and beautiful woodlands in the nation.

Whether you want peaceful seclusion, an adrenaline rush or bustling night life, you will find it on Alabama’s Gulf Coast. For years, Gulf Shores and Orange Beach remained a hidden vacation treasure, but more and more families are discovering the 32 miles of soft sand and clear waters that lace the edges of Alabama’s southern border to the Gulf of Mexico.

www.informationbirmingham.com
www.birminghamal.org
www.10best.com/destinations/alabama/birmingham/neighborhoods