



Position Specification

Case Western Reserve University and Cleveland Clinic

**Founding Associate Provost for Interprofessional
Education, Research and Clinical Practice**

2018





POSITION SPECIFICATION

Position	Founding Associate Provost for Interprofessional Education, Research and Clinical Practice
Institutions	Case Western Reserve University and Cleveland Clinic
Location	Cleveland, OH
Reporting Relationship	The Founding Associate Provost for Interprofessional Education, Research and Clinical Practice will be an Associate Provost and report to Case Western Reserve University Provost and Executive Vice President, Ben Vinson III, Ph.D.
Website	Position Website Case Western Reserve University Interprofessional Education Case Western Reserve University Cleveland Clinic Cleveland Clinic Lerner College of Medicine

THE OPPORTUNITY

As Case Western Reserve University (CWRU) and Cleveland Clinic prepare to open a \$515 million [Health Education Campus](#) (HEC) in the summer of 2019, the university is conducting a national search for an exceptional Founding Associate Provost for Interprofessional Education (IPE) to help ensure that interprofessional programs realize the extraordinary potential of the state-of-the-art space. The university's School of Medicine (in which the Cleveland Clinic Lerner College of Medicine is a program) is ranked 25th in *U.S. News & World Report*. The Frances Payne Bolton School of Nursing School is ranked 5th for its Doctor of Nursing Practice program 6th for its Master's of Nursing program, while the Jack, Joseph and Morton Mandel School of Social Work is ranked 9th. The Cleveland Clinic is consistently ranked among the top four hospitals in the nation and is a national leader in academic medicine.

Reporting to the university's Provost, the successful candidate will work closely with school and faculty leaders at an institution renowned for educational innovation in its individual health-related offerings—and committed to continued pioneering efforts in interprofessional education, research and clinical practice. The Founding Associate Provost will work with both internal and external stakeholders to build strategic direction and capitalize on the unique institutional resources to become a nationally renowned for its interprofessional education programs.

The Founding Associate Provost must be a compelling, fair, and transparent leader with proven success in innovation and program development for interprofessional education. This individual must possess the skills and experience to lead an emerging educational enterprise and whose passion for education, research and clinical applications will energize the faculty, staff, and learners. The Founding Associate Provost will bring the knowledge, experience and interpersonal skills necessary not only to serve as an effective advocate for interprofessional collaboration, but



also to be—and be seen as—an individual who recognizes the distinct missions of the participating schools and understands the necessity of maintaining their respective identities and responsibilities and identities even as students and faculty increasingly come together for educational and other programs within the new campus.

The Founding Associate Provost will promote a culture of institutional stewardship and transparency, including a commitment to improved learning approaches and outcomes, efficient and effective use of space, and a willingness to re-align resources with evolving institutional strategies. They should have an influential leadership style and be able to advance interdisciplinary collaborations across centers, institutes, and schools.

Case Western Reserve University and Cleveland Clinic first embarked on the ambitious Health Education Campus (HEC) collaboration because of their shared recognition of the critical role that interprofessional education can play in improving health care. Research long has shown the benefits of team-based approaches to patients and caregivers, but translating that knowledge into students' experiences has, until recently, proved painfully slow. By locating the educational programs of the dental, medicine and nursing schools on the same campus (with the social work school) in close proximity, the university and hospital are addressing one of the chief barriers to sustained collaboration—namely, the separate structures that, in essence, create literal silos.

As important as shared space is, however, it alone offers no more than an opportunity. Creating a truly integrated experience demands careful and collaborative planning, extensive interprofessional course and clinical rotation offerings, and dramatic culture change among everyone involved in the endeavor. Many other institutions have launched their own programs and centers, providing a wealth of research regarding emerging best practices, as well as insights regarding essential resources and occasional pitfalls. Among the lessons learned through those initial efforts are the imperative of leadership that stands above and apart from any one school—and that also demonstrates exceptional skill at engaging all in a manner that assures each of the benefits inherent to enthusiastic participation.

This Associate Provost will be charged to build upon and accelerate existing faculty efforts and also direct the development of an ambitious and aggressive strategic plan that capitalizes on the promise that the campus offers. This plan—developed through a highly inclusive, engaging and collaborative process—should establish a comprehensive vision for interprofessional education, research, and practice that draws upon the complementary strengths of the university and hospital—including their respective international engagements. As part of this process, the Associate Provost for IPE will encourage broad participation among faculty, staff and students in both establishing and realizing short- and longer-term priorities. This individual also will bear responsibility for leading the execution of the plan once it is complete.

THE SUCCESSFUL CANDIDATE

The Founding Associate Provost for IPE will bring demonstrated skills in leadership, communication, creativity and collegial engagement within a higher education setting. This individual also will possess extensive experience in health sciences education and an impressive record of interdisciplinary collaboration in teaching and research. Ideally, this individual also will have directed interprofessional education planning and participated in interprofessional teaching and/or clinical practice.

In addition, a highly competitive candidate will:



- Understand and be able to execute the elements of engaging faculty around ideas, initiatives and programs that advance their collective efforts;
- Appreciate the distinct and overlapping cultures of individual professions and take them into account when planning, presenting and implementing interprofessional proposals;
- Initiate faculty development programs to deepen understanding of interprofessional education and convey principles of and pedagogical approaches to effective teaching and clinical supervision;
- Establish processes and structures for consideration of new ideas and initiatives—courses, clinical rotations, research, assessments to increase student engagement;
- Lead creation, collection and distribution of goals and metrics for interprofessional courses, experiences, and overall program outcomes;
- Serve as the primary representative of Interprofessional Education, Research, and Practice at Case Western Reserve University, making presentations within the university, hospital and local community—as well as at conferences and other national and international gatherings;
- Engage the Cleveland and Northeast Ohio community to build support and partnerships;
- Identify opportunities and collaborate with key administrators, faculty and students to secure additional resources via foundation, government and other grant programs; and
- Recruit and supervise additional faculty and staff as the program evolves.
- Acknowledge and integrate all of CWRU's key IPE clinical affiliates and partners--University Hospitals, The MetroHealth System, Louis Stokes Cleveland VA Medical Center, and other nonprofit providers--into the development and growth of a robust system of engagement.

The successful candidate also will have a record of scholarship, teaching and service sufficient to secure a tenured faculty position within the University.

HEALTH EDUCATION CAMPUS

Designed by the internationally distinguished architecture firm Foster + Partners, the main building of the Health Education Campus—the Sheila and Eric Samson Pavilion—features a layout that expressly encourages student and faculty interaction. The building includes a 27,000-square-foot central atrium that draws maximum light from specially engineered roof panels that can open and close. Admissions, dining options and other offices surround the central first-floor space, which can be cleared for major events.

The first floor also includes a conference center featuring a 7,000-square-foot auditorium and 4,800-square-foot lecture hall, where students from all programs will gather for interprofessional lessons, featured speakers and demonstrations. In addition, the structure includes several collaborative learning spaces and extensive integrated student lounge and study areas. Finally, the HEC will offer state-of-the-art technology, including a mixed-reality anatomy curriculum that uses Microsoft HoloLens.

Across the street from the HEC is a three-story, 126,000-foot dental clinic that will open at the same time as the main building. The new clinic will provide students a far more spacious and bright space to treat patients, and also provide opportunities to expand services to include training in more advanced procedures. More, it will give patients a far more visible and conveniently located place for dental care than its current site within the university's main campus.

Please click on the links below for more information on the Health Education Campus:



<https://www.youtube.com/watch?v=Ms71LZ49xXw>

<https://www.youtube.com/watch?v=YPuCwsb-IRM&t=2s>

CASE WESTERN RESERVE UNIVERSITY

Founded in 1826, Case Western Reserve is a comprehensive private research university internationally known for excellence in health sciences, biomedical engineering, health law and art history. In 2017-2018, the institution enrolled 5,150 undergraduate and 6,674 graduate and professional students representing every state and 81 countries. Case Western Reserve has an endowment of nearly \$1.8 billion and an operating budget of \$1.1 billion. Since President Barbara R. Snyder arrived in 2007, the university has dramatically advanced interdisciplinary programs, international engagement, and student entrepreneurial opportunities. In addition, the university also has more than tripled undergraduate applications, become twice as selective, and significantly enhanced the academic quality of each entering class.

CLEVELAND CLINIC

Located in Cleveland, Ohio, Cleveland Clinic is a \$7 billion nonprofit, multispecialty academic medical center that integrates clinical and hospital care with research and education. Established in 1921 by four renowned physicians, Cleveland Clinic continues to exemplify its founders' vision of providing outstanding patient care based upon the principles of cooperation, compassion and innovation. Cleveland Clinic has pioneered many medical breakthroughs, including coronary artery bypass surgery and the nation's first face transplant. U.S. News & World Report consistently names Cleveland Clinic as one of the nation's best hospitals in its annual "America's Best Hospitals" survey (it ranked #2 in 2017). More than 3,000 full-time salaried physicians and researchers and 11,000 nurses represent 120 medical specialties and subspecialties. The Cleveland Clinic health system includes a main campus near downtown Cleveland, eight community hospitals, more than 75 Northern Ohio outpatient locations, including 16 full-service Family Health Centers, Cleveland Clinic Florida, the Lou Ruvo Center for Brain Health in Las Vegas, Cleveland Clinic Canada, and Cleveland Clinic Abu Dhabi.



Main Hospital Campus - The main hospital campus is located near Cleveland's historic University Circle. Occupying 167 acres and 44 buildings, the main campus includes a hospital, an outpatient clinic, a children's hospital, state-of-the-art buildings for cancer, eye, heart and urologic care, and pathology and laboratory medicine, a research institute, and an education institute. The Magnet-recognized Cleveland Clinic has been ranked first in the nation for cardiology by U.S. News & World Report each year since 1994, and it was ranked fourth in the

country overall in 2011.

SCHOOLS PARTICIPATING IN INTERPROFESSIONAL PROGRAMS

School of Dental Medicine

Enrolling 422 students this year in its doctorate and master's programs, the school is known for strong community engagement and early clinical opportunities. In their first year, dental students provide education and treatment to Cleveland schoolchildren, including applying thousands of tooth sealants. In later years students learn geriatric dentistry, in part by providing care in a 38-foot mobile clinic that travels to assisted living facilities and nursing homes. The dental school also collaborates



with the Frances Payne Bolton School of Nursing interprofessional education program in which dental patients receive both oral health exams and health screenings. In 2009, the school's revamped dental curriculum received American Dental Education Association's William J. Gies Award for Innovation, among the highest honors a dental school can receive.

Frances Payne Bolton School of Nursing

Enrolling nearly 800 students this year, the Frances Payne Bolton School of Nursing (FPB) has a proud history of educating graduates who become leaders in their fields—alumnae have served as presidents of all major nursing organizations and more than 40 have become nursing school deans. FPB is home to the nation's first: practice doctorate in nursing; advanced practice flight nursing program; acute care nursing practitioner program; and gerontological nursing program. In addition, its Bachelor of Science in Nursing program (which enrolls 299 students this year) is the nation's first to include a perioperative requirement and to include informatics content throughout all four years of the curriculum. In this spring's graduate rankings from *U.S. News & World Report*, the school's Doctor of Nursing Practice program ranked 5th and its master's program stood at 6th.

School of Medicine

Since its founding in 1843, Case Western Reserve's medical school has distinguished itself in part through its commitment to educational innovation. Its early 20-century curriculum was among those Abraham Flexner cited positively in his landmark 1910 report, while its 1952 academic program became the first to integrate full both basic and clinical education with an organ-systems approach—a model quickly echoed across the country. The school has two MD programs, the University track and the Cleveland Clinic College of Medicine (described below).

The University program admits 185 students per class into a four-year MD curriculum that emphasizes student-directed and small-group learning, as well as leadership, teamwork and community involvement. The curriculum also requires completion of a thesis involving four months of research within their 3rd and 4th years.

In addition, the Health Education Campus will be home to a recently launched master's degree program in Physician Assistant Studies, which enrolled its first class in May 2016 and continues to expand annually. The 27-month curriculum emphasizes early patient experience as well as community service.

Cleveland Clinic Lerner College of Medicine

A \$100 million gift established Lerner College as a five-year track within Case Western Reserve's M.D. program. Its mission is to provide students a blend of experiences—including a full year for research—that prepares them to become active physician-investigators after graduation. The college annually enrolls classes of 32 students, each of whom receives a scholarship fully covering tuition and fees. The curriculum emphasizes problem-based learning and encourages teamwork; students receive no grades nor class rank. Each student has a physician advisor and research advisor, as well as opportunities to customize programs to their interests during the 3rd through 5th years.

Jack, Joseph and Morton Mandel School of Applied Social Sciences

The beneficiaries of a recent \$9.2 million renovation that updated half of their building's space, social work students and faculty will not be among those moving into the Health Education Campus next year. Nevertheless, they have been active participants in interprofessional programs to date and will continue to engage fully after the HEC opens. The Mandel School was the nation's first professional graduate school of social work when it opened in 1915, and today its master's degree program ranks 9th in the nation. The school is known both for international and community engagement, as well as active scholarship through several of its centers, among them the Begun



Center for Violence Prevention, Research and Education and the Center on Urban Poverty and Community Development. The school enrolls 683 students this year, who together contribute more than 175,000 hours of service through their field placements.

LIVING IN CLEVELAND, OH

With its relatively low cost of living and high quality of life, including breezy commute times and a diverse population, the city of Cleveland is home just under 400,000 people, spread over 78 square miles. And, nearly 2.1 million live in the metropolitan area.

A vibrant arts and cultural community has long been one of Cleveland's greatest assets, with the world-renowned Cleveland Museum of Art and famous Cleveland Orchestra. Cleveland's Playhouse Square is the country's largest performing arts center outside of New York City. It is home of touring Broadway shows, concerts, comedy, opera and dance. Its nine performance spaces draw more than 1 million people annually.

Cleveland has a robust music scene, from the Rock and Roll Hall of Fame and Museum and Severance Hall, where the world-renowned Cleveland Orchestra plays, to the many 'indie' concert venues around town.

The city also features major league sports (football, baseball and basketball); one of the longest water-fronts in the country with beaches, parks and bike paths; and thousands of acres of parkland. And, while the locals have known it for some time, Cleveland is now receiving national accolades for its incredible food scene thanks to a mix of traditional, ethnic and trendy restaurants.

While the steel and manufacturing industries that led to its early rise to prominence still exist to some extent, Cleveland is enjoying a revival that has drawn notice from [Forbes](#) ("Why Cleveland is America's Hottest City Right Now"), [USA Today](#) ("*The Shine is on Cleveland for visitors, locals*"), and [The Los Angeles Times](#). ("Cleveland, once called the mistake on the lake, is on the cusp of cool"), The new economic powerhouses include health care and academics, with major hospital systems, universities and related businesses.

In addition, the region is currently boasting more than \$17 billion in capital developments—including \$2.7 billion related to tourism. Entrepreneurship is booming Greater Cleveland has entrepreneurial incubators, education and funding programs that are fast becoming the national model. The area is recognized as one of the hottest regions for entrepreneurs by Entrepreneur magazine – ranking higher than San Francisco, Boston, Seattle and New York. And the Intelligent Community Forum (ICF) also listed us as one of only seven cities in the world (and the only city in the United States) to be named a "Top 7 Intelligent Community."

Sources: Destination Cleveland, Global Cleveland

COMPENSATION

Will be competitive and commensurate with relevant experience.

NOMINATIONS AND APPLICATIONS

For priority consideration, please apply by **February 1, 2018**. Applications should include 1) a curriculum vitae and 2) a letter of interest that addresses the responsibilities and requirements described above, as well as the applicant's motivation to apply. To ensure full consideration, inquiries, nominations, and applications should be submitted electronically, in confidence, to:



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