



Vice Dean of Clinical Affairs and Graduate Medical Education

Leadership Profile

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The Opportunity

Whole Health School of Medicine and Health Sciences seeks a dynamic, distinguished executive to serve as its inaugural Vice Dean of Clinical Affairs. The Vice Dean for Clinical Affairs will be a valued member of the leadership team that is building the Whole Health School of Medicine and Health Sciences. This role will be crucial toward the goal of matriculating the first class of medical students in 2024. The School of Medicine and Health Sciences plans to break ground on the construction of a new state-of-the-art education and training facility in Bentonville, Arkansas in the Fall of 2022.

The Vice Dean for Clinical Affairs and Graduate Medical Education (VDCA) will provide strategic leadership, oversight, and management of the school's clinical training infrastructure. Reporting to the Founding Dean, the VDCA will establish, develop, and sustain clinical affiliations sufficient to provide required and elective clinical education. They will develop graduate medical education infrastructure to support medical students' clinical training. The VDCA will liaise the Northwest Arkansas Council Healthcare Transformation Division, and the local, state, and regional health care delivery communities, including Federally Qualified Health Centers and area hospitals and their affiliated clinics, including the University of Arkansas Medical Sciences in both Northwest Arkansas and Little Rock, the Veterans Health Care System of the Ozarks in Fayetteville, AR, and Mercy Hospital Northwest Arkansas in Rogers, AR. With these strategic partners, the VDCA will provide leadership to strengthen synergy in the community's health and wellness over the long-term. The VDCA will maintain a strong and supportive relationship with other administrators, faculty, staff, and students in the School of Medicine and surrounding clinical entities.

There is an urgent need to build a medical school in this region of the country. In 2019, [the Northwest Arkansas Council released a report](#) found that the region lost nearly \$1 billion per year because people left Northwest Arkansas for high-level specialty care. The council's plan for addressing that issue included establishing a four-year medical school, adding 200 additional residency positions and increasing integrative research to attract high-quality physicians to the area. Philanthropist Alice Walton is responsible for spearheading the transformation that is occurring in this region of the country around the concept of Whole Health - an approach to health that equips and empowers individuals to actively optimize their own mental, physical, and spiritual health and well-being in collaboration with an integrated team of healthcare providers. The goal of Whole Health School of Medicine and Health Sciences is to reimagine medical education by creating a pipeline of medical professionals trained in conventional medicine and in the concept of Whole Health. It is envisioned that the medical school will bring jobs to the region and create a pipeline of graduates to be retained for residency training and eventual practice. This will have the downstream effect of increasing the number of healthcare providers in the state and contribute to the health and well-being of the residents of Arkansas.

"Alice Walton's vision begins here in Arkansas with the School of Medicine as an integral part of the growing and vibrant Northwest Arkansas community effort to become a premier healthcare destination," said Nelson Peacock, president and CEO of the Northwest Arkansas Council. "The ultimate aspiration is to provide access to an approach to health that works better for Arkansas and eventually for all Americans."

This is an unparalleled opportunity for a leader in academic medicine with the desire to help shape a new medical school with a unique, holistic approach to human health and disease, enormous potential for social impact and the drive to make a lasting difference in the local region of Northwest Arkansas and the nation as a whole. While the number of new schools of medicine continues to rise, no school has been established that leverages the principles of whole health and expertise that the Whole Health School of Medicine offers. These assets will be applied to a region of the US in a manner that will incentivize future collaborations among a number of surrounding healthcare and academic institutions, bolster research and commercialization efforts, and spur regional economic development.

Success in this important role will require senior management experience, knowledge of clinical practice and the business of healthcare as well as in graduate medical education. A Doctor of Medicine degree is required as well as completion of postgraduate medical education in an ACGME approved residency program in any medical specialty with current Board Certification. An advanced degree in health care or business related field is preferred. The VDCA will be visible, proactive, and an outstanding communicator who is able to build relationships and complex partnerships across the region and is committed to diversity, equity and inclusion.

Organization Overview

Whole Health School of Medicine and Health Sciences

The Whole Health School of Medicine will help medical students rise to the health challenges of the 21st century through a reimagining of American medical education that incorporates mental, emotional, physical and spiritual health, the elements of Whole Health, to help people live healthier and happier lives. The goal is to create a new paradigm for whole health medical education - and to reimagine healthcare in general - by creating a pipeline of medical professionals trained in conventional medicine and whole health principles. The approach to care will honor what matters most to each individual, including tailored self-care plan and support by an integrated team of healthcare providers appropriate for the clinical need.

The independent, degree-granting, nonprofit medical school will be a standalone sister organization of Whole Health Institute.

The medical school would include between 40 and 50 students in its initial class in 2024. The core leadership team is:

- Elly Xenakis, MD, formerly vice chair for education, division chief of the maternal-fetal medicine division, and residency program director in the Department of Obstetrics and Gynecology at the University of Texas Health Science Center at San Antonio, is the founding dean.
- Colleen O'Connor, PhD, formerly associate dean of curricular affairs at Duke University School of Medicine, is the executive vice dean.
- Adam Rindfleisch, MPhil, MD, formerly an associate professor in the family medicine department and the medical director in integrative health at the University of Wisconsin-Madison School of Medicine and Public Health, is the vice dean for education.

The school is seeking accreditation from the Liaison Committee on Medical Education (LCME). The curriculum will introduce traditional and conventional medicine with integrative techniques and include biomedical sciences, clinical training, medical entrepreneurship, research, and a capstone with whole health principles. The medical school will offer a four-year, allopathic program.

In the future, Health Sciences degrees and certificates will be offered, including functional nutrition, mental health, social work, and health coaching; faculty development in whole health approaches and national certification of existing educational programs that align with the principles and practices of whole health will be provided.

Opportunities for scientific discovery will flourish with the opening of the new medical school in Bentonville and include Whole Health School of Medicine and Health Sciences faculty and students working in partnership with colleagues at the University of Arkansas in its new research facility, Institute for Integrative and Innovative Research (I3R).

Whole Health Institute and Chopra Library (wholehealth.org)



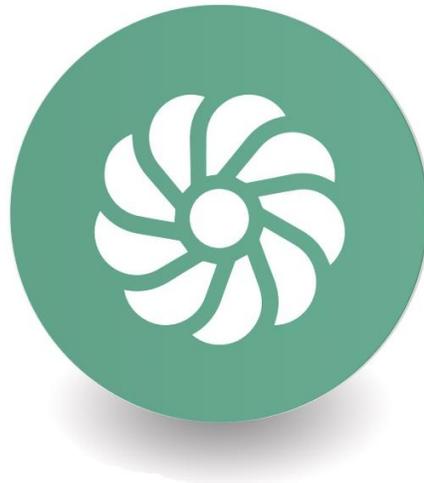
Established in 2020 and based in Bentonville, Arkansas, the Whole Health Institute and Chopra Library is a non-profit organization founded by Alice Walton to radically redesign the systems in our society that impact health and well-being with the ultimate goal of making whole health and wellbeing accessible to all. This, together with a grass roots, community-based movement

will create a dramatic shift in connectivity, compassion, and collective humanity. The vision is a future in which our nation has achieved an ambitious, unified vision of health that enables people to live a full and meaningful life.

The Whole Health Institute partners with healthcare systems to support implementation and share best practices for this new way of caring.

Whole Health Institute Strategic Priorities

- Health System Redesign
 - Person Empowerment
 - Clinical Care Redesign
 - Value-Based Care
 - Health Technology Innovation
- Employee Whole Health
 - Data Analytics
 - Product Development
 - Pilot Programs
 - Efficacy Evaluations
- Finance & Policy
 - Payment Transformation
 - Improving Social Determinants
 - Policy Recommendations
 - Advancing Health Equity
- Education & Experience
 - Facilitating Trainings
 - Empowering Learning
 - Equipping Resources
 - Digital Experiences
- Whole Health Communities
 - Understanding Community Needs
 - Community Engagement
 - Implementing Whole Health
 - Sharing Best Practices



Position Summary

Reporting Relationships

Reporting to the Founding Dean, Elly Xenakis, MD and serving as a senior member of the Dean's executive team.

Responsibilities

The successful Vice Dean of Clinical Affairs and Graduate Medical Education candidate will be responsible for the initiation, development, implementation and maintenance of clinical programs to support medical student education and development of graduate medical education. The new leader will actively participate in the creation of this new stand-alone, degree granting, not-for-profit medical school. The Vice Dean of Clinical Affairs and Graduate Medical Education will work collaboratively with the other deans in faculty recruitment, development and assignment to meet the Whole Health School of Medicine and Health Sciences goals in an on-going and iterative manner.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- Develop a vision for the organization and strategic plan for effective relationships and collaboration with local healthcare systems that ensures continued success and viability for the future
- Ensure that the mission and values of the organization are well articulated and supported both internally and externally.
- Contribute to the development of a financial plan to support the educational and clinical operations of the Whole Health School of Medicine and Health Sciences.
- Develop and organizational structure for effective function of the School of Medicine and Health Sciences and aid in recruitment efforts of the necessary faculty and staff to grow and support a successful organization.
- Provide guidance and assistance to the Founding Dean in the development and maintenance of sustainable relationships with local academic institutions, and healthcare partners.
- Create affiliations for inpatient and outpatient medical student clinical training.
- Develop a plan to meet the educational and research missions of the medical school.
- Contribute to the development and leadership of significant clinical programs, reflecting building of practices, addressing easy and equitable access to care, and the provision of high-quality, low-cost medical care to the surrounding community and beyond.
- Work in collaboration with existing partners on the region's expansion plan.
- In collaboration with the vice dean for education, develop an operational educational program for medical students in alignment with overarching School of Medicine objectives.
- Contribute to the creation of faculty development and implementation program for local preceptors and residents.
- With evolution of our School of Medicine, eventually the VDCA will:
 - Work successfully with the department chairs and center directors to achieve their clinical, educational, practice and financial goals.
 - Work collaboratively with the department chairs to develop consistent policies and expectations for the clinical faculty in their patient care and clinical education activities.
 - Working with the dean's leadership team, develop a faculty practice plan which incorporates principles of value-based care, managed care and population-health based strategies that are resonant with payers to support the plan's growth.
 - Promote a culture of service as evidenced by high patient satisfaction scores, outstanding patient outcomes and high reliability.
 - Provide the leadership that will allow the faculty practice plan and the health and wellness providers of the Whole Health School of Medicine and Health Sciences to achieve a reputation for excellence leading to retention of patients within the local market.

Candidate Qualifications

Education/Certification

- MD degree, DO degree, with board certification in a clinical specialty or PhD (or equivalent degree)
- Graduate degree in healthcare or business administration desired, not required.

Knowledge and Work Experience

Required

- Minimum of five years of senior level clinical administrative experience within an accredited medical school, health system, hospital, clinic or large multi-disciplinary practice plan.
- Minimum of five years in Graduate Medical Education, as a faculty member, preferably in a leadership role.
- Knowledge and awareness of academic institutions and teaching hospitals, their organizational complexities, and their missions of healthcare teaching, patient care and research.
- Should have a successful track record of having developed and maintained strong working relationships with hospitals and clinic affiliates in their current or past institutions for the purposes of medical student and resident education.
- Must possess demonstrated leadership experience in healthcare management and possess the experience and professional accomplishments required to be appointed at the level of Associate Professor.

Preferred

- 5-10 years specific experience with undergraduate medical education administration and finance.
- Specific experience in negotiating contracts with affiliated healthcare entities for the purpose of medical student training.
- Should have successful previous experience with culture change and successful cultural transformation and insight into what motivates people.
- Training in/experience with Integrative or Whole Health principles and practices.

Leadership Skills and Competencies

- Leadership skills and emotional intelligence
- Excellence and expertise in clinical education
- Superlative communication and negotiation skills with an ability to establish trust and credibility quickly
- Ability to establish and maintain relationships with constituents across the educational and clinical spectrums locally and regionally
- Ability to work closely with physicians, staff and administrators and possess a sensitivity to their sometimes similar, sometimes divergent needs given the changing pressures and economics of the practice of medicine
- Dedication to the well-being and success of medical students and other learners
- Ability to successfully and efficiently manage multiple tasks simultaneously
- Skills with respectful collaboration
- Orientation to results and ability to exercise sound judgment
- Demonstrates initiative and creative thinking and problem-solving
- Visionary approach and ability to plan for the future with imagination and wisdom
- Shows adaptability, agility and flexibility
- Works at a high level of conscientiousness, thoughtfulness, and quality
- Relishes the opportunity to support a growing organization and a dynamic team; a consummate team-player
- Inspired by the challenge of a start-up and characterized by assertiveness and a proactive attitude
- Possesses a desire to be part of something bigger than one's self
- Skillful and thoughtful educator
- Self-care practitioner

The Community

Bentonville, Arkansas

Northwest Arkansas (NWAR) has been ranked as one of the top 5 best places to live in the US by several publications over the last several years. Not limited to but standing out, NWAR is recognized for: Arts, Outdoors, Community and Growth. To learn more, visit: <https://findingnwa.com/>

Timeline

Interviews for the Vice Dean of Clinical Affairs and Graduate Medical Education should commence mid- to late-summer 2021, culminating with the announcement of the final candidate by October 2021.

Procedure for Candidacy

Please direct all nominations and resumes to Deborah (Dee) Wing, MD, MBA, Kim Smith or Kerry Quealy, preferably via e-mail, to WHSOMViceDean@wittkieffer.com. Information that cannot be sent electronically may be forwarded to:

Kerry Quealy
WittKieffer
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Oak Brook, Illinois 60523
Phone: 630-990-1370

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